



**VILLAGE OF ESSEX JUNCTION TRUSTEES  
TOWN OF ESSEX SELECTBOARD  
SPECIAL MEETING AGENDA**

2 Lincoln Street  
Essex Junction, VT 05452  
**Tuesday, October 29, 2019**  
**7:15 PM** (or immediately following  
Village Trustees Meeting)

E-mail: [manager@essex.org](mailto:manager@essex.org)

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*The Selectboard and Trustees meet together to discuss and act on joint business. Each board votes separately on action items.*

1. **CALL TO ORDER** [7:15 PM]
2. **AGENDA ADDITIONS/CHANGES**
3. **APPROVE AGENDA**
4. **PUBLIC TO BE HEARD**
  - a. Comments from Public on Items Not on Agenda
5. **BUSINESS ITEMS**
  - a. Presentation of quantitative survey results on potential governance change
  - b. Discussion of how to proceed with potential governance change and merger proposal
6. **CONSENT ITEMS**
  - a. Approve 2019-2020 Winter Operations Plan—Dennis Lutz
  - b. Approve minutes: September 24, 2019 – Joint Meeting (Trustees only)
7. **READING FILE**
  - a. Board Member Comments
  - b. Fiscal Year 2019 Report from Chittenden Solid Waste District
8. **EXECUTIVE SESSION**
  - a. An executive session is not anticipated
9. **ADJOURN**

*Members of the public are encouraged to speak during the Public to Be Heard agenda item, during a Public Hearing, or, when recognized by the Chair or President, during consideration of a specific agenda item. The public will not be permitted to participate when a motion is being discussed except when specifically requested by the Chair or President. This agenda is available in alternative formats upon request. Meetings, like all programs and activities of the Village of Essex Junction and the Town of Essex, are accessible to people with disabilities. For information on accessibility or this agenda, call the Unified Manager's office at 878-1341.*

Certification: 10/25/2019

*Mitchell*



## ESSEX RESIDENT SURVEY ON POTENTIAL MERGER (SEPT/OCT 2019)

### Key Findings Report

October 29, 2019

#### Background & Research Objectives

KSV was engaged by the Town of Essex and Village of Essex Junction municipal governments to facilitate a series of research activities to gather resident feedback on the question of whether to merge the two municipal governments into a single, unified municipality.

This has been an iterative process in which we started with a resident survey that was in the field in July 2019. That mostly qualitative, open-ended survey helped inform the development of the discussion guides for a series of listening sessions which took place in August 2019 with residents from across the community. In those listening sessions, participants provided feedback on several proposed, high-level representation models and taxation structures for a potential merger, while also discussing the pros and cons of keeping status quo.

Findings from those two qualitative phases of research led to the development of this latest survey in which we aimed to validate and quantify the key findings and themes uncovered related to perceived challenges or perceived benefits of potential merger options. An additional goal of the survey was to determine if there was a favorite proposal for merger among residents – or a desire to keep the status quo.

Output from these research activities is intended to provide information that will aid the Town of Essex Selectboard and Village of Essex Junction Board of Trustees while considering and making decisions on this issue.

The final survey upon which this report is based was in the field from September 16 through October 20, 2019. The link to the survey was distributed online by Town and Village officials through municipal websites, social media accounts, Front Porch Forum, email lists, the Essex Reporter and as a paper survey at municipal locations.

*This report summarizes the highlights, key findings, and KSV's takeaways from the survey. A more detailed look at the survey data can be found in our cross-tabulation of the data.*

**Which part of Essex:**

- 52.49% – Town outside the Village
- 47.51% – Village of Essex Junction

**Voting District:**

- 34.24% – District 8-1
- 40.88% – District 8-2
- 18.36% – District 8-3
- 5.09% – Not sure of district
- 1.42% – Not registered to vote

N = 844

**Respondent Characteristics**

We received 844 total responses from the Essex community, and this represented a mix across geographies, voting districts, and demographics. The split between the Town outside the Village and the Village of Essex Junction is close to the 50-50 population split.

Additionally, three-quarters of respondents (75.83%) indicate they've lived in Essex for 10 or more years, making it likely they were around the last time this issue was debated and put up for a vote. This echoes our experience with the

listening sessions on this topic, where most of the participants that took part were very familiar with the history of the merger debate and passionate about where they stand on this issue.

**General Attitudes Toward Potential Merger**

At present, slightly less than half of all Essex residents surveyed (48.46%) say they are generally in favor of merging the municipal governments of the Town of Essex and the Village of Essex Junction. Residents in the Village are more likely to support merger, with nearly two-thirds saying they're in favor.

Residents of the Town outside the Village are divided on their support for merger — District 8-1 is twice as likely to be in favor compared to District 8-3 — but overall less than half of all TOV residents say they're generally in favor. A majority of 8-3 residents (54.84%) oppose merger.

	TOTAL	Voting District			Time Lived in Essex	
		8-1	8-2	8-3	Less than 10 yrs.	10 or more yrs.
	N = 844	N = 289	N = 345	N = 155	N = 204	N = 640
Generally in favor	48.46%	44.29%	64.93%	20.65%	54.41%	46.56%
Undecided	18.13%	19.03%	13.62%	24.52%	21.57%	17.03%
Generally opposed	33.41%	36.68%	21.45%	54.84%	24.02%	36.41%

The survey also finds that Essex residents that have lived in the community 10 or more years are less likely to be in favor of merger and more likely to be opposed to merger. As we learned in the listening sessions, the history of this issue is still present, and some believe this issue has



already been decided — 4 in 10 of those opposed to merger (N = 282) say they don't favor it because the citizens voted "no" in 2007.

In addition to those that lean one way or the other, about 1 in 5 residents are still undecided and represent a tipping point between merger approval or merger disapproval by the community.

**Why would you say you are generally in favor of merger? (Top 4)**

- 77.26% – I believe we would be a stronger, more unified community if it were a single municipality
- 73.11% – I believe municipal services would be improved if they are paid for and managed with the whole community in mind
- 69.68% – I believe it could ultimately result in tax equalization across the entire Town of Essex
- 58.92% – I believe it's time to make it happen once and for all

N = 409

**Why Some Residents Favor Merger – Unity, Service Improvements, Equal Tax Rate**

Of the respondents that are in favor of merger (N = 409), nearly 8 in 10 say they're in favor because it would unify the community, making it stronger.

*"Strength [in] numbers. We would be one community, finally. It is what we teach our kid to do, get along with each other." – Village resident*

Those in favor also believe it could lead to an improvement in municipal services.

Seven in 10 of those in favor of merger support the idea because it could lead to tax equalization. Village residents in support of merger were more likely to cite this (78.6% of them did) compared to TOV residents (54.61%).

*"[I] think it will lead to better governance and hopefully bring some cost savings. I also think it will be less confusing and less divisive." – TOV*

*(District 8-1) resident*

Ten percent of respondents cited some benefits other than the answer choices given. One of the most common responses was a perception that merger would result in municipal efficiencies and eliminate cost redundancies. This was also a top benefit mentioned in the first, open-ended survey that was fielded in July, however, discussion in the listening sessions revealed skepticism as to whether additional cost savings through consolidation are actually achievable. Essex residents should be provided with information that sets proper expectations on potential future savings as a result of merger.



### Why Some Residents Oppose Merger – Tax Increases, Concern Over Unfair or Unequal Representation, Distrust in Officials

Nearly two-thirds of those opposed to merger are against it because of concerns over tax increases. It has been stated in public meetings and on the survey itself that a merger would likely result in an increase in tax rate for TOV residents. As a result, 84.26% of TOV residents that are against merger (N = 197) are concerned about seeing a tax increase, compared to 23.53% of Village residents that say the same.

Over half of Village residents that are against merger (N = 85) say they're against it because they don't like the way some services have already been consolidated, making it the second biggest concern (after "more negative consequences than benefits"). We heard concerns over "back room merger" in listening sessions that included both Village and TOV residents, but this

survey showed that Village residents were more concerned — only 26.9% of TOV residents opposed to merger said this was a concern. Regardless, it is imperative that all plans related to merger and consolidation of services take place out in the open with public input heard.

*"I don't trust current officials - elected or hired employees. If they want something, they set the ball in motion behind closed doors, and then taxpayers are the last to find out the details. If someone ask questions or expresses concern, they're being 'negative' and the [Facebook] warriors shame them. The controlled narrative set forth is alarming." – TOV (District 8-1) resident*

Nearly 17% of those opposed to merger cited some reason other than the answer choices given. A few perceive that all or most of the benefits of merger would go to the Village and not the Town.

*"The village has nothing to lose, no place for expansion but up, or replace existing buildings. The town has everything to lose. Why destroy something that works very well." – TOV (District 8-1) resident*

### Why would you say you are generally opposed to merger? (Top 4)

- 65.96% – I'm concerned it could mean my taxes going up
- 56.38% – I believe there are more negative consequences than benefits
- 54.61% – I'm concerned it could result in a governing body that doesn't fairly or equally represent all residents in the community
- 42.20% – The citizens voted "no" the last time the question was on the ballot in 2007

N = 282



There is also a sentiment of distrust in the current governing boards, exacerbated by the perception that the current make-up of the two governing boards leads to more favorability toward Village concerns.

*“This merger is being strong-armed by the 8 [of] 10 Town/Village leaders whose constituents are really their Village neighbors who want lower taxes because they like to spend and lost IBM.” – TOV (District 8-3) resident*

This also leads to the perception that information and commentary provided by the municipal governments have been one-sided in favor of merger. This survey itself was not immune to feedback where some perceived it as a “push poll” to support merger, despite our efforts to remain objective and allow all residents to share thoughts on options being considered, regardless of whether they currently support merger, oppose merger, or remain undecided.

*“Information distributed and presented so far has only shown the plus side of the story and feels more like a pro-merger ad campaign.” – TOV (District 8-3) resident*

*“I do not appreciate the recent communications from community leaders supporting the merger that seem dismissive of citizens of both Town and Village as being ignorant. This has eroded my trust in any of these leaders and their messaging.” – Village resident*

Every piece of communication on the topic of merger will be under a microscope. Evaluate communication for potential bias and eliminate it. Acknowledge the legitimate concerns residents have with merger, which include tax increases and representation models, and work with them to find common ground.

### **Why Some Residents are Undecided – Need More Details, See Both Sides**

Nearly 1 in 5 Essex residents (18.13%) are currently undecided when it comes to merger. District 8-3 residents are the most likely to be undecided on merger — 24.52% are undecided compared to 19.03% of District 8-1 residents and 13.62% of District 8-2 residents.

Seven in 10 of those that are undecided (N = 159) say they would need to see what the proposed plan for a merger would look like before making a decision. This was a common theme we heard in the listening sessions, and even when shown information that included potential governing board representation structures and the current difference in tax rates that



would need to be addressed if a single tax rate were to be achieved, respondents asked for specifics in order to provide a more informed opinion.

*“I need to understand the details of expected costs and benefits.” – TOV (District 8-3) resident*  
*“It seems unclear what the pros and cons are for both Village and Town residents.” – TOV (District 8-3) resident*

Some like the idea in theory, but without detail around potential benefits, they remain on the fence.

*“It's hard to know who to believe. Recent school mergings don't seem to have saved money and are certainly not elevating student performance. ‘Merging’ seems like a great idea, but what are the measurable benefits? How will we know whether it lived up to its promise? Can we return if the merger isn't what we anticipated?” – Village resident*

Others indicate that their support or non-support would hinge on what is decided for a governance model and taxation structure.

*“I need to see what the new governance model might look like and have a clear understanding of how a merger would affect my tax rate.” – TOV (District 8-1) resident*

The undecided in this case are not completely uninformed, rather, they simply require more information to evaluate before they can make a decision. Should the process move forward toward a potential vote on merger, we imagine that, once decisions are made regarding governance structure, taxation impacts, and identity, more and more undecided voters will make their decision. Later on in this report, we get a sense of which options would lead to support for merger and which would lead to not supporting merger.



## Representation

Representation is a key issue at the heart of the question of whether to merge and, as such, has been a key focus of these research efforts.

As we did in the listening sessions, this survey presented three governance model options for respondents to consider — a governing body with all members elected at-large, a governing body in which all representatives are elected from a district or ward, and a governing body that would feature a combination of at-large and district/ward-based representatives. Descriptions of each model were also presented with pros and cons of each approach, sourced from the National League of Cities, to enable respondents to provide a more informed opinion.

For each option, we asked whether respondents would agree or disagree with having that representation model — essentially what would residents be OK with in terms of governance structure. The intention was to force a choice in order to better determine which representation structures would be most favorable to Essex residents.

	TOTAL N = 844	Present Attitude Toward Merger			Voting District		
		In favor N = 409	Undecided N = 153	Opposed N = 282	8-1 N = 289	8-2 N = 345	8-3 N = 155
<b>At Large Only</b>							
Agree	50.95%	71.39%	49.02%	22.34%	49.48%	58.26%	32.90%
Disagree	49.05%	28.61%	50.98%	77.66%	50.52%	41.74%	67.10%
<b>Districts/Wards Only</b>							
Agree	62.44%	45.97%	66.67%	84.04%	62.98%	55.65%	76.77%
Disagree	37.56%	54.03%	33.33%	15.96%	37.02%	44.35%	23.23%
<b>Combination of At-Large/Wards</b>							
Agree	35.31%	42.79%	39.22%	22.34%	32.53%	39.13%	29.68%
Disagree	64.69%	57.21%	60.78%	77.66%	67.47%	60.87%	70.32%

Overall, Essex residents are more favorable toward a district-/ward-based representation, with residents across the community — but in particular TOV residents — indicating an acceptance of that model.





Those that are generally in favor of merger (N = 409), however, are more likely to support an at-large structure. Given that those in favor of merger are seeking a more unified community, an at-large structure is seen as a way of eliminating divisions, whether those divisions are real or perceived.

### Resident Thoughts on At-Large Representation

For what reasons do you <u>agree</u> with having a governing body where all members are elected at-large? (Top 3)	For what reasons do you <u>disagree</u> with having a governing body where all members are elected at-large? (Top 3)
<ul style="list-style-type: none"><li>• 74.60% – I believe we’re all one community, one Essex, and this would remove perceived Town/Village separation</li><li>• 58.50% – I believe the elected members would do a better job serving the entire community and not just their district</li><li>• 47.62% – I believe all of Essex would be more fairly represented</li></ul> <p>N = 441</p>	<ul style="list-style-type: none"><li>• 66.83% – I would be concerned representation would not be fair or equal</li><li>• 66.35% – I’m more in favor of district/ward style representation rather than at-large</li><li>• 61.06% – I would be concerned that issues specific to my part of Essex would be minimized or ignored</li></ul> <p>N = 416</p>

Those in favor of an at-large representation structure (N = 441) like it mostly for the perception that it could unite the community under one banner of one Essex and eliminate any lines of separation.

*“Geographic-based elections lead to partisan politics, which is exactly what the Essex community as a whole does not need today or tomorrow.” – Village resident*

Nearly half of those in favor of at-large representation say it would lead to all of Essex being more fairly represented.



However, what’s fair or equal for one resident may be viewed as unfair or unequal for another. Two-thirds of those that are not in favor of at-large representation (N = 416) would be concerned that representation would *not* be fair or equal under an at-large structure.

*“History shows that the board has been dominated by one district or another over time.” – TOV (District 8-1) resident*

*“Under At-Large, it is possible for one small area of the community to have most of the elected officials, thereby not reflecting other areas of the sprawling Essex area.” – TOV (District 8-1) resident*

### Resident Thoughts on District/Ward Representation

<b>For what reasons do you <u>agree</u> with having a governing body where representatives come from districts/wards? (Top 3)</b>	<b>For what reasons do you <u>disagree</u> with having a governing body where representatives come from districts/wards? (Top 3)</b>
<ul style="list-style-type: none"><li>• 81.44% – I believe all parts of Essex would be more fairly represented</li><li>• 65.53% – I believe the issues pertaining to my specific part of Essex would be better addressed</li><li>• 57.39% – I believe it would bring diverse perspectives to serve all of Essex</li></ul> <p>N = 528</p>	<ul style="list-style-type: none"><li>• 68.24% – I’m concerned such a structure would result in representatives only serving the interests of the residents in their district rather than all of Essex</li><li>• 67.30% – I’m concerned it would divide the community</li><li>• 61.32% – I’m more in favor of an at-large representation structure</li></ul> <p>N = 318</p>

A district- or ward-based system is seen by proponents as a solution to address the concerns in the community around fair or equal representation, and to ensure that the unique needs across the community are better addressed.

However, even those in favor of such a model caution that it could perpetuate TOV and Village divides unless wards are created by rethinking existing Village and TOV lines.



*“Still very concerned that this will create an us against them atmosphere similar to what we have now. The districts would have to wipe out old Village/Town boundaries to be effective.” – Village resident*

Those opposed to this structure believe it may result in representatives being too focused on their ward’s concerns rather than the community as a whole.

Others don’t like this structure because of the relatively small size of Essex.

*“I’m not sure our combined population is large enough to warrant this kind of structure, concerned it may amplify the perception of the kind of Town/Village division that already exists.” – Village resident*

#### Resident Thoughts on a Combination of At-Large and District/Ward Representation

For what reasons do you <u>agree</u> with having a governing body where there is a combination of at-large and district/ward representatives? (Top 3)	For what reasons do you <u>disagree</u> with having a governing body where there is a combination of at-large and district/ward representatives? (Top 4)
<ul style="list-style-type: none"><li>• 78.19% – I believe it would be a balanced approach where local concerns are heard and addressed while the perspective of the entire community is kept in mind</li><li>• 61.74% – I believe it would be a nice compromise between those that feel strongly about having either at-large representation or district/ward representation</li><li>• 8.05% – Other</li></ul> <p>N = 298</p>	<ul style="list-style-type: none"><li>• 41.76% – I would rather have a district/ward structure</li><li>• 40.48% – It sounds complicated</li><li>• 32.60% – I would rather have an at-large structure</li><li>• 29.12% – I believe it would favor more populous areas of the community</li></ul> <p>N = 546</p>

Those who would support a mixed approach like it for the perceived balance it could provide.



*"I like to think that this would provide a voice for the districts, though with potential for increased in-fighting, but with the at-large body, there could still be traction for forward movement. You don't want to ignore the districts with the big picture POV all the time. District inputs will provide a check and balance to the big picture and may also prompt perspectives that weren't otherwise thought of." – TOV (District 8-3) resident*

Some, perhaps somewhat cynically, see it as a way to appease as many people as possible in the merger debate.

*"Just to 'sell' the idea of a merger for once and for all." – Village resident*

Four in 10 of those who are opposed to a combination of at-large and ward-based seats would see such a governing body as being too complicated and one in which there may not be enough candidates to support competitive elections. Another concern voiced is whether the at-large portion of the governing body would be seen as having more authority or status over the district portion.

*"Because within boards that have such structure there is a tendency to treat district members as second tier members (my election is worth more than yours) making the boards ineffective." – TOV (District 8-3) resident*

### Ranking the Representation Options

The table below shows a weighted average representing how respondents ranked the three representation options against each other. The higher the weighted average, the higher the rank.

**Q. Please rank your preference for which representation structure you would prefer in a merged municipality.**

	Attitude Toward Merger				Voting District		
	TOTAL	In favor	Undecided	Opposed	8-1	8-2	8-3
	N = 844	N = 409	N = 153	N = 282	N = 289	N = 345	N = 155
At-large only	1.80	2.10	1.75	1.40	1.78	1.93	1.51
District/wards only	2.11	1.78	2.12	2.58	2.13	1.97	2.41
Combination	2.09	2.12	2.12	2.02	2.09	2.10	2.08

This table shows that preferences lean toward a district-/ward-based representation model or a combination of at-large and district-/ward-representation, and it is very close.



### What would residents vote for?

	Present Attitude Toward Merger				Voting District		
	TOTAL	In favor	Undecided	Oppose	8-1	8-2	8-3
	N = 844	N = 409	N = 153	N = 282	N = 289	N = 345	N = 155
<b>Would Vote "Yes" (Multiple Selection)</b>							
Single municipality w/at-large only	34.60%	59.41%	26.80%	2.84%	30.80%	46.09%	16.13%
Single municipality w/wards only	29.98%	40.34%	35.95%	11.70%	29.07%	35.94%	22.58%
Single municipality w/combination	38.63%	61.86%	38.56%	4.96%	34.95%	48.99%	20.65%
Would not support any merger	30.09%	0.00%	16.34%	81.21%	33.91%	17.10%	51.61%
Some other option for merger	9.83%	1.22%	18.30%	17.73%	9.69%	8.70%	14.19%
<b>Top Choice (Select One)</b>							
Single municipality w/at-large only	26.42%	44.99%	21.57%	2.13%	25.61%	31.59%	15.48%
Single municipality w/wards only	18.25%	22.49%	27.45%	7.09%	19.72%	18.55%	16.77%
Single municipality w/combination	21.56%	31.78%	27.45%	3.55%	18.69%	27.83%	11.61%
Would not support any merger	26.18%	0.00%	11.76%	71.99%	29.41%	14.78%	44.52%
Some other option for merger	7.58%	0.73%	11.76%	15.25%	6.57%	7.25%	11.61%



Toward the end of the survey, respondents were asked which of the high-level proposals (single municipality paired with a governing body option) they would vote in favor of or whether they would not support any merger proposal or would rather have some other option for merger. They were first asked to select all of the options they would vote for, following up with a question that asked what their top choice would be — including options to not vote for any merge proposal or to suggest an alternative.

First, we need to acknowledge the difference between responding to a survey question with high-level, hypothetical information compared to an actual vote based on a fully fleshed out proposal for a potential merger option. As we have recognized previously, residents are hungry for more detailed information to form a more definitive opinion.

Given present information, 3 in 10 of all residents would not support *any* merger proposal that was suggested. A third of those surveyed in District 8-1 and half from District 8-3 say they would not support any merger proposal.

Nearly 10% indicated they would prefer some other option for merger, which we asked them to specify, though a number of respondents filled in this box by stating they need more information before evaluating any merger option.

There were 34 responses mentioning some form of separation of the two municipalities, with some advocating for a continued sharing of services such as the police force — “a friendly separation.” This accounted for approximately 4% of all survey responses.

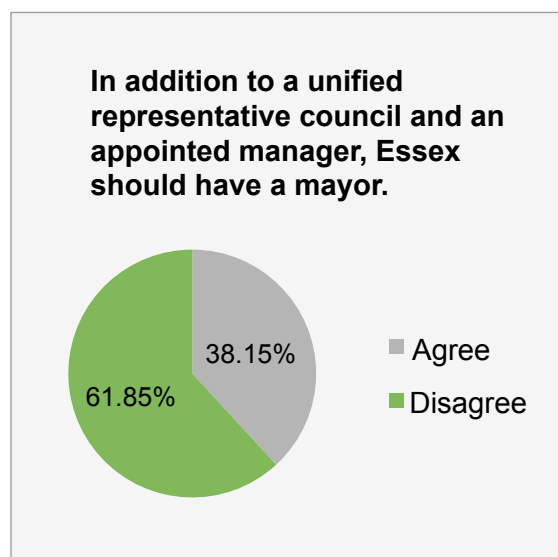
That means 6 in 10 residents saying they would support at least one of the merger options considered in this survey.

Interestingly, we see the option getting the most support is the one with the combination of at-large and district-/ward-based representatives. Our hypothesis is that those generally in favor of merger and those on the fence are seeing this as a best-of-both-worlds or a balanced approach that would satisfy more people than if the governing body were one or the other. However, it is not anyone’s top choice when given the option to choose.

We also recognize that some of those generally in favor of merger wouldn’t support just any proposal put in front of them. That group is more likely to support an option that contains at-large representatives — either solely at-large or in combination with district-/ward-based seats — more so than they would support a solely district-/ward-based model. Again, earlier findings indicate those in favor of merger strive for more unity and they may feel that at-large representation is the best way to become a united community.



We also see those that generally oppose merger would be willing to consider a merger if it came with a governing body featuring only district-/ward-based seats. Just over 10% of those generally opposed to merger would consider voting in favor of that proposal. This helps us quantify a sentiment we heard in the listening sessions in which those that are concerned about merger would be willing to trade an increase in tax rate if that meant a model that guarantees representation from their neighborhood, district, or ward.



### Mayor

One of the areas in which residents across the community are somewhat aligned is on the prospect of having an elected mayor — a majority (61.85%) do not believe Essex should have an elected mayor in addition to having a unified representative council and an appointed town manager.

Two-thirds of residents opposed to a mayor indicate that they would rather have people that are interested in running for public office in Essex serve on the Town council rather than pursue mayorship. Almost a third (31.03%) of those opposed to an Essex mayor say that they would be

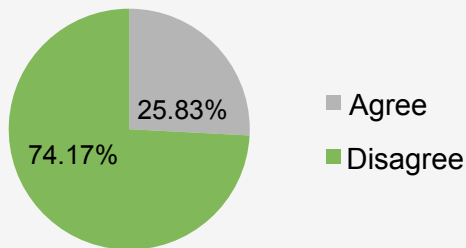
concerned a potential mayor wouldn't have much power to do anything anyway.

Many others mentioned that the idea of a mayor would add another potentially costly and unnecessary layer of government.

Of those in favor of a mayor (N = 323), 8 in 10 believe a mayor would be an effective voice advocating for Essex at the state level.



**Municipal budgets should continue to be voted on by a voice vote during Annual Meetings rather than through Australian (paper) ballot voting.**



### Municipal Budget Voting

Another area in which residents across the community are mostly aligned is on the topic of how municipal budgets should be voted on — nearly three-quarters (74.17%) of residents disagree with continuing to vote on municipal budgets during Annual Meetings.

Of those that disagree, 86.28% indicate they would rather have more people be able to have a say in the budget and believe Australian ballot would accommodate that. Also, 85.65% say that they don't believe those that are able to attend annual meetings represent the entire community.

*"Without absentee ballots we disenfranchise many voters: lower income who have difficulty scheduling a meeting, people on night shifts like nurses, the retired who may vote from Florida via absentee and our military men and women on assignment overseas." – TOV (District 8-1) resident*

There were a number of other reasons given to move away from budget voting during Annual Meetings. A few residents allude to the potential for hasty decisions being made on the budget during the meetings.

*"This is a difficult one because while appreciate that the current process allows for direct citizen input into the budget process, I think it is too easy for last minute alterations with potentially large consequences to be implemented with little or no vetting." – Village resident*

While the majority would like to move away from voting on the budget during Annual Meetings, a few noted that those meetings still have their purpose for information sharing and debate, even if the ultimate vote takes place at a later date during all-day voting.

*"Vote should be by Australian ballot. Annual meetings should be used for clarification (along with other info/clarification events on an as-needed basis)." – TOV (District 8-1) resident*





## Taxation

Another cornerstone issue related to the merger question is taxation. Respondents to the survey were given information about municipal tax rates, in which Village residents currently pay more in municipal taxes compared to the residents of the Town outside the Village. It was explained that a move toward a single municipality would result in tax rates meeting somewhere in the middle. Respondents were then asked whether they would support having a single tax rate.

**Q. In a merged government, all residents should pay municipal taxes based on a single tax rate, regardless of where in Essex someone lives.**

	TOTAL	Voting District		
		8-1	8-2	8-3
	N = 844	N = 289	N = 345	N = 155
Agree	66.11%	57.44%	87.83%	34.84%
Disagree	33.89%	42.56%	12.17%	65.16%

Two-thirds of the community would support a single tax rate. However, there are clear, predictable divisions within the community.

Village residents in 8-2 are overwhelmingly in favor, with 41% of them indicating it would result in their taxes going down. That wasn't the top reason they support a single tax rate, however.

Across all districts, residents that support a single tax rate (N = 561) say they feel it is fair because everyone is an Essex resident — 80.39% of those in favor of a single tax rate said this, making it the top-cited reason. The other top reason is the belief that a single tax rate would help ensure the quality of municipal services, and that access to those services would be maintained throughout all of Essex — 73.26% of those in favor of a single tax rate selected this answer choice. Half of those in favor said a single tax rate would make it feel like a more unified community.

A third of the community, however, does not support a single tax rate (N = 287), with the strongest opposition coming from 8-3. The top reason for not wanting a single tax rate, cited by 76.31% of those not in favor, is the belief that not everyone benefits equally from municipal services and shouldn't have to pay based on the same rate. One comment noted that some services are more convenient for Village residents. Additionally, half of those that don't support a single tax rate say so because they believe it would mean taxes increasing.

Nearly a quarter of those that are not in favor of a single tax rate voiced other concerns. A few respondents mentioned they shouldn't have their taxes increased based on budgets set previously by Village voters.



*“I didn't vote to grow Brownell Library and EJRP to their current size. Why should I be forced to pay for them?” – TOV (District 8-3) resident*

A few Town outside the Village residents also stated that they chose to live in the Town, and not the Village, because of lower tax rates.

*“Major, major concern! Definitely not in favor. One reason I chose to live in the Town was the tax rate. People in the Village chose to live there. I am not willing to share the tax burden because the Village residents want relief.” – TOV (District 8-1) resident*

**Q. Merger that results in a single municipal tax rate may cause property taxes to increase for some residents. If a single tax rate for all residents in the community were to be achieved after a period of time of gradually evening-out tax rates, what would be the ideal time frame?**

	TOTAL N = 844	Essex should have a single tax rate	
		Agree N = 558	Disagree N = 286
Immediately	16.23%	17.74%	13.29%
No more than 3 yrs.	18.60%	26.88%	2.45%
No more than 5 yrs.	25.12%	34.05%	7.69%
No more than 7 yrs.	5.21%	5.73%	4.20%
No more than 10 yrs.	12.09%	11.11%	13.99%
No more than 12 yrs.	22.75%	4.48%	58.99%

In the listening sessions, we touched on the topic of phasing in a tax increase, should a merger be put up for a vote. We asked the above question in the interest of gauging public sentiment on the ideal time frame, should a single tax rate come into effect.

While the survey was in the field, we received feedback that this question forced respondents who are not in favor of a single tax rate to make a choice without giving them an option to indicate they wouldn't support it, and we agree with that feedback. That could in part explain why the majority of those that would disagree with having a single tax rate would want to push it out as far as possible.



On the flip side, of those that would support a single tax rate, a majority indicated they would like to see a single tax rate achieved in either no more than 3 years or no more than 5 years, which is similar to what we heard in the listening sessions.

### Impact on Municipal Services

Just 3 in 10 respondents (28.08%) indicate they would be concerned that merger would decrease services that contribute to their quality of life in Essex, such as the availability of recreational programs or the frequency in which streets are plowed in the winter. This finding holds throughout the different areas of the community.

However, those that believe merger would impact municipal services (N = 237), would be concerned about public works (60.76%), recreation (59.49%), libraries (56.12%), and planning/community development (52.32%). TOV residents were more likely to express concern over planning/community development, whereas Village residents were more likely to express concern over libraries, recreation, and the senior center.

### Development and Planning

When it comes to development and planning, half of all respondents (53.91%) said there are aspects they both like and dislike as it pertains to development in Essex. District 8-3 residents were more likely to dislike the way the community is developing (32.09%), compared to 21.80% of District 8-1 residents and 19.71% of District 8-2 residents. Nearly 20% of District 8-1 residents and 18.55% of District 8-2 residents say they like the way the community is developing, compared to 10.32% of District 8-3 residents.

Merger and its impact on development, in particular negative impacts on development, were a key theme in the TOV resident-specific listening sessions. The survey finds that District 8-3 residents are more concerned about potential negative impacts related to development as a result of merger.

### Q. How do you believe merger will impact development in the community?

	TOTAL	Voting District		
		8-1	8-2	8-3
	N = 844	N = 289	N = 345	N = 155
Positive impact	18.48%	15.57%	24.64%	11.61%
Negative impact	22.27%	24.57%	11.59%	40.00%
No impact	25.36%	25.95%	29.86%	16.77%
Don't know enough to say	33.89%	33.91%	33.91%	31.61%



On a similar note, the survey also asked respondents how important it is to retain the character of the rural parts of Essex. Nine in 10 residents say it is at least somewhat important, with over half (53.67%) saying it is very important, including 4 in 10 of Village residents and 76.13% of District 8-3 residents.

### Identity

The topic of merger often stirs up debate over identity and whether to retain aspects of existing municipal identities or combining aspects of identities or starting new. Our initial survey and listening sessions certainly found residents sharing their thoughts on what to name a potential single municipality — or what name(s) would be a non-starter.

Though we did not specifically ask about names for a single municipality in this survey, we did ask about the importance of identity. What we found is Village residents are slightly more likely to want to hold on to some aspects of the existing Town and Village identities.

**Q. If the two municipalities merge, we should try to retain some aspects of our Town and Village identities, as long as it doesn't impact costs of the delivery of municipal services.**

	TOTAL	Area of Essex	
		TOV	Village
	N = 844	N = 443	N = 401
Strongly agree	22.87%	16.70%	29.68%
Somewhat agree	19.31%	16.48%	22.44%
Neither agree nor disagree	24.88%	26.41%	23.19%
Somewhat disagree	13.39%	14.67%	11.97%
Strongly disagree	19.55%	25.73%	12.72%

On a related note, a question did ask respondents whether the Village of Essex Junction should be known as the unincorporated Village of Essex Junction, with no separate governing body or taxing authority, in an effort to retain the Village's historic identity in a merged community. Sixty percent of Village residents supported this idea, while 40% of TOV residents supported this.



### Public Outreach and Communication

Throughout all phases of research, we've heard residents tell us they want more details and more information related to a potential merger question provided to them by the two governing bodies.

Residents throughout the community would prefer information to be sent directly to them, whether that's through mail or email, which includes Front Porch Forum updates. Direct communication is recommended so that the onus is not placed on residents themselves to seek out information, however, ever-present resources like the Town and Village websites and the GreaterEssex2020.org website would still be valuable places for residents to receive information.

#### How would you like to receive information pertaining to a proposed merger? Check all that apply.

- 58.53% – Mail sent to home
- 52.37% – Front Porch Forum
- 52.25% – Email
- 49.53% – Town/Village websites
- 39.69% – Merger-specific website
- 33.29% – Town/Village social media
- 32.94% – Annual Meetings
- 31.40% – Other public meetings

N = 844

We did not ask a question about frequency of communication, but the comment below echoes a sentiment we heard in some of the listening sessions and the first survey. Communicate early, often, and objectively.

*"Saturate us. Don't give any chance for the people on the losing side to say they didn't have the opportunity to participate or understand what they were agreeing to. And start immediately. You barely have a year before you'd have to warn the vote and that's a lot of work to do, information to give and feedback to solicit and process." – TOV (District 8-3) resident*

### Timing

Though we did not specifically gauge public sentiment on the timing of these efforts, we did hear feedback on the timing, as we did in the listening sessions. We've heard in previous research and in this survey that this feels like it is being rushed and pushed through without enough public input.

*"I feel like we are rushing towards this and you want me to want this but you haven't given me concrete information about how you are going to do this. And to be honest, I don't really trust those in power. How do I know if I vote 'yes' because you will do XYZ that you won't turn around and say, sorry, we can't do that?" – Village resident*



Also, throughout our research, we've received comments questioning whether it is appropriate to gauge public sentiment around merger with the perception that there hasn't been much information conveyed to the public to this point about details.

*"I don't even see how this survey can be pushed out at this point which is asking merger questions without explaining the benefits and costs of the mergers. Would like to see a projection of future costs likely to be incurred in the next 10 or so years by both the present town and Village. For example, I understand a recent Village meeting was impacted because sewage was backed up. Is the Village about to incur expensive costs related to infrastructure in the next 10 years? Is the town liable for similar expenses? There needs to be open transparency on projected costs and any cost shifting that would be dealt to residents because of this should a merger occur." – TOV (District 8-3) resident*

This comment references the timeline for a potential merger vote that would be planned to coincide with the 2020 presidential election. With an anticipated contentious national election on the horizon, it's fair to say that Essex residents may be saddled with a potentially contentious local issue to contend with as well. Should a merger question be considered during that election, communication leading up to a potential vote should convey why that election was chosen for a public vote.

*"I believe it is not an auspicious time for this effort. The national politics are moving on the same timeline and are so toxic and polarizing I don't believe there will be enough room for people to participate in both with open hearts and open minds. Both conversations are so exhausting that I believe having them run in parallel is unrealistic. We all have demanding lives beyond politics" – TOV (District 8-1) resident*

The "Timeline and Process" section of the infographic on the GreaterEssex2020.org website is a great resource for sharing the steps in the process, should this move forward, but perhaps more clarity and detail is required regarding any planned public outreach and communication, which is noted as occurring throughout the timeline.



## **Final Takeaways, Recommendations, and Action Items**

### **Residents remain divided over whether to merge or not**

Slightly less than half of all residents are currently in favor of merger while a third are opposed. That leaves a little less than 20% who are undecided and could swing support in either direction. The undecided segment is hungry for more communication, detail, and clarity around tax impacts, representation structure, and perceived benefits of merging.

**Recommendation:** As more decisions are made and a proposal is potentially developed, continue to check the pulse with residents with formal or informal feedback sessions or surveys to gauge whether the conversation is moving in a direction that will gain the support of the majority of the community.

### **There is no slam-dunk option for a potential merger, but there is receptiveness overall to options that include district/ward representation**

In both the listening sessions and this latest survey, we are seeing residents from across the community gravitate toward the idea of having district/ward-based representation – 6 in 10 residents agree that if the municipalities merged that there should be representative districts. Perceived benefits include a feeling of fair or equal representation and a belief that local concerns would be better addressed, which are two key concerns of TOV residents as well as residents that are undecided or currently opposed to merger. Village residents may not be as receptive to a model that has district/ward-based seats only, but they would be open to a combination approach.

However, residents did express concern that a district/ward-based model may exacerbate division in the community between TOV residents and Village residents.

**Recommendation:** Should a district/ward-based model or a combo model that includes district/ward-based seats be pursued, consider whether it would be possible to draw districts that don't conform to existing Village and TOV borders. A few respondents suggested this in the listening sessions and on the survey as well. Also, should this be pursued, consider positioning district/ward representation as a way to ensure fairness and a diverse set of voices serving the greater good of the entire Essex community.

### **A gradual step up to a single tax rate would be required, should a merger go through.**

Two-thirds of Essex residents would support a single tax rate if there were to be a single municipality and most residents would not be content with immediate tax rate equalization. The majority of Village residents would want tax rate equalization within three years while the majority of TOV residents would want tax equalization in 10-12 years.



Recommendation: Meeting somewhere in the middle would see tax equalization in 5-7 years. If a merger proposal is developed, solicit additional feedback to gauge whether Village residents would be OK with a longer timeline and if TOV residents would be OK with a shorter timeline if it meant the inclusion of a representation model they are more likely to be in favor of.

**There are a few areas of consensus in the community, including opposition to having a mayor and support for moving away from conducting municipal budget votes at Annual Meetings**

A majority of residents across the community would not support having a mayor, feeling like it would be an unnecessary layer of government where interested candidates for public office would be better served running for the governing board.

Regarding budget votes, residents would prefer an Australian ballot vote to ensure more residents can participate in the budget approval process. Some residents like the idea of keeping the tradition of Annual Meetings alive as a way to receive information related to the budget and discuss it with elected officials and community members before putting it up for vote.

Recommendation: Should a merger proposal be drafted, keep a mayor out of it and explore the opportunity to add charter language that establishes budget approval through Australian ballot voting.

**Additional Recommended Action Items**

- **Keep the resident feedback loop open and continue to encourage resident input to shape any potential merger proposal.** Don't give the impression that because this survey is completed that residents won't have opportunities to participate in this process.
  - Consider open workshops to test ideas in real time with community members between now and a potential proposal presentation at the Annual Meetings
  - Consider conducting more frequent, focused surveys (3-5 questions) to get quick feedback on burning questions while in the process of developing a potential proposal. There are many cost-effective tools you can use to poll residents, as well as some mobile app-based solutions.
- **Provide a more detailed timeline and process.** We kept hearing from some residents "I need to see more information before providing input." Let them know what details and education will be provided when, if possible. For example, let them know when they may see projected cost savings, potential tax impacts, or district maps should that model be pursued.
- **Develop a communications plan that features plenty of direct outreach to residents.** Residents told us that mail, Front Porch Forum newsletters, and email are their preferred channels for receiving information pertaining to the merger question. Keep

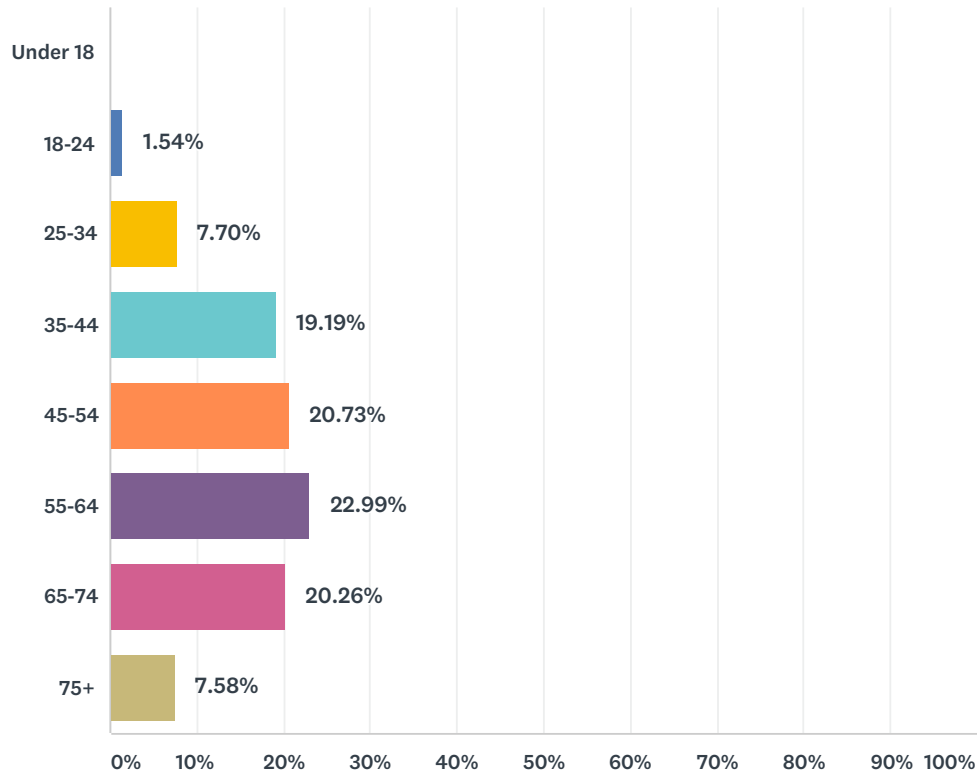




residents informed about major milestones, planned events, or links to additional surveys or feedback gathering activities. Link back to the merger website or municipal sites, but don't assume residents will seek out information on their own. And always remember – **communicate early, often, objectively, and out in the open.**

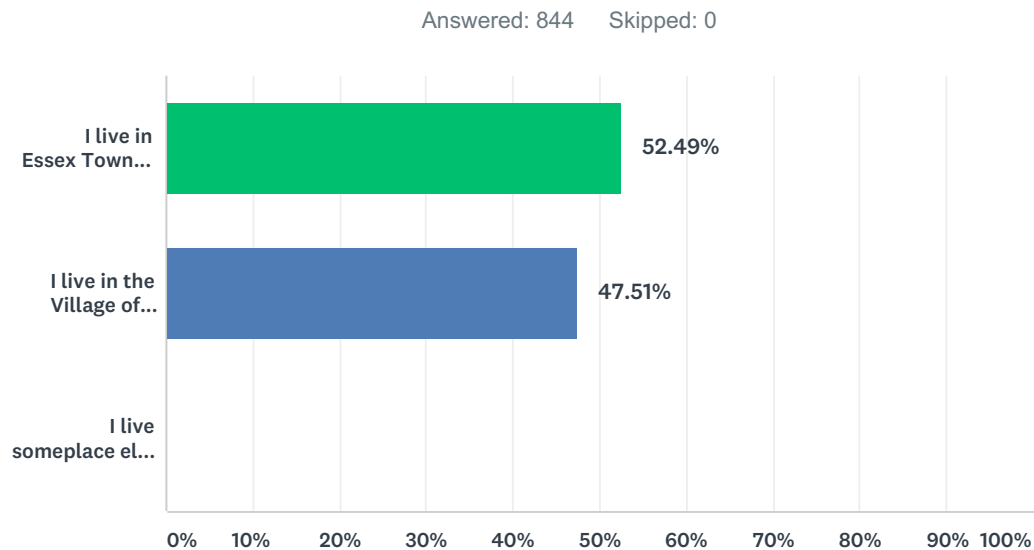
## Q1 What will your age be on November 3, 2020?

Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	1.54%	13
25-34	7.70%	65
35-44	19.19%	162
45-54	20.73%	175
55-64	22.99%	194
65-74	20.26%	171
75+	7.58%	64
TOTAL		844

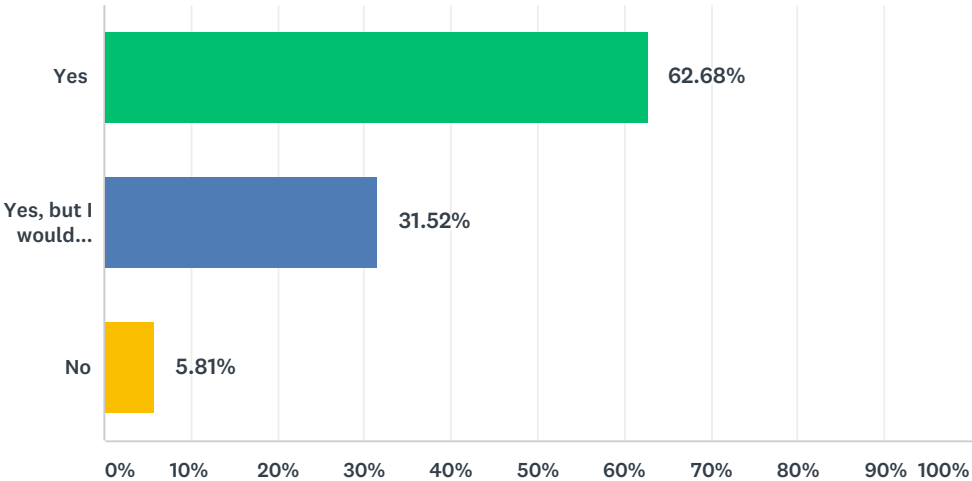
Q2 Are you a resident of the Town of Essex? If so, please reference this list of street names to confirm whether you live within the Village of Essex Junction or within Essex Town outside the Village.



ANSWER CHOICES	RESPONSES	
I live in Essex Town outside the Village	52.49%	443
I live in the Village of Essex Junction	47.51%	401
I live someplace else besides the Town of Essex	0.00%	0
TOTAL		844

Q3 Are you familiar with the current governance structure of the two municipalities?

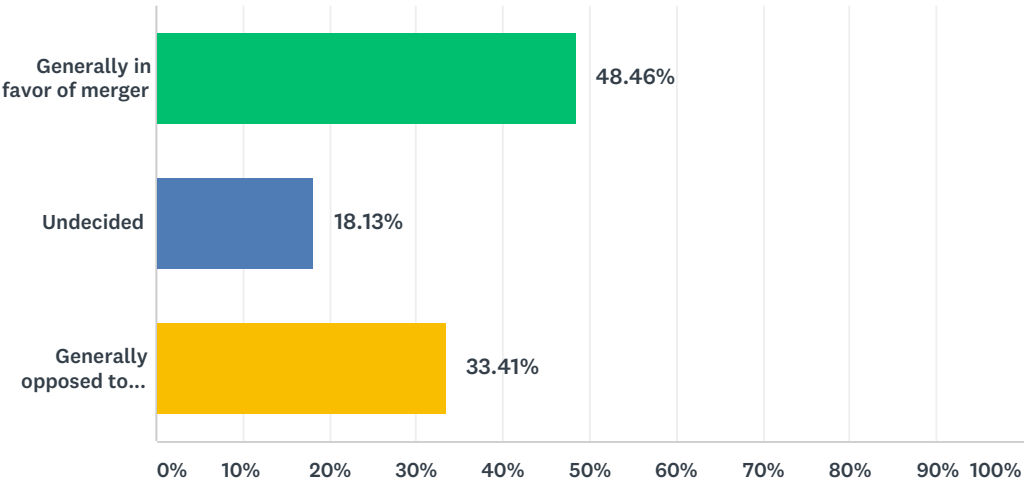
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.68%	529
Yes, but I would appreciate a short description	31.52%	266
No	5.81%	49
TOTAL		844

Q4 At present, would you say that you are generally in favor, opposed, or undecided when it comes to the idea of merging the municipal governments of the Town of Essex and Village of Essex Junction?

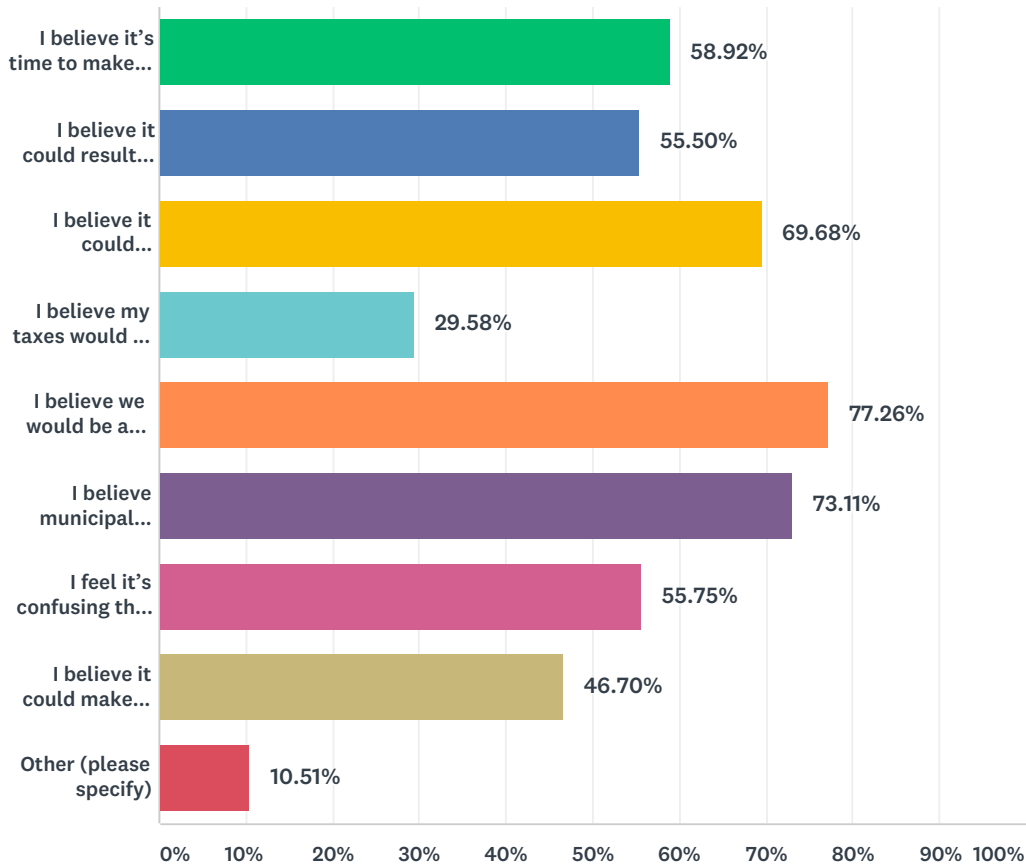
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Generally in favor of merger	48.46%	409
Undecided	18.13%	153
Generally opposed to merger	33.41%	282
TOTAL		844

## Q5 Why would you say that you are generally in favor of merger? Check all that apply.

Answered: 409 Skipped: 435



ANSWER CHOICES	RESPONSES	
I believe it's time to make it happen once and for all	58.92%	241
I believe it could result in a governing body that more fairly or equally represents all residents in the community	55.50%	227
I believe it could ultimately result in tax equalization across the entire Town of Essex, where everyone pays the same amount of municipal tax for equal access to services	69.68%	285
I believe my taxes would go down	29.58%	121
I believe we would be a stronger, more unified community if it were a single municipality	77.26%	316
I believe municipal services would be improved if they are paid for and managed with the whole community in mind	73.11%	299
I feel it's confusing that we're the same Town but have two municipalities	55.75%	228
I believe it could make voting and elections more streamlined	46.70%	191
Other (please specify)	10.51%	43
Total Respondents: 409		

#	OTHER (PLEASE SPECIFY)	DATE
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## Essex Resident Survey: Sept/Oct 2019

1	8-1	In favor of merger	I believe we have more in common than not. This would be a better way to streamline the government organizations.	10/20/2019 11:56 PM
2	8-2	In favor of merger	One government is best!	10/20/2019 11:50 PM
3	8-1	In favor of merger	Our population size does not warrant two governments. Too much duplication, too much unnecessary disruption at the edges	10/20/2019 11:41 PM
4	8-1	In favor of merger	Think it will lead to better governance and hopefully bring some cost savings. Also think it will be less confusing and less divisive.	10/20/2019 10:54 PM
5	8-1	In favor of merger	More efficiencies, cost savings, and better governance	10/20/2019 10:43 PM
6	8-3	In favor of merger	I would like to believe that there would eventually be efficiencies of scale that would result.	10/15/2019 9:13 PM
7	8-1	In favor of merger	It should result in lower costs due elimination redundant positions and economies of scale.	10/15/2019 5:57 PM
8	8-2	In favor of merger	I would love to see greater voter engagement, we have some of the lowest municipal and school vote turnout in the state.	10/15/2019 2:01 PM
9	8-1	In favor of merger	To facilitate a merger the Village of Essex Junction should seriously consider voting to dissolve itself as the Village of Essex Center did in the mid-1970s. At the same time the Town of Essex should vote to assume the assets and liabilities of the dissolved Village of Essex Junction.	10/15/2019 1:50 PM
10	8-2	In favor of merger	merger would reduce redundancy	10/9/2019 7:36 PM
11	8-2	In favor of merger	I believe that we are all in this together.	10/9/2019 7:09 PM
12	8-1	In favor of merger	It is reasonable to assume that the volunteers and staff required for the combined entity will provide some flexibility and hopefully expense savings	10/9/2019 6:59 PM
13	8-1	In favor of merger	Merger distracts from other municipal goals	10/8/2019 6:26 PM
14	8-1	In favor of merger	We all have limited time and resources - it is much more efficient to use only what we need. Right now it's still double in many places	10/8/2019 6:15 PM
15	8-1	In favor of merger	I believe it would equalize use of all the assets and services between the two municipalities.	10/5/2019 2:55 PM
16	8-2	In favor of merger	Streamline development project process across both town and village	10/5/2019 7:38 AM
17	8-2	In favor of merger	It would unify us. Strength of numbers. We would be one community, finally. It is what we teach our kid todo, get along with each other.	10/3/2019 1:25 PM
18	8-2	In favor of merger	This isn't the dark ages, get with the times and merge. If Stowe can figure it out, so can Essex.	10/2/2019 7:28 PM
19	8-3	In favor of merger	The school district is already merged	10/2/2019 1:26 PM
20	8-2	In favor of merger	Merge already!	10/1/2019 6:35 PM
21	8-1	In favor of merger	I do not want the over 250 year old Town of Essex to change its name to the Town of Essex Junction. The Village is so much a small geographical part of the whole town and the overall types of family styles and homesteads. It should be historically The Town of Essex and includes all. The village chose to separate over 100 years ago, so they should accept to merge back to the whole Town of Essex again. If the merger name is Essex Junction, I will vote against it again. I am also concerned about "equality" in taxing for residents who are outside the village. Try to be as fair for them as possible.	10/1/2019 6:22 PM
22	8-1	In favor of merger	I believe sum of parts > whole. We can do more great things as one community!	10/1/2019 4:30 PM
23	8-3	In favor of merger	Tax equalizer and equal access please !!	9/27/2019 10:35 PM
24	8-2	In favor of merger	I believe that budgetary expenses would reduced as well as duplication of management and conflicting decision making.	9/27/2019 9:11 AM
25	8-2	In favor of merger	Voting is a big issue. As a 8 year village resident I still don't understand the various different voting schedules for town and village and school budgets and because there are so many different and confusing dates, I am not voting in all of them. There should be one day of voting for municipal and school budgets.	9/26/2019 11:55 AM

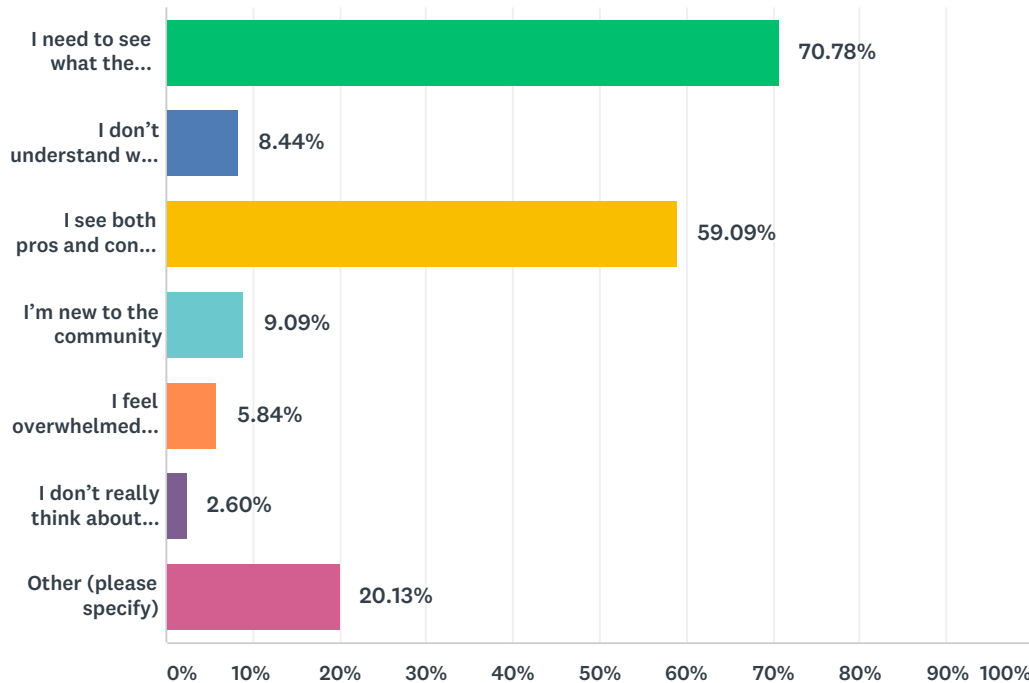
# Essex Resident Survey: Sept/Oct 2019

26	8-3	In favor of merger	Looking for better representation	9/26/2019 9:48 AM
27	8-3	In favor of merger	I simply believe it's long overdue!	9/26/2019 6:44 AM
28	8-1	In favor of merger	Improves opportunity to reduce costs	9/25/2019 7:38 PM
29	8-2	In favor of merger	would improve efficiency	9/25/2019 7:33 PM
30	8-1	In favor of merger	It's clearly a duplication of services. Fiscally irresponsible and unfair to the village residents	9/25/2019 6:16 PM
31	8-2	In favor of merger	with equal representation for town and village residents	9/25/2019 10:29 AM
32	8-2	In favor of merger	I believe all of the above!	9/24/2019 8:17 PM
33	8-2	In favor of merger	I do not believe that there are any advantages to continuing the current governance structure. There is no longer a need for the village to be a separate municipality...who is benefiting from this?	9/23/2019 6:06 AM
34	8-3	In favor of merger	A single government will cost less	9/20/2019 4:15 PM
35	In favor of merger	Not sure of district	I don't believe the junction was ever truly a separate entity and it should be put back in its rightful place	9/19/2019 8:06 PM
36	8-2	In favor of merger	It makes common sense	9/19/2019 6:44 PM
37	8-3	In favor of merger	Looking to the future, it will be better to work as one unit than compete with one another	9/19/2019 12:23 PM
38	8-1	In favor of merger	I believe the redundant government services create confusion and, potentially, inequality. Merger would address this concern by creating one administrative system and subsequent efficiencies.	9/19/2019 11:54 AM
39	8-1	In favor of merger	I'm hoping government and services will become more efficient	9/19/2019 8:49 AM
40	8-2	In favor of merger	Improve engagement of communities and help us pinpoint problem areas for all	9/18/2019 11:01 PM
41	8-2	In favor of merger	Merger SHOULD save money through consolidation of departments like Parks and Rec., Town/Village clerical staff, etc.	9/18/2019 8:37 PM
42	8-2	In favor of merger	All of the above.	9/18/2019 5:57 PM
43	In favor of merger	Not sure of district	I believe if there is a municipal problem, residents will know who to contact more easily.	9/18/2019 2:37 PM



## Q6 Why would you say you are undecided? Check all that apply.

Answered: 154 Skipped: 690



ANSWER CHOICES	RESPONSES	
I need to see what the proposed plan for a merger would look like	70.78%	109
I don't understand why we are considering a merger at this point in time	8.44%	13
I see both pros and cons to merging the municipalities	59.09%	91
I'm new to the community	9.09%	14
I feel overwhelmed just thinking about this	5.84%	9
I don't really think about this stuff	2.60%	4
Other (please specify)	20.13%	31
Total Respondents: 154		

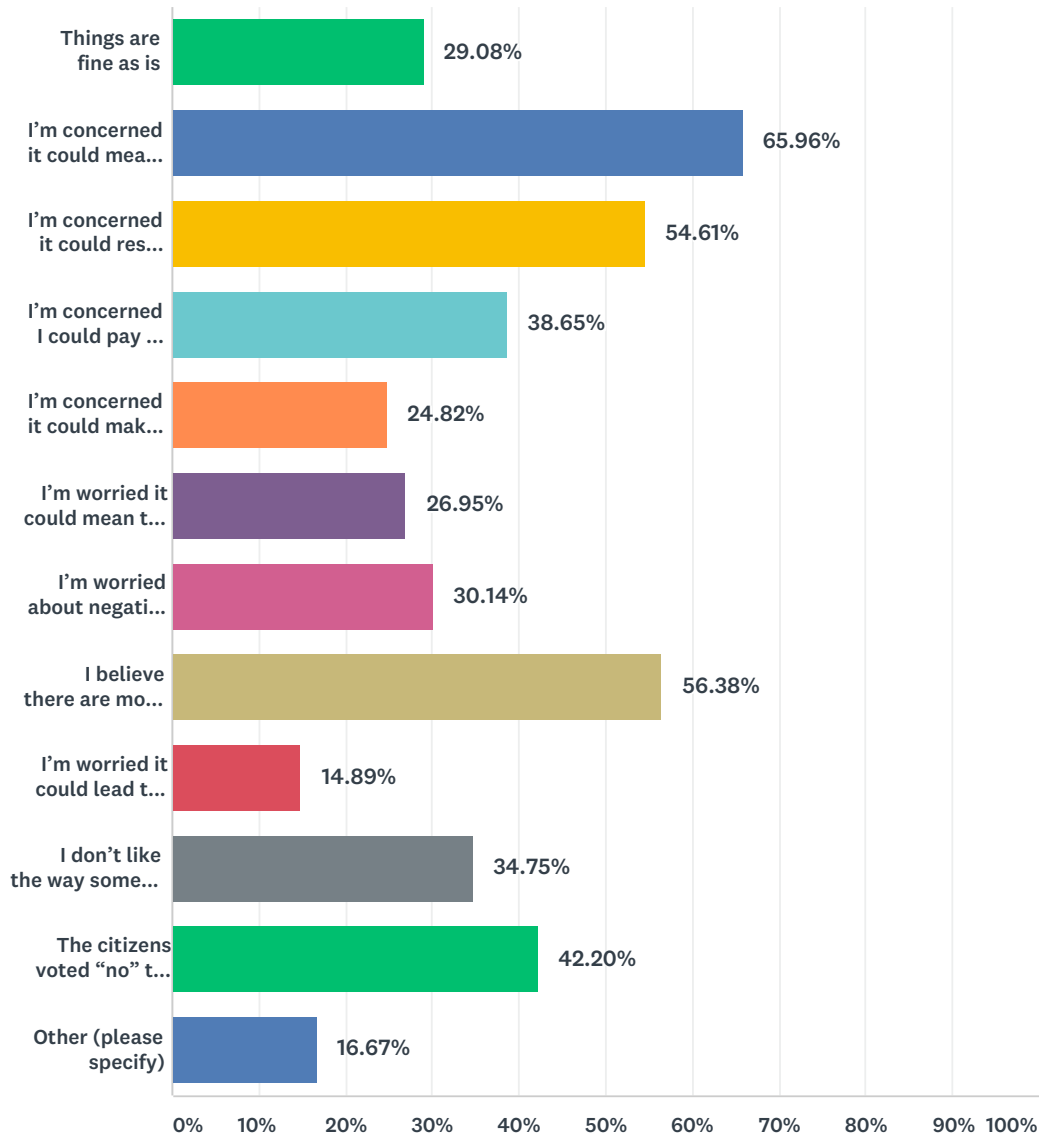
#	OTHER (PLEASE SPECIFY)	DATE
1	8-2 Undecided on merger Detailed Plans For Merger and Separation Options Need To Be Released So The Public Is Informed	10/13/2019 8:00 PM
2	8-1 Undecided on merger Repeated, relatively recent, past attempts were voted down. I question whether leadership should accept that and move on.	10/13/2019 9:55 AM
3	8-3 Undecided on merger I need to understand the details of expected costs and benefits.	10/11/2019 3:51 PM
4	8-3 Undecided on merger It seems unclear what the pro's and con's are for both village and town residents.	10/11/2019 2:17 PM
5	8-3 Undecided on merger need to see #s	10/10/2019 8:34 AM
6	8-1 Undecided on merger concerned about the way the merger is being approached	10/9/2019 6:53 PM

## Essex Resident Survey: Sept/Oct 2019

7	8-3	Undecided on merger	Id like to see an approach that allows for more representation from the TOV, at least for a number of years after merger	10/6/2019 7:19 PM
8	8-3	Undecided on merger	I need to see how my taxes will be impacted	10/6/2019 2:35 PM
9	8-3	Undecided on merger	What benefits are there for a Town resident if we merge?	10/4/2019 9:19 AM
10	8-1	Undecided on merger	I don't trust the Town/Village leadership.	10/3/2019 4:14 PM
11	8-1	Undecided on merger	Don't want to pay increased taxes.	10/2/2019 5:32 PM
12	8-2	Undecided on merger	I do not want to see an increase in taxes for the Village	9/30/2019 9:44 AM
13	8-2	Undecided on merger	I need to see the new tax structure.	9/27/2019 2:02 PM
14	8-1	Undecided on merger	Both governance and tax system need to be explained to justify the merger	9/26/2019 2:38 PM
15	8-1	Undecided on merger	I am concerned thaty the new governing body would not represent village and 'town outside the village' equally.	9/26/2019 7:44 AM
16	Not sure of district	Undecided on merger	Proposal need to elaborate gains for all up front. If not, I am against	9/25/2019 7:52 PM
17	8-3	Undecided on merger	Afraid of tax increases	9/25/2019 11:28 AM
18	8-1	Undecided on merger	My taxes will likely go up and I don't use the village rec facilities	9/24/2019 6:04 PM
19	8-3	Undecided on merger	It is a 50+ year old debate that has gone back and forth if you create separate taxes for the town and village itll be great other wise there is no reason for the town to merge with the village as it will only benefit the village	9/24/2019 6:04 PM
20	8-1	Undecided on merger	History has proven this to be a very thorny issue. When the Village had the benefit of IBM resources, they would have nothing to do with a merger. Now the financial picture has changed dramatically and now most of the enthusiam seems to be coming from the Village.	9/20/2019 3:13 PM
21	8-1	Undecided on merger	I am concerned that the village hasn't been forthcoming about future infrastructure expenses for which they have not built reserves will be shared by TOV residents. I also have reservations about aesthetic and density differences between the two entities.	9/20/2019 11:14 AM
22	8-3	Undecided on merger	It appears the town would be expected to pay taxes for the village amenities, that they don't get to take advantage of (village gas, water, septic (?), sidewalks (much of the town is without), the close vicinity of the shops in the village...etc...	9/20/2019 10:05 AM
23	8-2	Undecided on merger	In the past it appeared that the tax rate was going to increase with the merger. I am not opposed to merging, I am opposed to higher taxes.	9/20/2019 7:25 AM
24	8-1	Undecided on merger	Would be happier if split.	9/19/2019 9:52 PM
25	8-2	Undecided on merger	It's hard to know who to believe. Recent school mergings don't seem to have saved money and are certainly not elevating student performance. "Merging" seems like a great idea, but what are the measurable benefits? How will we know whether it lived up to its promise? Can we return if the merger isn't what we anticipated?	9/19/2019 8:23 PM
26	8-1	Undecided on merger	I will only vote for unification with equal district representation, otherwise it'll be a no	9/19/2019 8:08 PM
27	8-3	Undecided on merger	Don't raise my taxes	9/19/2019 7:15 PM
28	8-1	Undecided on merger	I need to see what the new governance model might look like and have a clear understanding of how a merger would affect my tax rate.. I'm not interested in paying for fancy recreation area in the village or state-of-the-art library or fancy street lights or other things that the village may have been able to afford when they had the IBM golden parachute. In short karma I'm not interested in equalizing the tax rate if my taxes are going to go up significantly in order to support services in the village that I don't use.	9/19/2019 6:54 PM
29	8-3	Opposed to merger	My property taxes are high already, and I don't want	9/19/2019 5:51 PM
30	8-1	Undecided on merger	I am worried about adequate representation through and after a merger process for all voices in Essex	9/18/2019 7:16 PM
31	Not sure of district	Undecided on merger	Hoping for a solution that doesn't result in me paying taxes I wouldn't have been able to vote for (if I had lived here ealier).	9/18/2019 5:36 PM

## Q7 Why would you say you are generally opposed to a merger? Check all that apply.

Answered: 282 Skipped: 562



ANSWER CHOICES	RESPONSES	
Things are fine as is	29.08%	82
I'm concerned it could mean my taxes going up	65.96%	186
I'm concerned it could result in a governing body that doesn't fairly or equally represent all residents in the community	54.61%	154
I'm concerned I could pay for services I wouldn't need or use	38.65%	109
I'm concerned it could make it harder to access services or service quality would diminish	24.82%	70
I'm worried it could mean the closure of facilities, like a library or fire station	26.95%	76
I'm worried about negative impacts related to development in the community	30.14%	85

# Essex Resident Survey: Sept/Oct 2019

I believe there are more negative consequences than benefits	56.38%	159
I'm worried it could lead to changing the name of the community to something I wouldn't like	14.89%	42
I don't like the way some services have already been consolidated	34.75%	98
The citizens voted "no" the last time the question was on the ballot in 2007	42.20%	119
Other (please specify)	16.67%	47
Total Respondents: 282		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-2 Opposed to merger n/a	10/21/2019 12:03 AM
2	8-3 Opposed to merger The Town continuously gets the short end of the stick. We do not have equal representation on the Select Board. Sunset Studio was closed with no discussion or even notice. Taxes will go up in the TOV with merger.	10/20/2019 11:13 PM
3	8-1 Opposed to merger No outlined benefited to residents in the town outside the village.	10/17/2019 10:25 PM
4	8-1 Opposed to merger Separate and share was not discussed	10/15/2019 2:26 PM
5	8-2 Opposed to merger In the village, we pay more tax than people who live in the TOV. When merger is considered, no proposal thus far promises to provide tax equity as job one.	10/10/2019 4:51 PM
6	8-1 Opposed to merger I chose to live in the Town or Essex 18 years ago specifically because the taxes were lower. Anyone currently in the junction moved there knowing or being blissfully unaware that the tax rate would be higher.	10/9/2019 6:00 PM
7	8-1 Opposed to merger I have zero faith and little respect for members of the governing boards, especially the "leadership."	10/9/2019 5:51 PM
8	8-1 Opposed to merger Why can't the village board vote itself out of existence, and allow the entire town to determine what services to expand to the whole town and which ones to unwind? I used to live in the village. I knew what I was getting into.	10/9/2019 6:09 AM
9	8-1 Opposed to merger You refuse to make firearm ordinance applicable to Saxon Hill, year round, putting Essex residents in harms way! We have a Civil Right to be safe on public road and land!	10/8/2019 6:08 PM
10	8-3 Opposed to merger Process has been resistant to looking at others options	10/7/2019 7:41 PM
11	8-1 Opposed to merger Inadequate representation of the residents of districts 8-1 & 8-3. We are giving the village tax equalization and they are giving us nothing in return.	10/7/2019 10:11 AM
12	Not sure of district Opposed to merger I'm tired of hearing about the merger	10/6/2019 1:02 PM
13	8-3 Opposed to merger I strongly believe merger is not in the best interests of the TOV	10/3/2019 6:03 PM
14	8-1 Opposed to merger We went thru merger topic enough times, run as Town of Essex	10/1/2019 5:37 PM
15	8-1 Opposed to merger I don't believe merger is the way to go, its more that the village should dissolve, the town is already providing them services, they would see a reduction in some service, which they all agreed to pay for when they moved there	9/30/2019 9:00 PM
16	8-3 Opposed to merger 2 things: my taxes will probably go up and we Town residents will now be at the mercy of village select board people who view traditional rural activities such as shooting and hunting as activities that can be eliminated.	9/30/2019 11:32 AM
17	8-3 Opposed to merger Information distributed and presented so far has only shown the plus side of the story and feels more like a pro merger ad campaign	9/30/2019 7:58 AM
18	8-3 Opposed to merger The merger conversation hasn't seemed to take alternatives into account	9/27/2019 12:54 PM
19	8-1 Opposed to merger When the town wanted to merger a few years ago and when IBM was flurshing the village said no now that IBM is not giving the village any funds and they are basically have no more room to expand their tax base they want to merge as the town has unlimited room for expansion of our tax base and help support the village, funny how things change. That is why I am not for the merger.	9/27/2019 7:02 AM

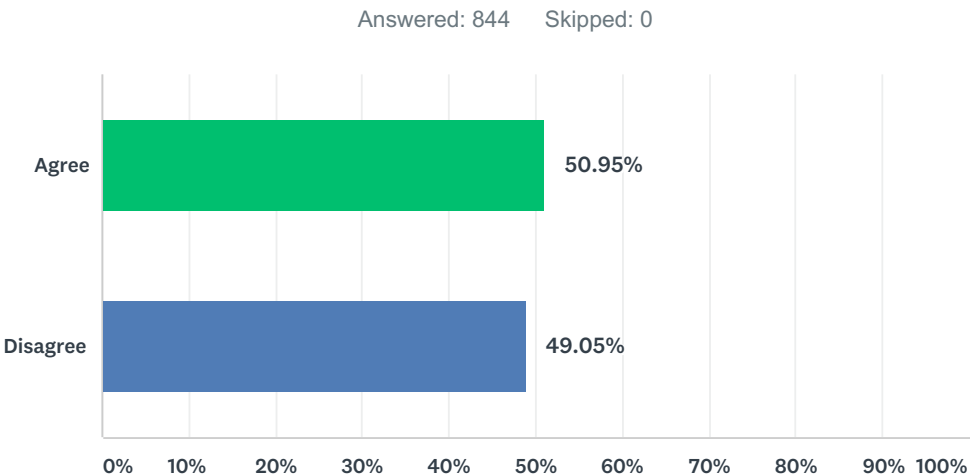
## Essex Resident Survey: Sept/Oct 2019

20	8-2	Opposed to merger	I believe that the necessary tax equity between Village and TOV will be unpalatable to a majority of TOV residents. I would rather see the Village and the town separate into two distinct entities.	9/26/2019 11:48 AM
21	8-1	Opposed to merger	The village has nothing to lose, no place for expansion but up, or replace existing buildings. The town has everything to lose. Why destroy something that works very well..	9/26/2019 3:47 AM
22	8-1	Opposed to merger	You haven't had adequate TOV representation at the table	9/24/2019 11:20 PM
23	8-2	Opposed to merger	I suspect the flavor of the Village would change	9/24/2019 8:42 PM
24	8-1	Opposed to merger	I grew up in the Village and I have a Great Pride and Passion for it. The only reason I live in the town is because it was too difficult to get financing to live in the Village.	9/24/2019 8:31 PM
25	Not sure of district	Opposed to merger	Additionally, I do not appreciate the recent communications from community leaders supporting the merger that seem dismissive of citizens of both Town and Village as being ignorant. This has eroded my trust in any of these leaders and their messaging.	9/23/2019 7:42 AM
26	8-1	Opposed to merger	I am not convinced this will really save money, i.e. taxes NEVER go down. I have not seen a convincing argument to PROOVE! savings, just people's opinions. So what is the point? Both are big municipalities compared to other places, so scaling up doesn't help with saving really but risks the loss of personal service to citizens	9/22/2019 4:42 PM
27	8-2	Opposed to merger	would not make town res pay fair share for years	9/21/2019 7:03 PM
28	8-3	Opposed to merger	There seem to be many benefits for the village and none for the town.	9/20/2019 3:28 PM
29	8-2	Opposed to merger	two communities struggle to limit tax budgets, usually resulting in more overall expense. It becomes harder for one community to curtail spending or cut back if they feel like the other members are spend happy.	9/20/2019 8:29 AM
30	8-3	Opposed to merger	you have no design for equal representation of the residents in the representation!	9/20/2019 7:55 AM
31	8-3	Opposed to merger	We are different places	9/19/2019 10:41 PM
32	Not sure of district	Opposed to merger	Loss of identity for Town	9/19/2019 8:01 PM
33	8-1	Opposed to merger	I don't trust current officials - elected or hired employees. If they want something, they set the ball in motion behind closed doors, and then taxpayers are the last to find out the details. If someone ask questions or expresses concern, they're being "negative" and the FB warriors shame them. The controlled narrative set forth is alarming.	9/19/2019 7:25 PM
34	8-2	Opposed to merger	I feel like we are rushing towards this and you want me to want this but you haven't given me concrete information about how you are going to do this. And to be honest, I don't really trust those in power. How do I know if I vote yes because you will do XYZ that you won't turn around and say, sorry, we can't do that.	9/19/2019 4:26 PM
35	8-1	Opposed to merger	This has been going on for many years and each time it gets brought up it is defeated. Enough is enough. Spend the money that has been waisted on other things.	9/19/2019 9:16 AM
36	8-3	Opposed to merger	The Village and the Town have very different ideas and needs. The town is rural the village is not	9/18/2019 8:10 PM
37	8-2	Opposed to merger	I'm not in favor of the direction the village is moving (becoming more city like) while the Town benefits on the backs of the village tax payers.	9/18/2019 8:10 PM
38	8-1	Opposed to merger	Not enough concrete details of the impact	9/18/2019 7:18 PM
39	8-3	Opposed to merger	Bigger government is not good. There will be no efforts to save money. TOV will be paying for things The Village People voted in. My property value will decrease if my taxes go up. This merger is being strong-armed by the 8/10 Town/Village leaders whose constituents are really their Village neighbors who want lower taxes because they like to spend and lost IBM.	9/18/2019 7:15 PM
40	8-2	Opposed to merger	I have no faith in current boards	9/18/2019 6:22 PM
41	8-1	Opposed to merger	The town and village have different ideas as to what their neighborhoods should look like. In the town we like the dirt roads and no sidewalks, and no developments.	9/18/2019 6:16 PM

## Essex Resident Survey: Sept/Oct 2019

42	8-1	Opposed to merger	I hear those on the boards for various things in the village are monsters that want it all their way. To hell with them.	9/18/2019 5:58 PM
43	8-2	Opposed to merger	Taxpayers will be asked for new facilities for municipal and public works.	9/18/2019 5:28 PM
44	8-3	Opposed to merger	I would prefer to split the two entities and remove the Village from the town. I am concerned about the animosity between the Town and the Village.	9/18/2019 5:23 PM
45	8-2	Opposed to merger	it is unfair to the people in the Town Outside the Village to ask them to vote for a tax increase for their section of the community.	9/18/2019 5:03 PM
46	8-2	Opposed to merger	Lack of accountability and measurements for past "consolidations" and generally no concrete financial and/or staffing plan for moving forward. It really appears the current elected officials and consenters are grandstanding for personal political aspirations beyond Essex and as a taxpayer I ll be left reaping the results of a poorly setup new governing body and taxing organization that really was setup for their personal career advancement	9/18/2019 1:21 PM
47	8-2	Opposed to merger	There has been a lack of information about how taxes will be dealt with and how long it will take to equalize things plus mention of "special taxing districts" which feels like we will pay more for some things but have to share them with everyone. This survey so far also seems very leading.	9/18/2019 12:47 PM

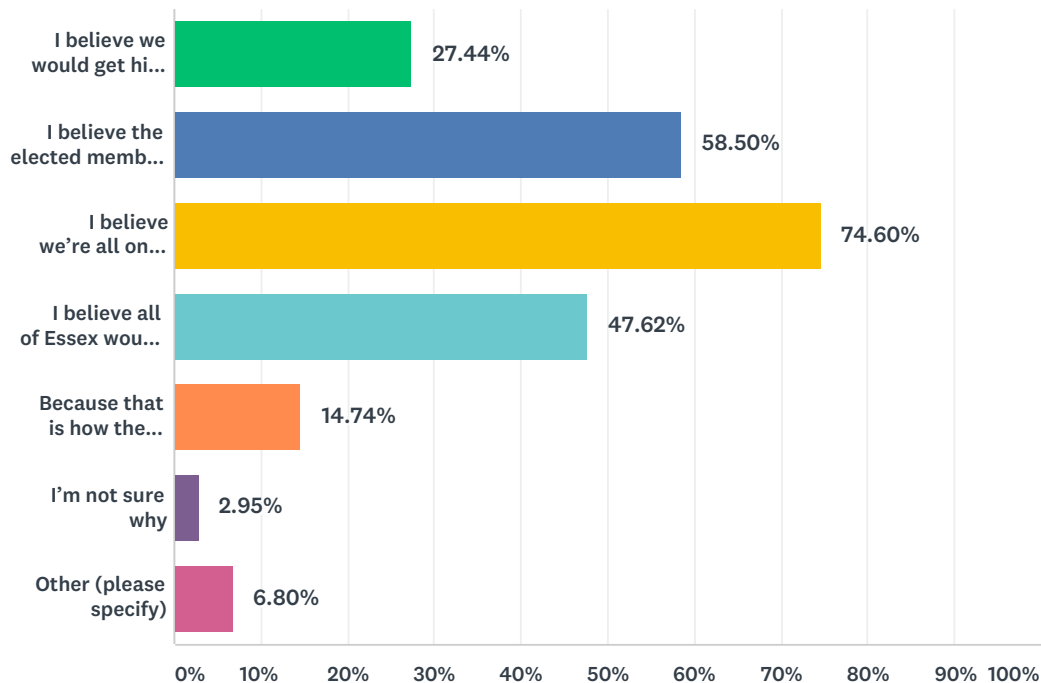
Q8 If the Town and Village governments merge into a single municipality, I believe all members of the new, single governing board, regardless of where they live in Essex, should be elected at-large from the entire community.



ANSWER CHOICES		RESPONSES
Agree	50.95%	430
Disagree	49.05%	414
TOTAL		844

## Q9 For what reasons do you agree with having a governing body where all members are elected at-large? Check all that apply.

Answered: 441 Skipped: 403



ANSWER CHOICES	RESPONSES	
I believe we would get high quality candidates	27.44%	121
I believe the elected members would do a better job serving the entire community and not just their district	58.50%	258
I believe we're all one community, one Essex and this would remove perceived Town/Village separation	74.60%	329
I believe all of Essex would be more fairly represented	47.62%	210
Because that is how the Selectboard and Trustees are currently elected and that's fine	14.74%	65
I'm not sure why	2.95%	13
Other (please specify)	6.80%	30
Total Respondents: 441		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-2 In favor of merger Just easier!	10/20/2019 11:50 PM
2	8-1 In favor of merger Voting districts will continue the Village/not Village mindset	10/20/2019 11:42 PM
3	8-2 In favor of merger The sort of constituency issues that are a downside of at-large would not be solved by separate EJ/TOV representation. TOV is electing Lang Farm type people anyway, not farmers; the Village is not electing refugees. We'd be better served acknowledging we are one community in 21st century Vermont. This is not, however, an important issue in my book. NB possible compromise would be candidates from particular sub-districts, voted on by everyone.	10/11/2019 7:56 AM
4	8-1 Opposed to merger This is a ridiculously biased question and answer set.	10/9/2019 6:01 PM
5	8-3 Undecided on merger That is how the select board members are currently elected	10/6/2019 2:38 PM

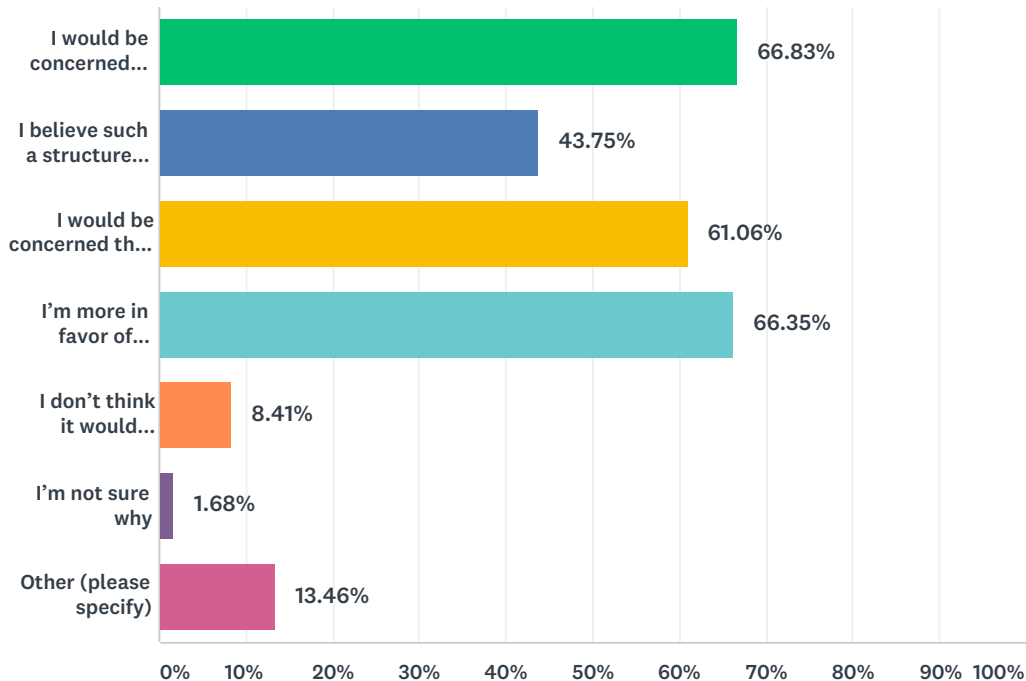


## Essex Resident Survey: Sept/Oct 2019

6	<span>Not sure of district</span> <span>Opposed to merger</span> If we must merge, we should remove boundaries. Essex is a small community. Districts are not needed.	10/6/2019 1:06 PM
7	<span>8-2</span> <span>In favor of merger</span> Geographic-based elections lead to partisan politics, which is exactly what the Essex community as a whole does not need today or tomorrow.	10/2/2019 7:30 PM
8	<span>8-1</span> <span>Opposed to merger</span> It may encourage more people to run for civic office	9/30/2019 9:02 PM
9	<span>Not registered to vote</span> <span>Undecided on merger</span> A merged community should be treated as one as in a marriage Not in favor of any type of governance other than Manager, Council. No mayor, no wards or districts - keep politics out of Essex.	9/29/2019 10:40 AM
10	<span>8-2</span> <span>In favor of merger</span> I do not believe we have a large enough population and diverse enough needs at this point to set up separate governing member districts.	9/26/2019 11:57 AM
11	<span>8-2</span> <span>Opposed to merger</span> Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:50 AM
12	<span>8-1</span> <span>In favor of merger</span> Our combined population is not great enough to justify separate districts	9/26/2019 9:15 AM
13	<span>8-3</span> <span>In favor of merger</span> To continue in another way would continue the notion of town and village rather than one whole community.	9/26/2019 6:47 AM
14	<span>Not sure of district</span> <span>Undecided on merger</span> If proposal is making it positive for merger, city should afterward be managed as one municipality	9/25/2019 7:56 PM
15	<span>Not sure of district</span> <span>Opposed to merger</span> I dont want a merger	9/25/2019 4:54 PM
16	<span>8-2</span> <span>In favor of merger</span> The concept of TOV (Town Outside the Village) is nakedly an attempt at partial disenfranchisement of Town Residents inside the Villiage	9/25/2019 1:05 PM
17	<span>8-2</span> <span>Undecided on merger</span> We already have TOV and TIV politics. I would not want to see district/ward politics in a merged community	9/25/2019 12:28 PM
18	<span>8-1</span> <span>Opposed to merger</span> I am not in favor of the merger, so neither answer is appropriate for me	9/25/2019 12:21 PM
19	<span>8-1</span> <span>In favor of merger</span> There was no other option provided	9/20/2019 8:44 PM
20	<span>8-3</span> <span>In favor of merger</span> It would be nice to have representatives that actually care	9/20/2019 8:22 PM
21	<span>8-1</span> <span>In favor of merger</span> People get the representation they deserve. If you want quality representation, then foster quality candidates.	9/20/2019 2:18 PM
22	<span>8-3</span> <span>Opposed to merger</span> Because it would be one municipality in this scenario, rather than 2. As it stands now, those on the EJ board only rep EJ residents.	9/20/2019 2:08 PM
23	<span>8-2</span> <span>Opposed to merger</span> in small communities, it is easy to have an eager candidate get elected by target campaigning, an at large system may make that harder for an agenda driven candidate.	9/20/2019 8:34 AM
24	<span>8-2</span> <span>Undecided on merger</span> You didn't offer an alternative method of election	9/20/2019 6:09 AM
25	<span>8-3</span> <span>Opposed to merger</span> No merger	9/19/2019 10:42 PM
26	<span>8-3</span> <span>Undecided on merger</span> You people are making this so complicated and it smacks of shenanigans	9/19/2019 6:02 PM
27	<span>Not sure of district</span> <span>Undecided on merger</span> with our powers combined we can resurrect the old powers to take hold of the town as rightfully so	9/18/2019 11:14 PM
28	<span>8-2</span> <span>In favor of merger</span> 1, 2 and 4. I've seen the confusion in Burlington with so many districts. They don't align with state legislative districts. It's really confusing for people.	9/18/2019 6:00 PM
29	<span>8-2</span> <span>In favor of merger</span> Honestly, I am in favor of a variety of governance structures if it leads to a merger	9/18/2019 1:12 PM
30	<span>8-2</span> <span>Opposed to merger</span> I am afraid that we have districts, there will be continued division between us and them. If you can't get away from that, there really isn't much point in going forward. Still seeing leading questions here.	9/18/2019 1:01 PM

## Q10 For what reasons do you disagree with having a governing body where all members are elected at-large? Check all that apply.

Answered: 416 Skipped: 428



ANSWER CHOICES	RESPONSES	
I would be concerned representation would not be fair or equal	66.83%	278
I believe such a structure would favor more populous areas of the community	43.75%	182
I would be concerned that issues specific to my part of Essex would be minimized or ignored	61.06%	254
I'm more in favor of district/ward style representation rather than at-large	66.35%	276
I don't think it would actually result in well-qualified candidates running	8.41%	35
I'm not sure why	1.68%	7
Other (please specify)	13.46%	56
Total Respondents: 416		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-1</span> <span>In favor of merger</span> I would want different areas of the merged Town and Village to have equal voices.	10/20/2019 11:56 PM
2	<span>8-3</span> <span>Opposed to merger</span> Residents who live on dirt roads, have wells and septic systems may have different needs and priorities from residents who live in the Village	10/20/2019 11:14 PM
3	<span>8-1</span> <span>In favor of merger</span> Think this could lead to some groups having no representation at all.	10/20/2019 10:54 PM
4	<span>8-1</span> <span>In favor of merger</span> This has more potential for sidelining some groups	10/20/2019 10:44 PM
5	<span>8-2</span> <span>In favor of merger</span> geographic differences and housing structures vastly impact the income and interest ranges of a person running; I would never feel represented if all my reps came from the town, which has higher average incomes, home prices, and less homes with children in them	10/15/2019 2:18 PM

## Essex Resident Survey: Sept/Oct 2019

6	8-3	Opposed to merger	I believe the village would continue to dominate the more populous areas	10/13/2019 9:34 PM
7	8-2	Undecided on merger	Community of Essex has many characteristics and each unique portion of the town should be fairly represented	10/13/2019 8:08 PM
8	8-1	Undecided on merger	I don't believe Town residents will ever feel confident in this given history	10/13/2019 9:57 AM
9	8-2	Opposed to merger	Currently, we have representation by the Village trustees. Under an at large system with merger, there could potentially be no voice representing Village interests.	10/10/2019 4:56 PM
10	8-2	In favor of merger	I believe in the years following a merger, at-large representation can result in some disenfranchisement of portions of the town that may not have a history of civic engagement and thus those groups might feel underrepresented	10/9/2019 9:47 PM
11	8-1	Undecided on merger	really needed a not sure choice. Haven't made up my mind	10/9/2019 6:56 PM
12	8-1	Opposed to merger	I want neighborhood districts	10/9/2019 5:53 PM
13	Not sure of district	Opposed to merger	Not in favor of merger	10/9/2019 12:05 PM
14	8-1	Opposed to merger	It would perpetuate the high-rise Winooskification of the Village and give it inordinate power over the rest of the town.	10/9/2019 6:12 AM
15	8-1	In favor of merger	let's draw wards...but not in a way that encodes to TOV / TIV distinction for more decades	10/8/2019 6:29 PM
16	8-3	Opposed to merger	With an uneven numbered board, representation can't ever be equitable	10/7/2019 7:43 PM
17	8-1	Opposed to merger	I live in 8-1 and currently do not have representation on the selectboard elected at large. Max Levy doesn't represent his constituents.	10/7/2019 10:16 AM
18	8-1	In favor of merger	First past the post or At Large system are inherently problematic, a proportional representative system can alleviate most of these concerns	10/4/2019 11:56 AM
19	8-3	Opposed to merger	I fully support the Separate-and-Share (SAS) model. Please consider this!	10/3/2019 6:14 PM
20	8-1	Undecided on merger	Under At-Large, it is possible for one small area of the community to have most of the elected officials, thereby not reflecting other areas of the sprawling Essex area.	10/3/2019 4:16 PM
21	8-2	Undecided on merger	I've seen how Burlington does it and I think that works	10/2/2019 8:11 PM
22	8-3	In favor of merger	I would rather choose an option of no opinion or unsure as I neither agree or disagree	10/2/2019 1:30 PM
23	8-1	Opposed to merger	NO merger please, move on with different issues. Enough time spent on merger since 2007	10/1/2019 5:48 PM
24	8-2	Opposed to merger	I'm not in favor of the merger	9/30/2019 10:16 PM
25	8-1	Opposed to merger	The possibility of unequal unbalanced representation. No matter how well meaning a person is they are going to show loyalty to their home community. Also, the tax issue... We in the town chose to live in the town with limited services on purpose. I don't want to pay for services I don't need or will use.	9/30/2019 4:44 PM
26	8-2	Undecided on merger	We need to see equal representation from each community	9/30/2019 9:47 AM
27	8-2	In favor of merger	I am not sure of my opinion on this issue yet. That was not an option on the previous question.	9/29/2019 1:17 PM
28	8-1	Undecided on merger	I support a combination of district (but not the current Village & TOV districts) and at large	9/27/2019 5:05 AM
29	8-1	Opposed to merger	Is the current governing body not elected at-large? Number 6 is a lead-in question.	9/26/2019 8:27 PM
30	8-1	Opposed to merger	Past history shows how an uneven number of board members governs in a biased manner	9/26/2019 7:23 PM

## Essex Resident Survey: Sept/Oct 2019

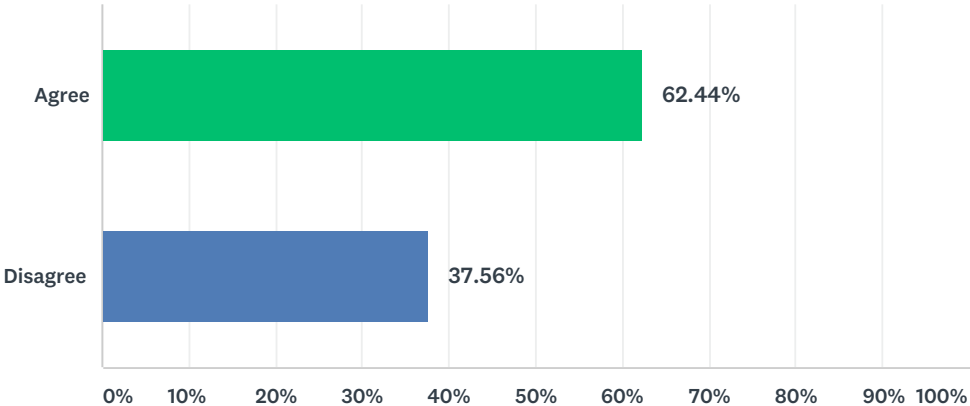
31	8-2 In favor of merger	I am "on the fence" here, but I think it might be helpful to have a transition period where the Village and the Town outside the Village each had some direct representation. Say 2 reps each with another 3 members elected at large for a total of 7. This requirement could "sunset" after 5 or 10 years so all members would be elected at large.	9/25/2019 8:22 PM
32	8-2 In favor of merger	Lived in the village , same house for 60 years. Merger problems all along. First the town didn't want merger because the village had services the town didn't want to pay for, now the opposite is true. At large representation will only be favored when the services are equal. So representation should be local until that is accomplished or at least solved with a plan that's fair. Then we will be one.	9/25/2019 10:37 AM
33	8-1 Opposed to merger	History shows that the board has been dominated by one district or another over time	9/24/2019 11:21 PM
34	8-2 In favor of merger	I believe that Each area of Essex should feel represented equally.	9/24/2019 9:11 PM
35	8-2 In favor of merger	i believe it should be a hybrid between an at-large and a district representitive council. 2 Village, 2 Town, and an 1 or 3 number of at-large members. 5 or 7 total.	9/23/2019 8:47 AM
36	Not sure of district Opposed to merger	The manner in which this question is worded is a perfect example of the nature in which the "village" and it's unique flavor and voice is being quietly consumed and eliminated, a process which our current Trustees are complicit in. When the school district merged I proposed Wesxford Junction as the name, to include all parts of the communities involved. But the Village was erased in that equation and will be again. I don't want to live in Essex. I want to live in Essex Junction.	9/23/2019 7:48 AM
37	8-2 In favor of merger	I didn't have an option of undecided and I'm concerned that "at large" feels like a big change	9/23/2019 6:11 AM
38	8-1 Opposed to merger	I believe it is important to have all kinds of people with all kinds of backyards and neighborhoods in the government.	9/22/2019 4:46 PM
39	8-2 In favor of merger	Trying to be fair to rural residents	9/21/2019 9:52 PM
40	8-2 In favor of merger	I'd be in favor of some at large members	9/21/2019 3:29 PM
41	8-2 In favor of merger	I think a mix of at-large and ward-style representation is the best solution for Essex.	9/21/2019 8:38 AM
42	8-3 In favor of merger	3 town and 3 village board members with a Mayor deciding a vote	9/20/2019 4:15 PM
43	8-1 In favor of merger	too many people to make descisions	9/20/2019 1:52 PM
44	8-1 Undecided on merger	I favor a mixture of balanced representation along traditional Village/TOV lines as well as several at-large representatives, thus providing the opportunity for residents of both entities to elect both representative and qualified candidates.	9/20/2019 11:22 AM
45	8-1 In favor of merger	I would want a representative from my community, who I possibly knew, knew my area and knew my specific issues. I also think more people in Essex Town would go for a merger if the representation was configured with area representatives. This way they would feel they are being represented. I worry that many people in the Town are worried about losing say.	9/19/2019 9:03 PM
46	8-1 In favor of merger	I'd be concerned about minority representation.	9/19/2019 3:34 PM
47	8-2 In favor of merger	I am not yet sure about how I feel about this issue.	9/19/2019 2:30 PM
48	8-2 In favor of merger	It would favor Village candidates, We NEED TOV reps to reduce spending (I live in Village, but want TOV leadership).	9/19/2019 8:40 AM
49	8-2 In favor of merger	DONT HAVE A CLUE WHAT VOTE TRADING IS?!	9/18/2019 11:03 PM
50	8-3 Undecided on merger	I think some people would feel (perhaps correctly) left out of the government and unrepresented.	9/18/2019 9:11 PM
51	8-3 Opposed to merger	Some of your questions are directed to a second grader, insulting	9/18/2019 8:13 PM
52	8-2 Opposed to merger	The good ole boy network will continue to grow	9/18/2019 8:08 PM
53	8-3 Opposed to merger	Having 8/10 leaders from the Village now is not working and is biased and not impartial. Locking in that system would not be good. We are too small to have districts though, so wards would result in poor quality candidates in some areas. I'm opposed to merger. Separation would be ideal.	9/18/2019 7:19 PM

## Essex Resident Survey: Sept/Oct 2019

54	8-2 In favor of merger	Districts should NOT be organized along old ToV / Village lines. Would not oppose an at-large system, but prefer wards.	9/18/2019 7:04 PM
55	8-1 Opposed to merger	maybe half from village and half from town for a period of 10-15 years until we're actually one entity or at least closer. Maybe put it to a local vote in a decade	9/18/2019 6:07 PM
56	8-2 In favor of merger	It would allow us to preserve some of our distinctions today. I do not think we need to stop identifying as Village or Town outside the Village. I think we should call a spade a spade and have two wards, with districts in each ward.	9/18/2019 2:53 PM

Q11 If the Town and Village governments merge into a single municipality, I believe there should be representative districts and members of the governing board should be elected from the districts where they live.

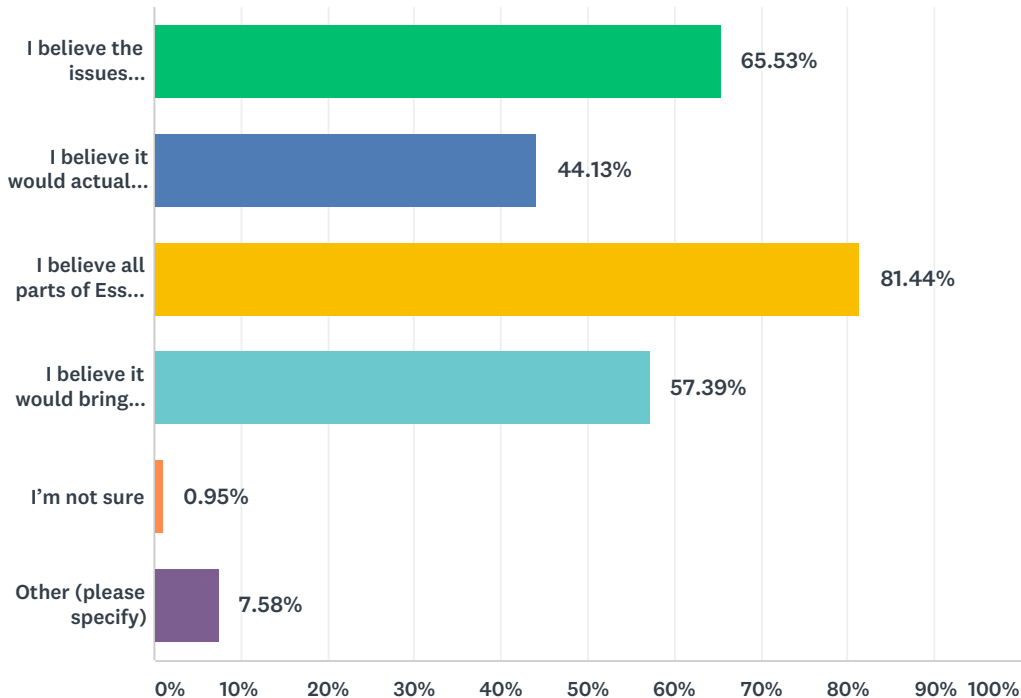
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	62.44%	527
Disagree	37.56%	317
TOTAL		844

## Q12 For what reasons do you agree with having a governing body where representatives come from districts/wards? Check all that apply.

Answered: 528 Skipped: 316



ANSWER CHOICES	RESPONSES	
I believe the issues pertaining to my specific part of Essex would be better addressed	65.53%	346
I believe it would actually encourage more residents to consider running to serve on the governing body	44.13%	233
I believe all parts of Essex would be more fairly represented	81.44%	430
I believe it would bring diverse perspectives to serve all of Essex	57.39%	303
I'm not sure	0.95%	5
Other (please specify)	7.58%	40
Total Respondents: 528		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-1</span> <span>In favor of merger</span> To better represent the differences between the different locations in the merged town.	10/20/2019 11:57 PM
2	<span>8-1</span> <span>In favor of merger</span> I think the Village / Outside the Village identity has been very strong, and that people have been very concerned about fair representation. This plan seems to most directly address that concern.	10/17/2019 2:58 PM
3	<span>8-2</span> <span>In favor of merger</span> Stimulate voter engagement because they'd actually know who represents them.	10/15/2019 2:19 PM
4	<span>8-3</span> <span>Opposed to merger</span> I'd like ward representation appropriate to ward population.	10/13/2019 9:36 PM

## Essex Resident Survey: Sept/Oct 2019

5	8-1 Undecided on merger	I believe this approach - if also applied to the Village on a per capital basis, has enough chance to succeed to work. However it would require establishing a total number of representatives based on population. Ideally some districts would mix village and town areas so that at least some representatives would have an even stronger motivation to look at solutions that work for both the traditional town and village perspectives	10/13/2019 10:01 AM
6	8-1 Opposed to merger	Seriously.....this survey is the most transparent case of top down decision making that I've seen in a long time.	10/9/2019 6:03 PM
7	8-1 Opposed to merger	I believe it is the most just and equitable.	10/9/2019 5:55 PM
8	Not sure of district Opposed to merger	Not in favor of merger	10/9/2019 12:05 PM
9	8-1 In favor of merger	wards that staddle the old village boundary would make ward reps responsive to both	10/8/2019 6:30 PM
10	8-1 In favor of merger	This is closer to a proportional representative government but districts due cause other problems as well	10/4/2019 11:57 AM
11	8-1 In favor of merger	More residents of the Town outside the Village would likely support merger if there was district representation.	10/3/2019 11:31 AM
12	8-3 Opposed to merger	Because right now, and in the last merger attempt, the Village is, and was, over represented.	9/28/2019 4:08 PM
13	8-3 Opposed to merger	I want the current TOV and Village sections to have equal numbers of reps.	9/27/2019 12:56 PM
14	8-1 Opposed to merger	with is this survey so binary? I'm not being asked for my input, I'm being asked to choose a method to fulfill an approach I'm not in favor of. Way to skew the data.	9/26/2019 8:33 PM
15	8-1 Opposed to merger	Don't forget to even up the number from each ward -- like the school district board!	9/26/2019 7:24 PM
16	8-2 In favor of merger	This may not be necessary in the long run. But it might be helpful to get a merger passed.	9/25/2019 8:24 PM
17	8-2 In favor of merger	Good for civic life of our community	9/25/2019 3:44 PM
18	8-1 Opposed to merger	I am not in favor of the merger, so neither answer is appropriate.	9/25/2019 12:22 PM
19	8-1 In favor of merger	I prefer option 1, all at-large but if it were a ward based approach, the wards should be drawn such that town and village would be in a single ward. Harder to do given large geography	9/25/2019 10:30 AM
20	8-2 In favor of merger	I think it is important that we know our representatives as much as possible. It is easier to do that if they are from our area of essec	9/24/2019 9:14 PM
21	8-2 In favor of merger	I think a ward system will alleviate claims of under-representation and balance priorities for different geographical areas. The drawbacks of a ward system would be balanced by several members elected at-large.	9/21/2019 8:38 AM
22	8-1 Opposed to merger	i don't want the merger. I want to separate and she services if both entities agree.	9/20/2019 9:02 PM
23	8-3 Opposed to merger	The village has very different needs than the town	9/20/2019 3:31 PM
24	8-3 Opposed to merger	No merger	9/19/2019 10:43 PM
25	8-2 In favor of merger	It would better represent areas where more diverse populations live	9/19/2019 8:09 PM
26	8-1 In favor of merger	More diversity . Not always same people seeking position.	9/19/2019 6:06 PM
27	8-2 Opposed to merger	I know I just checked agree with the other. I'm concerned but I think we could make either one work. Or work as well as we can with what we have, assuming we can trust any politician	9/19/2019 4:29 PM
28	8-2 In favor of merger	I am not yet sure how i feel about this issue.	9/19/2019 2:31 PM
29	8-2 In favor of merger	Better chance at controlling spending	9/19/2019 8:41 AM
30	Not sure of district Undecided on merger	sure	9/18/2019 11:22 PM
31	8-2 Opposed to merger	All of this depends on how the districts are drawn	9/18/2019 11:21 PM

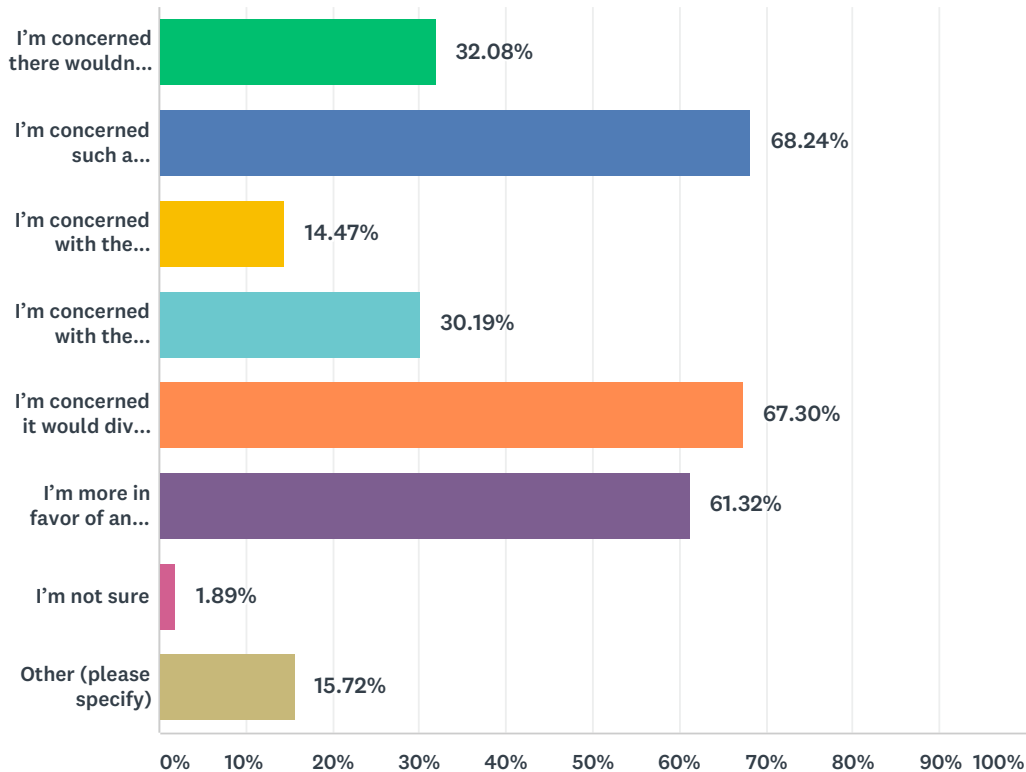


## Essex Resident Survey: Sept/Oct 2019

32	8-2	In favor of merger	Clarity, familiarity based on other nearby municipalities, the ability of each ward member to bring topics to group discussion for consideration	9/18/2019 11:04 PM
33	8-3	Undecided on merger	Local government should be done by representatives as close as possible to their constituents. There should be at least 10 districts, approximately 2,000 people in each. State House of Representatives districts are approximately 4,000 people. The local council districts should have about half that number.	9/18/2019 9:16 PM
34	8-2	In favor of merger	We may be too small to make this work, & could revert to the old town/village divisions.	9/18/2019 8:56 PM
35	8-2	In favor of merger	I would like Essex to consider a mayoral form of government where a leader has to articulate a vision prior to an election.	9/18/2019 7:07 PM
36	8-2	Opposed to merger	Seems to work in Burlington	9/18/2019 6:24 PM
37	8-1	Opposed to merger	it seems the better of the two options	9/18/2019 6:19 PM
38	8-3	Undecided on merger	I really only see the "districts" as the Village and ToV.	9/18/2019 5:31 PM
39	8-2	In favor of merger	It is okay to call different parts of the community by different names and identify as such. We don't have to eliminate these distinctions. In face, we can embrace them AND still become one municipality.	9/18/2019 2:55 PM
40	8-2	Opposed to merger	Still very concerned that this will create an us against them atmosphere similar to what we have now. The districts would have to wipe out old village/town boundries to be effective.	9/18/2019 1:03 PM

## Q13 For what reasons do you disagree with having a governing body where representatives come from districts/wards? Check all that apply.

Answered: 318 Skipped: 526



ANSWER CHOICES		RESPONSES	
I'm concerned there wouldn't be enough people in each district interested in serving on the governing body		32.08%	102
I'm concerned such a structure would result in representatives only serving the interests of the residents in their district rather than all of Essex		68.24%	217
I'm concerned with the requirement for districts to be near equal in population in that it wouldn't feel like my local concerns would be addressed		14.47%	46
I'm concerned with the requirement for districts to be near equal in population in that it would result in the more populous areas having more districts and thus more seats on the governing body		30.19%	96
I'm concerned it would divide the community		67.30%	214
I'm more in favor of an at-large representation structure		61.32%	195
I'm not sure		1.89%	6
Other (please specify)		15.72%	50
Total Respondents: 318			

#	OTHER (PLEASE SPECIFY)	DATE
1	<b>8-1</b> In favor of merger This model could result in greater in-fighting and conflict	10/20/2019 10:55 PM
2	<b>8-1</b> In favor of merger Experience by others with this model shows it has greater potential for conflict within the body	10/20/2019 10:44 PM

## Essex Resident Survey: Sept/Oct 2019

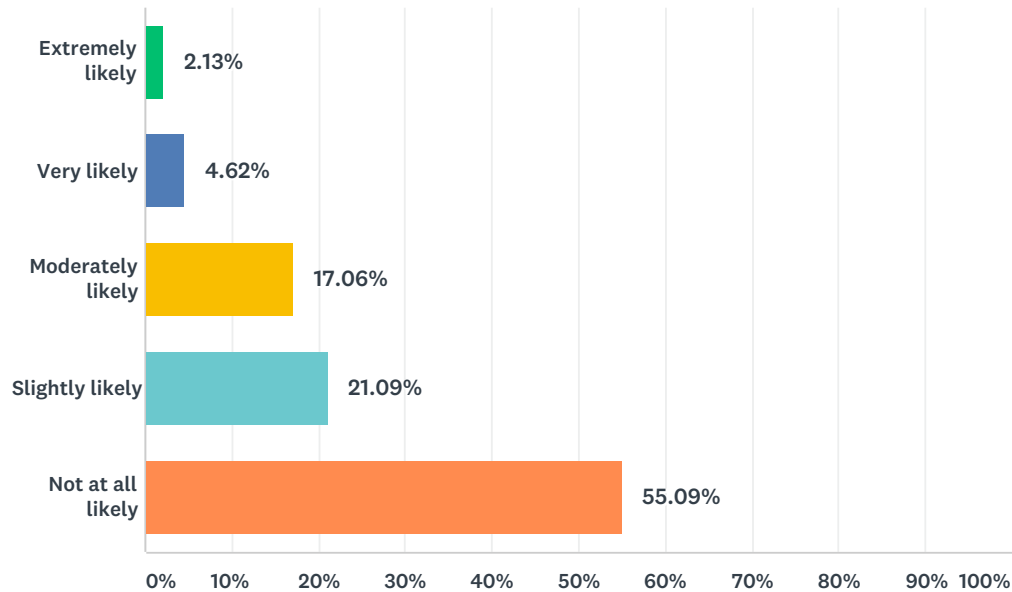
3	8-1	Opposed to merger	Are we really that large to need districts?	10/11/2019 9:32 AM
4	8-2	In favor of merger	I'm concerned ward politics would lead to more people like Irene Wrenner getting elected.	10/11/2019 7:58 AM
5	8-1	In favor of merger	So few people vote already, let those that vote decide	10/10/2019 12:19 PM
6	8-1	In favor of merger	We now have two "districts" that we are trying to eliminate.	10/10/2019 9:36 AM
7	8-1	In favor of merger	Besides the ability to choose best candidates, politics come into play when setting boundaries for districts.	10/9/2019 7:07 PM
8	8-1	Undecided on merger	Haven't decided. Once concern is the level of polarization that the merger discussion is generating.	10/9/2019 6:57 PM
9	8-3	In favor of merger	Division complexity which could yield conflicts	10/9/2019 6:56 PM
10	In favor of merger	Not sure of district	I want everyone to feel represented. How about 3 from the village, 3 from the TOV and 3 at large	10/9/2019 5:29 PM
11	Not sure of district	Opposed to merger	This is helpful in large cities but is not needed in Essex. Also, it's a divisive plan.	10/6/2019 1:08 PM
12	8-2	In favor of merger	I'm no sure our combined population is large enough to warrant this kind of structure, concerned it may amplify the perception of the kind of town/village division that already exists	10/5/2019 7:44 AM
13	8-1	In favor of merger	Despite the traditional Town/Village divide, I honestly believe that we have more in common than we have in contention, and districts/wards would only continue the perception that regions of the town need to be pitted against each other. I believe quality candidates at-large will be able to fairly represent the interests of people who are not from the same geographic part of Essex.	10/2/2019 9:48 PM
14	8-2	In favor of merger	See my previous answer	10/2/2019 7:30 PM
15	8-2	Opposed to merger	I'm not in favor of the merger	9/30/2019 10:17 PM
16	8-1	In favor of merger	Essex is a small town not NYC	9/30/2019 9:53 PM
17	8-1	Opposed to merger	I don't foresee this changing anything, right now you have reps from both "districts" and they all bicker	9/30/2019 9:03 PM
18	8-1	Opposed to merger	Still worried about taxes. Representation is one issue but again there would be an imbalance because of the population in the village. Partial merger, like what has been accomplished should be where we stop!!!	9/30/2019 4:53 PM
19	8-2	Undecided on merger	The Village needs to elect reps at large for that community without districting and the Town needs to do the same thing/3-4 reps from each community	9/30/2019 9:52 AM
20	Not registered to vote	Undecided on merger	Not in favor of wards and/or districts.	9/29/2019 10:42 AM
21	8-1	In favor of merger	Small enough community wards are not necessary	9/27/2019 8:37 PM
22	8-1	Undecided on merger	I am concerned we will continue with the current Village/TOV divisions.	9/27/2019 5:07 AM
23	8-2	In favor of merger	I do not believe we have a large enough population and diverse enough needs to set up separate governing body districts at this time.	9/26/2019 11:58 AM
24	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:50 AM
25	8-3	In favor of merger	Don't want to see divisive approaches but rather cohesiveness.	9/26/2019 6:48 AM
26	8-2	In favor of merger	If the village and town are merged, then to me, it seems like having districts is just another way to separate the community without it being called the "town" or "village" anymore	9/25/2019 8:53 PM
27	8-1	Opposed to merger	I don't trust the current governing bodies to set up districts favorable to town outside the village.	9/25/2019 5:31 PM
28	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:54 PM

## Essex Resident Survey: Sept/Oct 2019

29	8-1	In favor of merger	We don't need Burlington politics here...it just starts fight as to who has control.	9/25/2019 3:37 PM	
30	8-2	In favor of merger	Essex is not large enough to justify a "ward" system.	9/25/2019 1:09 PM	
31	8-1	In favor of merger	I feel it would be too confusing and too similar to what we have now.	9/25/2019 10:36 AM	
32	8-2	Opposed to merger	talk of districts and wards evokes cities and could be yet another underhanded way that that decision-makers are moving toward a vision I don't agree with; there is such economic disparity in and outside the Village that there is bound to be an imbalance of representation somehow.	9/24/2019 8:51 PM	
33	8-2	In favor of merger	The notion of districts in a community this size is madness. This is not New York City.	9/24/2019 1:12 PM	
34	8-2	In favor of merger	I am concerned favor swapping between representatives of different districts. I am in favor of a hybrid council, where the different districts have an elected representative advocating for the unique issues of these areas and have at-large representative(s) that would have the whole community's interests.	9/23/2019 8:59 AM	
35	8-2	In favor of merger	The idea is to simplify and get away from a complicated government structure!	9/21/2019 3:30 PM	
36	8-1	Undecided on merger	As stated above I favor a mixture of representation from the traditional Village/TOV "districts", and At large representation.	9/20/2019 11:28 AM	
37	8-2	Undecided on merger	There needs to be an equal number of reps from both Essex and Essex Junction on the board/districts only further divide the two groups	9/20/2019 11:17 AM	
38	8-2	In favor of merger	I am unclear what needs each district would have that would be separate from Essex as a whole	9/20/2019 10:45 AM	
39	8-2	Opposed to merger	promotes agenda driven candidates	9/20/2019 8:36 AM	
40		In favor of merger	Not sure of district	I have concerns about the drawing of proposed district lines	9/19/2019 8:09 PM
41	8-2	In favor of merger	We need to take a hard look at the situation from the outside looking in. This community is way too small to have districted representation. Especially in such a homogeneous state, in such a homogeneous part of the state.	9/19/2019 6:48 PM	
42	8-2	In favor of merger	the possibility of gerrymandering	9/19/2019 6:02 PM	
43	8-1	Opposed to merger	I'm concerned that no other options are listed as choices. For ex. not merging.	9/18/2019 9:41 PM	
44	8-2	In favor of merger	I believe interests can be represented by all who take on the task of governance. God bless them.	9/18/2019 9:00 PM	
45	8-1	In favor of merger	These two communities, when combined, are not very large, by most standards. Most recent survey has combined population of just under 22, 000; not enough to warrant districts; that is micro politics.	9/18/2019 8:49 PM	
46	8-2	In favor of merger	I don't think we differ enough within the town to make wards necessary. If people in a neighborhood or residential area feel they need special attention for specific issues, they can form associations to lobby the board on those issues.	9/18/2019 8:42 PM	
47	8-3	Opposed to merger	we are not that large a population	9/18/2019 8:16 PM	
48	8-2	In favor of merger	We are such a small town in the grand scheme of things I really don't think we need to have representation from every street corner and neighborhood. We don't need to split up to have representatives on the Selectboard or Town council or whatever it will be from everywhere.	9/18/2019 7:25 PM	
49	8-3	Opposed to merger	It will just continue the Urban/Rural problem of leadership we have now. Continual divide...Just separate and be reasonable about sharing the services you already merged.	9/18/2019 7:22 PM	
50	8-2	In favor of merger	I believe that an at-large structure could work, but would be open to wards if that helped to achieve merger status	9/18/2019 1:13 PM	

## Q14 If the Essex governing body were to have representative districts/wards, how likely is it you would run to represent your district/ward?

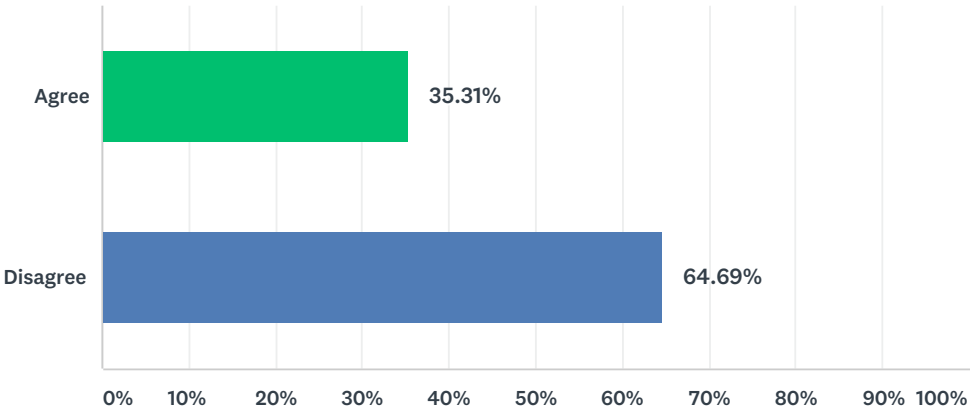
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely likely	2.13%	18
Very likely	4.62%	39
Moderately likely	17.06%	144
Slightly likely	21.09%	178
Not at all likely	55.09%	465
TOTAL		844

Q15 If the Town and Village governments merge into a single municipality, I believe there should be a combination of both at-large seats and district/ward representatives.

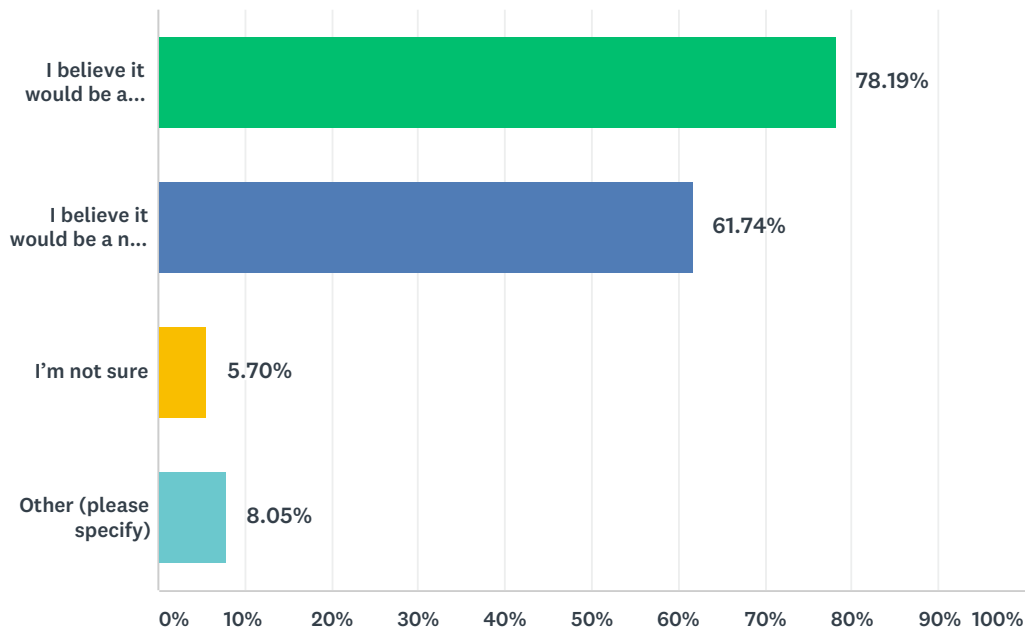
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	35.31%	298
Disagree	64.69%	546
TOTAL		844

**Q16 For what reasons do you agree with having a governing body where there is a combination of at-large and district/ward representatives?  
Check all that apply.**

Answered: 298 Skipped: 546



ANSWER CHOICES	RESPONSES	
I believe it would be a balanced approach where local concerns are heard and addressed while the perspective of the entire community is kept in mind	78.19%	233
I believe it would be a nice compromise between those that feel strongly about having either at-large representation or district/ward representation	61.74%	184
I'm not sure	5.70%	17
Other (please specify)	8.05%	24
Total Respondents: 298		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-2 Opposed to merger Fairness	10/21/2019 12:04 AM
2	8-1 In favor of merger Think this model would lead to less conflict and better representation. With different terms there would always be experienced members on the council.	10/20/2019 10:56 PM
3	8-1 In favor of merger More options for compromise and better options for better representation by smaller/lesser groups to be heard	10/20/2019 10:45 PM
4	8-1 Opposed to merger I believe it should be used as an interim approach to smooth the transition to a single entity	10/9/2019 7:01 PM
5	8-3 In favor of merger This would be ok but I prefer at-large	10/9/2019 6:58 PM
6	Not sure of district Opposed to merger Not in favor of merger	10/9/2019 12:06 PM
7	8-2 In favor of merger I'm unsure on the mixed representation model.	9/29/2019 1:20 PM
8	8-1 Undecided on merger Only if districts ARE NOT based on current Village/TOV lines.	9/27/2019 5:09 AM

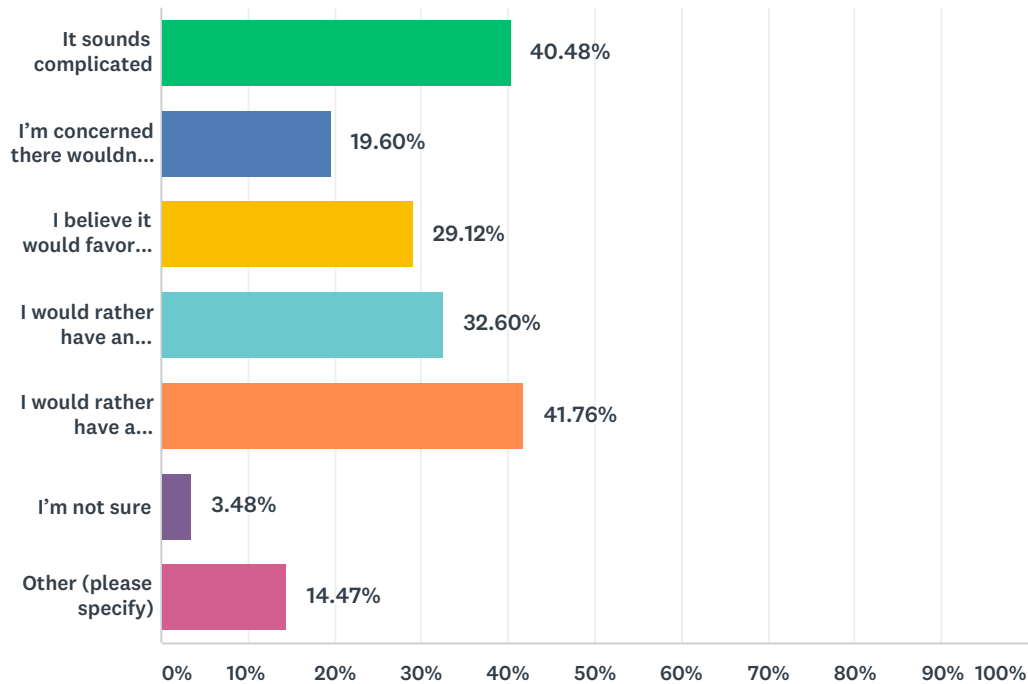
## Essex Resident Survey: Sept/Oct 2019

9	<b>Not sure of district</b> <b>Undecided on merger</b>	I still did not see real financial gain to merge. We should start focusing on making sure there is a real gain up front and if so then decide on how to implement	9/25/2019 7:58 PM
10	<b>8-2</b> <b>In favor of merger</b>	just to "sell" the idea of a merger for once and for all	9/25/2019 7:37 PM
11	<b>8-3</b> <b>Opposed to merger</b>	If a district seat is not filled due to lack of interest, it could be filled by an at large seat.	9/25/2019 1:48 PM
12	<b>8-1</b> <b>Opposed to merger</b>	I am not in favor of the merger, so neither answer is appropriate	9/25/2019 12:23 PM
13	<b>8-2</b> <b>In favor of merger</b>	I think it would allow the town and village to have the opportunity to be represented equally where there are population density differences	9/24/2019 9:16 PM
14	<b>8-1</b> <b>In favor of merger</b>	Like the two year term idea	9/20/2019 1:54 PM
15	<b>8-1</b> <b>Undecided on merger</b>	Previously stated	9/20/2019 11:30 AM
16	<b>8-3</b> <b>Undecided on merger</b>	I like to think that this would provide a voice for the districts, though with potential for increased in-fighting, but with the at-large body, there could still be traction for forward movement. You don't want to ignore the districts with the big picture POV all the time. District inputs will provide a check and balance to the big picture and may also prompt perspectives that weren't otherwise thought of.	9/20/2019 10:14 AM
17	<b>8-2</b> <b>In favor of merger</b>	I think having a small number (1-3) seats with a longer term will help the governing body maintain perspective on larger projects and the long-term implications of actions whereas shorter term seats are often turned over in regards to immediate/short-term issues. This would help balance the attention that needs to be paid to current hot button issues and longer term concerns.	9/20/2019 9:07 AM
18	<b>8-1</b> <b>Undecided on merger</b>	I believe the at Large seats should also be have equally representation for both town and Essex.	9/19/2019 10:55 PM
19	<b>8-3</b> <b>Opposed to merger</b>	No merger	9/19/2019 10:44 PM
20	<b>In favor of merger</b> <b>Not registered to vote</b>	I'd like to see some sort of forcing function to ensure that representation comes from all areas of Essex, not just the village, but am not sure if this is the best way to accomplish that.	9/19/2019 8:45 PM
21	<b>8-1</b> <b>In favor of merger</b>	Historical reasons and thinking in whtmy things were done a specific way. We also have some great people who could be able to serve as at large members eventually if their district is already represented but terms would have to be very limited.	9/19/2019 6:09 PM
22	<b>Not sure of district</b> <b>Undecided on merger</b>	the two systems sound horribly flawed in their own regards, so hopefully they can cancel each other out and make a positive. but it could also slow things down to a snails pase of getting done... honestly the whole thing sounds neutral.	9/18/2019 11:26 PM
23	<b>8-3</b> <b>Opposed to merger</b>	It would be better, but the power will still be lopsided every time by either the Village People or the TOV people.	9/18/2019 7:23 PM
24	<b>8-2</b> <b>Opposed to merger</b>	This might be the best of both worlds, but still, do something about the district boundries to try and erase the village/town boundries	9/18/2019 1:04 PM



# Q17 For what reasons do you disagree with having a governing body where there is a combination of at-large and district/ward representatives? Check all that apply.

Answered: 546 Skipped: 298



ANSWER CHOICES	RESPONSES	
It sounds complicated	40.48%	221
I'm concerned there wouldn't be enough residents interested in running to fill these seats	19.60%	107
I believe it would favor more populous areas of the community	29.12%	159
I would rather have an at-large structure	32.60%	178
I would rather have a district/ward structure	41.76%	228
I'm not sure	3.48%	19
Other (please specify)	14.47%	79
Total Respondents: 546		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-3</span> <span>Opposed to merger</span> District seats are more in touch with their district residents	10/20/2019 11:17 PM
2	<span>8-1</span> <span>Undecided on merger</span> You would need a lot of elections. That cost money and not very many people turn out.	10/18/2019 8:56 AM
3	<span>8-1</span> <span>Opposed to merger</span> Would not have fair representation. All seats should be by ward and for the same length of time	10/15/2019 2:30 PM
4	<span>8-2</span> <span>In favor of merger</span> I believe it would favor the more rural, but higher income (ie big landowners) families or people with vested interests such as developers who choose to run	10/15/2019 2:20 PM
5	<span>8-3</span> <span>Opposed to merger</span> It wouldn't fully resolve the fundamental inequity of at-large.	10/13/2019 9:37 PM

## Essex Resident Survey: Sept/Oct 2019

6	8-1	Undecided on merger	The more complicated the system the less buy in I believe there will be	10/13/2019 10:03 AM
7	8-3	Undecided on merger	I don't believe at-large systems work for the same reason I don't believe that combining Essex with Burlington to elect state senators best represents Essex interests. In that case our votes are overwhelmed by the larger Burlington population and our ability to elect those representing our interests is diminished. I will not vote in favor of any merger that contains at large representation.	10/11/2019 3:55 PM
8	8-1	Opposed to merger	Still don't feel districts are needed.	10/11/2019 9:33 AM
9	8-2	In favor of merger	Again, this is not super important to me, but it sounds likely to require more selectboard members. More seats = less likelihood of contested elections = less ability to remove incumbents who aren't governing in the best interest of the community.	10/11/2019 8:00 AM
10	8-2	In favor of merger	The choices regarding a combined representative body were only "Agree" and "Disagree" I'm more in favor of an At Large system as I think that would more fair, but I am open to the possibility of a combined system	10/10/2019 9:41 AM
11	In favor of merger	Not registered to vote	doesn't seem necessary for 10 person board in a town/village of this size	10/10/2019 8:18 AM
12	8-1	Undecided on merger	Haven't decided. Could see that a mixed system might solve some of the divisions of the community	10/9/2019 6:58 PM
13	8-1	Opposed to merger	Clearly you want the merger to go through....not sure why I'm responding to this biased survey.	10/9/2019 6:04 PM
14	8-1	Opposed to merger	It's a stupid idea.	10/9/2019 5:58 PM
15	8-1	Opposed to merger	This sounds like a good way to perpetuate a political machine. Simpler is better. Giving at-large members longer terms and therefore more influence is a mistake, unless the body intends to go bicameral.	10/9/2019 6:16 AM
16	8-3	Opposed to merger	Because within boards that have such structure there is a tendency to treat district members as second tier members (my election is worth more than yours) making the boards ineffective.	10/9/2019 5:28 AM
17	8-3	Undecided on merger	I don't have enough information to make an informed opinion on this.	10/8/2019 6:16 PM
18	8-1	Opposed to merger	Town outside the village would not be adequately represented much as it is now.	10/7/2019 10:20 AM
19	Not sure of district	Opposed to merger	This survey and this question is a ploy. I'm not impressed.	10/6/2019 1:12 PM
20	8-1	In favor of merger	See other comments about proportional representation	10/4/2019 11:58 AM
21	8-3	Opposed to merger	I still do not support merger! SAS is my strong preference.	10/3/2019 6:18 PM
22	8-1	Opposed to merger	I don't support a merger at all.	10/3/2019 9:34 AM
23	8-1	In favor of merger	For the same reason that I oppose a purely distract/ward structure: I believe that it creates an atmosphere where different geographic parts of Essex feel like they have to fight against other geographic parts, and in most issues, it is unnecessary to view it as "us vs them".	10/2/2019 9:52 PM
24	8-2	Opposed to merger	longer term limits for "at-Large" members would give that seat more influence than the 2 year term for Ward/District seats	10/2/2019 12:26 PM
25	8-1	Opposed to merger	do not want to merge	10/2/2019 8:22 AM
26	8-1	In favor of merger	Are we really that big we need to be so complicated? To what end?	10/1/2019 4:35 PM
27	8-2	Opposed to merger	I'm not in favor of the merger	9/30/2019 10:18 PM
28	8-1	In favor of merger	Essex is a small town it makes no sense to treat it like a big city	9/30/2019 9:55 PM
29	8-1	Opposed to merger	Does not solve the tax problem... In my opinion the merger sounds like a tax relief effort for the village.	9/30/2019 4:56 PM
30	8-2	Undecided on merger	Each community needs an equal number of reps- voted in at large in their own community	9/30/2019 9:54 AM
31	8-1	In favor of merger	one Essex like the OLD days	9/29/2019 10:59 PM

## Essex Resident Survey: Sept/Oct 2019

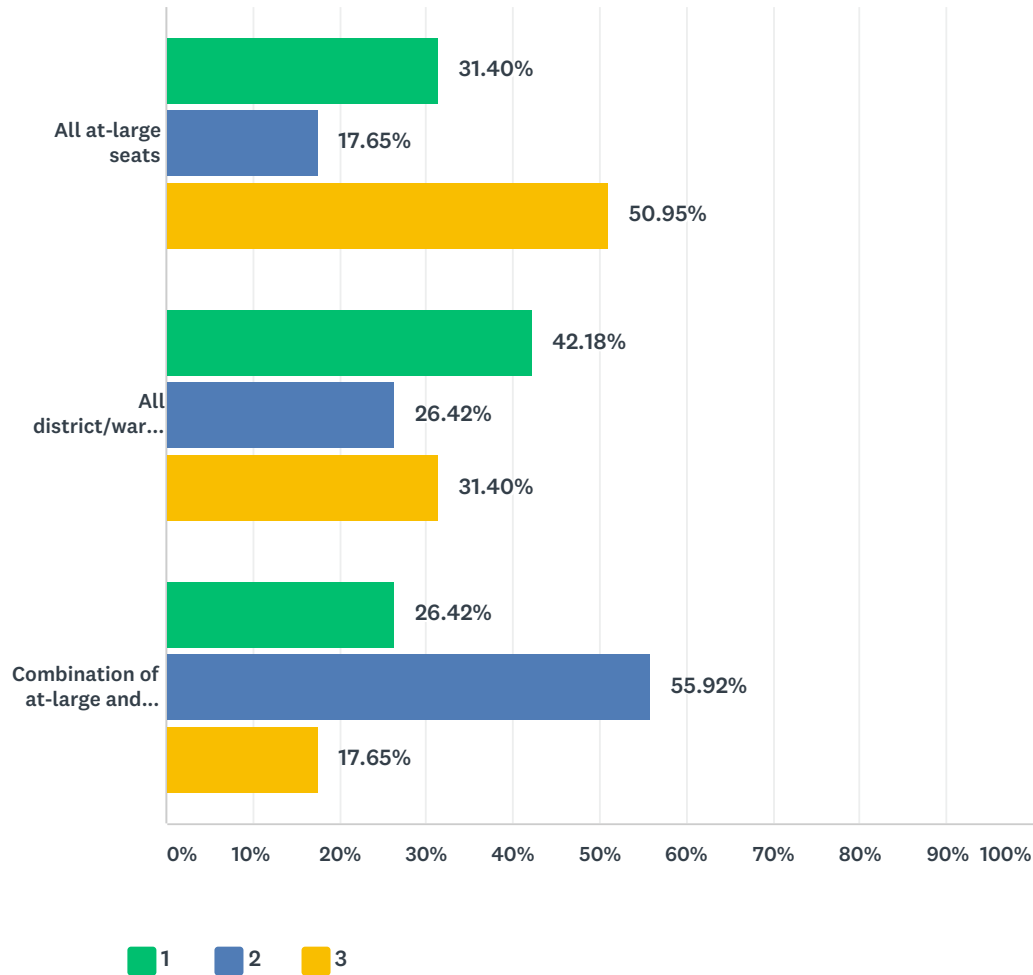
32	Not registered to vote	Undecided on merger	Not in favor of districts and/or wards.	9/29/2019 10:43 AM
33	8-3	Opposed to merger	Such a combination would continue the unequal representation that has dogged us for decades	9/27/2019 12:57 PM
34	8-1	Opposed to merger	Again, this survey is completely binary. Questions asked based on the idea that a merger will take place. This survey is preemptive, and therefore the questions are leading. It will come as no surprise to me that you will get the data you desire to support the merger.	9/26/2019 8:40 PM
35	8-3	Opposed to merger	I am against the merger	9/26/2019 8:03 PM
36	8-1	Opposed to merger	We have a problem with lopsided representation. This won't solve it	9/26/2019 7:24 PM
37	8-2	In favor of merger	As I noted before, I don't think our population and needs are large enough to require such a system.	9/26/2019 12:00 PM
38	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:51 AM
39	8-3	In favor of merger	We have to stop this myth that somehow there are very opposing views amongst differing areas of Essex. We are all one community and I believe an elected official is intelligent enough to vote on the issues at hand for the whole community.	9/26/2019 6:50 AM
40	8-2	Opposed to merger	Too many people to elect	9/25/2019 10:09 PM
41	8-1	Opposed to merger	I don't like at large.	9/25/2019 5:32 PM
42	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:55 PM
43	8-2	Opposed to merger	I think such a system would actually disproportionately favor the less populous areas of the community	9/25/2019 10:37 AM
44	8-1	In favor of merger	Seems to perpetuate a divide. This is why I prefer at-large unless ward system creates mixed town/village wards	9/25/2019 10:32 AM
45	8-2	Undecided on merger	perhaps the chair/president/mayor could be the at-large, limited to voting in case of a tie	9/25/2019 8:18 AM
46	8-1	Opposed to merger	One district would still end up holding more seats than another	9/24/2019 11:22 PM
47	8-2	Opposed to merger	Taking such a measure seems out of proportion to a town/village combo of this size.	9/24/2019 8:52 PM
48	8-2	In favor of merger	See prior comment about districts in a community this size. Aren't there fewer than 40K people? How complex does this have to be?	9/24/2019 1:14 PM
49	8-2	In favor of merger	I'm open to this. I'm finding this part of the survey difficult. I need to be able to read all options before choosing something.	9/23/2019 6:18 AM
50	8-2	Opposed to merger	The at large would need shorter terms than the ward	9/22/2019 5:18 AM
51	8-2	Opposed to merger	can still have all reps from either village or non-village	9/21/2019 7:07 PM
52	8-1	Opposed to merger	separate the village from the town. Let them be a city.	9/20/2019 9:03 PM
53	8-1	In favor of merger	It maintains the illusion that there are special needs in certain districts as opposed to all of them.	9/20/2019 2:21 PM
54	8-3	Opposed to merger	it introduces the potential for inequities	9/20/2019 11:30 AM
55	8-2	Undecided on merger	It not only "sounds too complicated".....it is too complicated for the average busy town resident to digest	9/20/2019 11:19 AM
56	8-2	In favor of merger	The population of Essex is too small to support a meaningful district/ward structure. I feel that districts/wards would go out of their way to find differences.	9/20/2019 10:48 AM
57	8-2	Opposed to merger	this sounds like it would increase the government burden on the tax payer. more efforts to simplify government should be made, not make bureaucratic quagmires	9/20/2019 8:38 AM
58	8-3	Opposed to merger	Non equal representation	9/20/2019 8:00 AM
59	8-2	In favor of merger	Gets even more complicated with varying growth levels	9/19/2019 6:51 PM

## Essex Resident Survey: Sept/Oct 2019

60	8-2	In favor of merger	This community is too small for these models of government. It overcomplicates what really is a very simple situation.	9/19/2019 6:49 PM
61	8-3	In favor of merger	There would be risk that some districts would be over-represented by additional at large members elected from those districts.	9/19/2019 6:27 PM
62	8-2	In favor of merger	Even more infighting and bickering than now	9/19/2019 6:16 PM
63	8-2	In favor of merger	KISS	9/19/2019 6:04 PM
64	8-1	Opposed to merger	Sounds like there would be to many people involved.	9/19/2019 9:22 AM
65	8-1	Opposed to merger	It would eliminate what we have now	9/19/2019 9:04 AM
66	8-1	Undecided on merger	I think it would result in an extremely inefficient system	9/19/2019 8:01 AM
67	8-2	In favor of merger	In the places I've seen this, those at-large members have either a subordinate role or an outsized role in the board out of wierd courtesies or power plays. Terms of them seem to take ages for wait out if there are issues or standouts. I am fearful Irene Wrenner would just always take the at large seat and make any cohesion a perment failure.	9/18/2019 11:06 PM
68	8-1	Opposed to merger	I would rather see the choice of not merging be presented as an option.	9/18/2019 9:42 PM
69	8-3	Undecided on merger	It likely gives more power to the at-large reps. Especially if they are given longer terms. It' a terrible idea.	9/18/2019 9:19 PM
70	8-2	In favor of merger	Simple structure with fewer / informed individuals.	9/18/2019 9:02 PM
71	8-1	In favor of merger	creates unnecessary work, campaigning, and voting for residents	9/18/2019 8:50 PM
72	8-3	Opposed to merger	way to complicated, again for our size	9/18/2019 8:17 PM
73	8-2	Opposed to merger	Listen to the people. We have already voted NO to merger	9/18/2019 8:09 PM
74	8-2	In favor of merger	Seriously? this isnt New Jersey. We dont need anything like this.	9/18/2019 7:26 PM
75	8-1	Undecided on merger	I am not sure I like full at large seats as that is a huge amount of people to represent. I would be open to some blended wards (so like Burlington that has wards and also districts that are comprised each of 2-3 wards)	9/18/2019 7:20 PM
76	8-1	Opposed to merger	There'd still be some ass from one part of the village trying to screw over everyone else.	9/18/2019 6:09 PM
77	8-3	Undecided on merger	You could still end up with a non-trivial imbalance on the board between Village and ToV.	9/18/2019 5:32 PM
78	8-2	In favor of merger	Having a mixed system makes it seem like those elected at large are looking out for the greater good and those elected from a district only want what's good for them. We should not set up these divisive arguments. Having everyone from a district takes away this myth and promotes everyone seeking the greater good.	9/18/2019 2:58 PM
79	8-2	In favor of merger	Although I am in favor of an at-large structure, I would support this model if it led to merger status	9/18/2019 1:14 PM

## Q18 Please rank your preference for which representation structure you would prefer in a merged municipality.

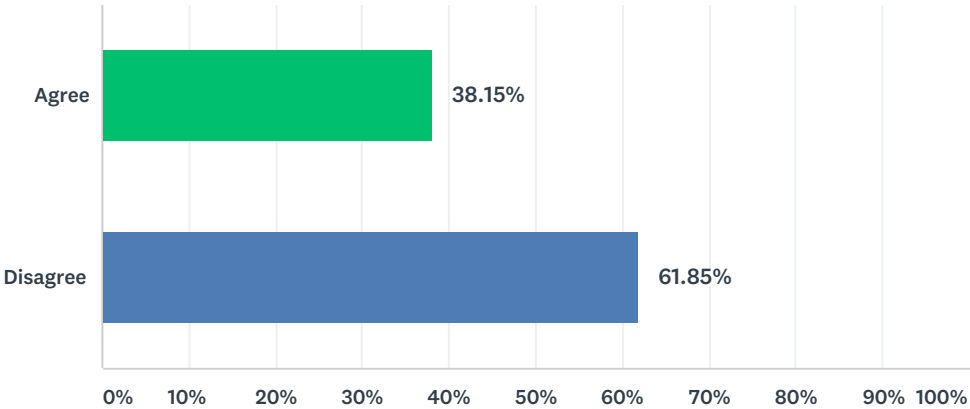
Answered: 844 Skipped: 0



	1	2	3	TOTAL	SCORE
All at-large seats	31.40% 265	17.65% 149	50.95% 430	844	1.80
All district/ward-based seats	42.18% 356	26.42% 223	31.40% 265	844	2.11
Combination of at-large and district/ward-based seats	26.42% 223	55.92% 472	17.65% 149	844	2.09

Q19 In addition to a unified representative council and an appointed manager, Essex should have a mayor.

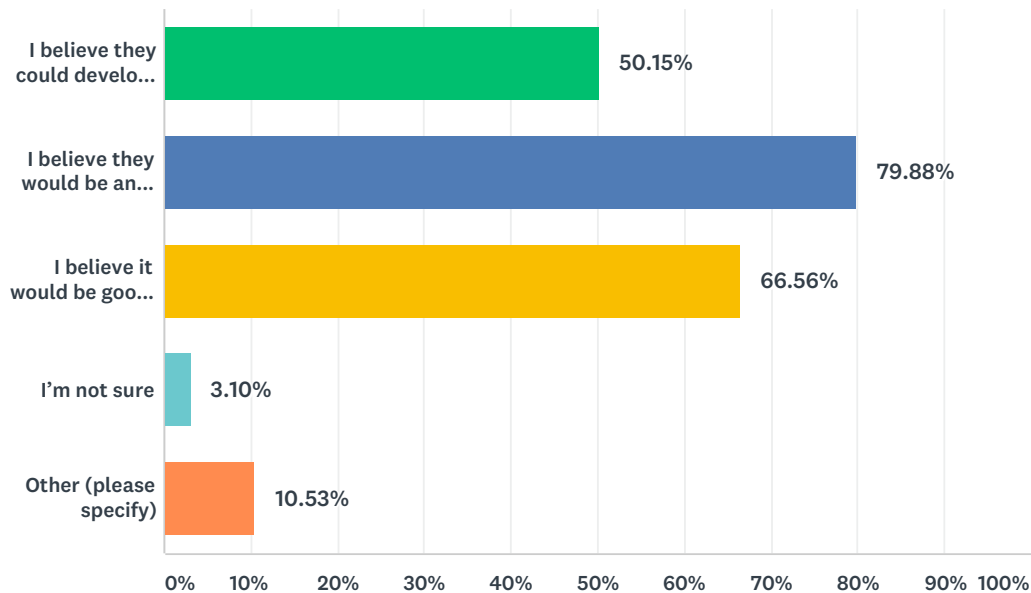
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	38.15%	322
Disagree	61.85%	522
TOTAL		844

## Q20 Why do you agree that Essex should have a mayor? Check all that apply.

Answered: 323 Skipped: 521



ANSWER CHOICES	RESPONSES	
I believe they could develop an aspirational vision for the entire community	50.15%	162
I believe they would be an effective voice advocating for Essex at the state level	79.88%	258
I believe it would be good to have someone overseeing the government that would be held accountable	66.56%	215
I'm not sure	3.10%	10
Other (please specify)	10.53%	34
Total Respondents: 323		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-1</span> <span>In favor of merger</span> Think this would lead to greater unification and less perception of supporting Town vs. Village	10/20/2019 10:57 PM
2	<span>8-1</span> <span>In favor of merger</span> An across the board representative and hopefully options for unifying voice	10/20/2019 10:47 PM
3	<span>8-2</span> <span>In favor of merger</span> Access to more citizens; if there was a "mayor's office" they would hopefully be responsive or delegate; currently you can write to your elected officials and nobody replies. At all. Nobody. That's insane.	10/15/2019 2:22 PM
4	<span>8-2</span> <span>Undecided on merger</span> Provides a layer of Government providing openness of issues to citizens	10/13/2019 8:24 PM
5	<span>8-1</span> <span>Opposed to merger</span> You need one captain steering the entire ship	10/11/2019 9:01 AM
6	<span>8-2</span> <span>In favor of merger</span> a more urban-city model	10/9/2019 7:45 PM
7	<span>8-2</span> <span>Undecided on merger</span> I would like mayor to replace manager	10/9/2019 6:46 PM
8	<span>8-2</span> <span>Undecided on merger</span> No longer need a town manager. Saves money. And the position of manger does not get elected	10/2/2019 8:15 PM

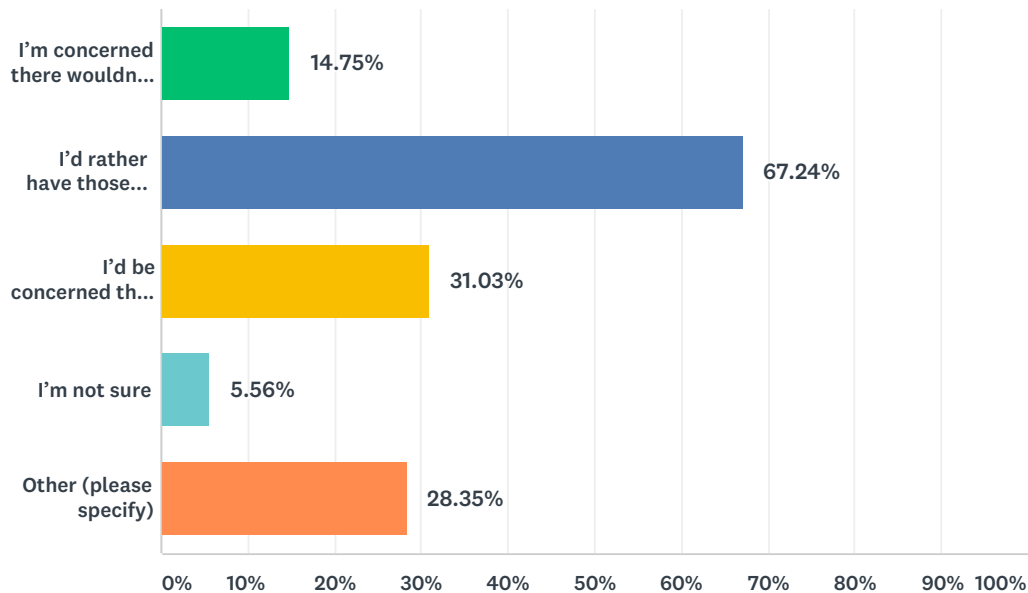
## Essex Resident Survey: Sept/Oct 2019

9	8-3	In favor of merger	It would be good to have a good mediator between the govt. and the residents	10/2/2019 1:36 PM
10	8-2	In favor of merger	The Mayor could be a unifying voice and help support our successes like recognizing new businesses. Outstanding volunteerism, and other appropriate roles for a mayor. economic development	9/29/2019 1:23 PM
11	8-1	In favor of merger	To assist and guide if the self organizing board becomes a bit dysfunctional	9/27/2019 8:42 PM
12	8-1	Opposed to merger	No merger needs to exist to incorporate a mayor.	9/26/2019 8:42 PM
13	Not sure of district	Undecided on merger	But a mayor who is more than aspirational WITHOUT a manager	9/26/2019 4:59 PM
14	8-3	Undecided on merger	would need to hear pros/cons. would this be a paid job?	9/26/2019 9:43 AM
15	Not sure of district	Undecided on merger	Depends on economics and budgets	9/25/2019 8:04 PM
16	8-2	In favor of merger	I am concerned about this adding to the tax burden which could make merger less palatable to people who are worried about tax impacts	9/25/2019 3:52 PM
17	Not sure of district	Undecided on merger	I think managers tend to be corrupt and self-concerned.	9/25/2019 11:25 AM
18	8-2	Undecided on merger	s/he need not even be labeled "mayor"	9/25/2019 8:19 AM
19	In favor of merger	Not sure of district	A fair leader. When no one leads, it can be chaotic	9/25/2019 1:31 AM
20	8-1	Opposed to merger	I believe the mayor election process would bring different thoughts to the surface than a government body election and a mayor as representative could act as a mediator and motivator and moderator in the community	9/22/2019 4:51 PM
21	8-2	In favor of merger	I'm nervous about how a mayor would further complicate the local political process, but I think Essex needs the things that a mayor could help achieve.	9/21/2019 8:42 AM
22	8-3	In favor of merger	One singular voice that can manage the community. I honestly hate all the voices. It's ridiculous	9/20/2019 4:18 PM
23	8-2	Opposed to merger	good veto power to stop agenda driven movements, a check and balance system	9/20/2019 8:41 AM
24	8-2	Undecided on merger	I like the idea of a spokesperson for the council who isn't "on" the council	9/20/2019 6:14 AM
25	8-3	Opposed to merger	No merger	9/19/2019 10:46 PM
26	Not sure of district	Undecided on merger	honestly with the competence i've witnessed in recent years i dont trust any one to do anything, but with some one overseeing cabbages representing hopefully we can get some almost cohesive plan going. not just talking politics here, just people in general. people are just awful.	9/18/2019 11:31 PM
27	8-2	In favor of merger	Visibility and clarity of leadership for even the most disenfranchised citizens and the most skeptical and dubious.	9/18/2019 11:08 PM
28	8-1	In favor of merger	We are a community of 20,000. It's ridiculous that we cling to the idea of a Select Board and Town Meeting.	9/18/2019 10:19 PM
29	8-1	Undecided on merger	I am on the fence about this and do not feel strongly one way or the other	9/18/2019 7:21 PM
30	8-1	Opposed to merger	I think the position can replace the town managers	9/18/2019 7:13 PM
31	8-2	In favor of merger	Essex punches below its weight - we are Vermont's second largest municipality - but have limited statewide influence. A mayor could help with that.	9/18/2019 7:10 PM
32	8-1	Opposed to merger	It would be good to have one voice or source of information. As long as we don't have to pay them.	9/18/2019 6:10 PM
33	8-2	In favor of merger	We are the 2nd largest community but don't have a voice in regional or state policy, and we should.	9/18/2019 3:00 PM
34	8-2	Undecided on merger	accountability to the people unlike the current form	9/18/2019 12:35 PM



## Q21 Why do you disagree that Essex should have a mayor? Check all that apply.

Answered: 522 Skipped: 322



ANSWER CHOICES	RESPONSES	
I'm concerned there wouldn't be enough residents interested to run for mayor that would result in a competitive election	14.75%	77
I'd rather have those interested in serving the local government run for the new Town council rather than as a mayor	67.24%	351
I'd be concerned they wouldn't have much power to do anything	31.03%	162
I'm not sure	5.56%	29
Other (please specify)	28.35%	148
Total Respondents: 522		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-1</span> <span>In favor of merger</span> Just another layer of politics	10/20/2019 11:58 PM
2	<span>8-1</span> <span>In favor of merger</span> What the Town has now works. It ain't broke, don't fix it!	10/20/2019 11:43 PM
3	<span>8-3</span> <span>Opposed to merger</span> Not necessary	10/20/2019 11:18 PM
4	<span>8-1</span> <span>Undecided on merger</span> It seems like one more position plus administrative Assistant to the mayor, people that you have to pay and give health Care to, is it really necessary?	10/18/2019 9:00 AM
5	<span>8-1</span> <span>Opposed to merger</span> We are paying a town manager so we don't need to pay for a mayor also. Either one or the other	10/15/2019 2:34 PM
6	<span>8-2</span> <span>Opposed to merger</span> This seems like a step to consider at a later date, in 10 years or so. Not a high priority now.	10/14/2019 1:53 PM
7	<span>8-3</span> <span>Opposed to merger</span> Hate hate hate this idea.	10/13/2019 9:39 PM
8	<span>8-1</span> <span>Undecided on merger</span> I think this issue should be taken up after a solution to a unified Council is well established. Otherwise there is a risk of people feeling that the mayor comes from one part or the other and tips a balance that you are trying to construct	10/13/2019 10:05 AM
9	<span>8-3</span> <span>Undecided on merger</span> I don't see the need	10/11/2019 3:56 PM

## Essex Resident Survey: Sept/Oct 2019

10	8-2	In favor of merger	I support merger in order to *reduce* the number of leaders our community is paying for, not to add new ones.	10/11/2019 8:02 AM
11	8-2	Opposed to merger	Unnecessary expense and not needed.	10/10/2019 5:00 PM
12	8-2	In favor of merger	If we are a unified community, there should be either a Town Manager or a Mayor. Not both.	10/10/2019 9:43 AM
13	8-1	In favor of merger	The voted head of the council can represent the community.	10/10/2019 9:40 AM
14	Not sure of district	Undecided on merger	Need to review overall financial plan of merger and next few years before making this decision	10/9/2019 9:01 PM
15	8-1	In favor of merger	It seems more like an honorary post rather than something that serves a purpose in the governance of the community.	10/9/2019 8:34 PM
16	8-3	Opposed to merger	We don't need another salaried position. Higher taxes!	10/9/2019 8:12 PM
17	8-1	In favor of merger	Let's try the unified council first	10/9/2019 7:10 PM
18	8-1	Opposed to merger	I believe it will increase costs, and a professional manager is better than a mayor	10/9/2019 7:03 PM
19	8-1	Undecided on merger	Seems like overkill relative to the community needs	10/9/2019 7:02 PM
20	8-3	In favor of merger	Mayor should be chosen amongst the elected board	10/9/2019 7:00 PM
21	Not sure of district	Opposed to merger	Not in favor of merger	10/9/2019 12:07 PM
22	8-3	Opposed to merger	village and town should seperate and not merge. so would not have a mayor	10/9/2019 10:05 AM
23	8-1	Opposed to merger	Things are pretty good as they are. A mayor plus a complex council would lead to a Tammany-Hall style political machine. But you probably knew that.	10/9/2019 6:20 AM
24	8-1	Opposed to merger	A mayor would probably be biased in favor of his or her part of the town.	10/9/2019 5:50 AM
25	8-3	Opposed to merger	I want less politics, not more	10/9/2019 5:30 AM
26	8-1	Undecided on merger	I associate mayors with larger cities, which we are not.	10/8/2019 6:40 PM
27	8-1	In favor of merger	there should have been a "it depends" option. With wards: an at large mayor is good. With an all-at-large select board? Mayor unnecessary	10/8/2019 6:32 PM
28	8-1	In favor of merger	Don't see the value for one more role	10/8/2019 6:19 PM
29	8-3	Undecided on merger	I think the person in charge should have some experience, like a town manager.	10/8/2019 6:18 PM
30	8-3	Opposed to merger	Town Administrator is doing a fine job	10/7/2019 8:48 AM
31	8-3	Undecided on merger	overlapping authority; waste of resources	10/6/2019 2:45 PM
32	Not sure of district	Opposed to merger	If we have a mayor, we should not have an appointed manager. The mayor should be the manager.	10/6/2019 1:14 PM
33	8-1	Undecided on merger	A Mayor should also act as a Town Manager, not seperate possitions.	10/5/2019 10:58 AM
34	8-3	Undecided on merger	I am concerned that every mayoral race will turn into a Town candidate vs. Village candidate race and, I suspect the Village candidate will win most of those races due to population.	10/4/2019 9:27 AM
35	8-3	Opposed to merger	SAS is the best solution. Merger has been rejected by voters.	10/3/2019 6:22 PM
36	8-1	In favor of merger	The town manager form of government has served us well. No mayor is necessary. The position of mayor often becomes political.	10/3/2019 11:36 AM
37	8-1	Opposed to merger	I don't support a merger.	10/3/2019 9:35 AM
38	8-1	Undecided on merger	Money.....it would make our taxes be raised...and they are already ridiculous	10/3/2019 5:47 AM
39	8-1	In favor of merger	I suspect it would be a popularity contest to become a figurehead, and that's unnecessary.	10/2/2019 9:55 PM

## Essex Resident Survey: Sept/Oct 2019

40	8-2	In favor of merger	Full mayors (see BTV, as opposed to Winooski's mayoral structure) become too political and less focused on the community's needs. We don't need to be served by a career (whether aspiring otherwise) politician.	10/2/2019 7:32 PM	
41	8-1	Undecided on merger	If we do have a merger, after we have worked through those changes , this could be considered. Too much to add this at this time.	10/2/2019 5:41 PM	
42	8-2	In favor of merger	I am a student of Public Administration and it has been found overall that a mayer seems to address things in a political context (thinking about how they will get reelected) and a manager does not have to deal with public interest groups. They can focus on the administrating of government and not rerunning for office.	10/2/2019 12:44 PM	
43		In favor of merger	Not registered to vote	It would just add more politics to the system	10/2/2019 9:17 AM
44	8-1	Opposed to merger	Don't need more politics in Town Govt.		10/2/2019 8:25 AM
45	8-2	In favor of merger	Concerned mayor may have too much power		10/1/2019 8:25 PM
46	8-1	In favor of merger	Need more informaiton on the Political dynamics and how is of benefit or not to communities.		10/1/2019 4:37 PM
47	8-3	In favor of merger	A mayor position would be confusing as we are not a city		10/1/2019 3:11 PM
48	8-2	In favor of merger	We have enough people in this community running for boards because of perceived "power". There is no need to grant someone like that a title without the hard work that comes with governing this community.		10/1/2019 7:37 AM
49	8-2	Opposed to merger	I'm not in favor of the merger		9/30/2019 10:19 PM
50	8-2	Undecided on merger	more government staff is not the answer		9/30/2019 9:24 PM
51	8-1	Opposed to merger	It has the potential to make day to day operations too political		9/30/2019 9:06 PM
52	8-1	Opposed to merger	Would this be a volunteered position? If not how are we paying for the mayor. Also what incentive would there be for someone to become a mayor. Representation and title are not enough. This just adds one more person to a confusing complicated "mess".		9/30/2019 5:02 PM
53	8-3	Opposed to merger	We all ready more government than we need. Adding yet more govt will not help. Plus, what would adding a mayor's salary do to my taxes?xes		9/30/2019 11:40 AM
54	8-2	Undecided on merger	The costs outweigh the benefits		9/30/2019 9:56 AM
55	Not registered to vote	Undecided on merger	Having a mayor is just another level of unnecessary government. A mgr./council form of government is the "cleanest" form of government. A mayor needs to be elected. A manager can be fired, but a mayor can't. Keep politics out of Essex. Colchester, Williston, So. Burlington all do well without a mayor. Essex would too.		9/29/2019 10:48 AM
56	8-2	In favor of merger	We don't need another salary to pay. We could replace the manager with a mayor.		9/28/2019 2:07 PM
57	8-3	Opposed to merger	Mayor would upset any balanced representation we might set up as part of a new, merged board		9/27/2019 12:58 PM
58	8-2	In favor of merger	There is already enough decision making being conducted. Having a manager is fundamentally more cost effective and potentially less partisan. I would rather have a hiring-contractual process than the cost and political issues resulting from having a mayor and a council. I do not trust the way operate when it becomes political and chokes the life out of communities.		9/27/2019 9:24 AM
59	8-2	In favor of merger	waste of money, politicizes the office		9/27/2019 9:23 AM
60	8-1	Undecided on merger	previous question should have included "don't know or unsure"; need more information on model.		9/27/2019 5:11 AM
61	8-1	Opposed to merger	Mayors add another level of complexity to govt. Keep it simple.		9/26/2019 7:26 PM
62	8-1	In favor of merger	Town manager is enough, don't need an additional paid position		9/26/2019 5:53 PM
63	8-2	In favor of merger	I don't know enough about this to really vote in an educated manner, but at this point it doesn't seem like Essex needs an additional change to our system in addition to possibly merging governmental structure.		9/26/2019 12:02 PM

## Essex Resident Survey: Sept/Oct 2019

64	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:52 AM
65	8-1	Opposed to merger	No board should have to serve two masters	9/26/2019 8:40 AM
66	8-1	In favor of merger	I don't want to spend tax money on a position that has very little power.	9/26/2019 8:27 AM
67	8-3	In favor of merger	Not sure we really need a mayor role if we have an effective governing body.	9/26/2019 6:52 AM
68	8-1	In favor of merger	It's an unneeded extra cost	9/25/2019 7:46 PM
69	8-2	In favor of merger	makes it even more political	9/25/2019 7:39 PM
70	8-3	In favor of merger	I greatly favor a strong town manager structure than a weak mayor, or any mayoral system at all.	9/25/2019 7:35 PM
71	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:56 PM
72	8-2	Opposed to merger	Not a manager AND a mayor. One or the other. I prefer an elected mayor to an appointed manager	9/25/2019 3:21 PM
73	8-3	Opposed to merger	A manager and a mayor is confusing roles and responsibilities.	9/25/2019 1:50 PM
74	8-2	In favor of merger	Essex isn't large enough to start considering itself a city. There's no need for an additional layer of governance.	9/25/2019 1:09 PM
75	8-1	Opposed to merger	I am not in favor of the merger, so neither answer is appropriate.	9/25/2019 12:24 PM
76	8-2	Undecided on merger	I don't disagree with a mayor. I just don't think we need a manager as well. The mayor can do the work of a manager. Burlington doesn't have a manager	9/25/2019 11:57 AM
77	8-3	Undecided on merger	Waste	9/25/2019 11:37 AM
78	8-2	Opposed to merger	I see no added value to this job.	9/25/2019 10:39 AM
79	8-2	In favor of merger	It sounds like it would be mostly a figurehead post.	9/25/2019 10:17 AM
80	8-2	Opposed to merger	A mayor brings another layer of politics into the mix that we don't need	9/24/2019 11:32 PM
81	8-2	Opposed to merger	Again, this smacks of citification (likely a made-up word) that is probably coming down from the same body that wants to increase density in the village and has people referring to 5 corners as "downtown." we're witnessing the town and village morph into a city (like Winooski) whether we want it or not.	9/24/2019 8:56 PM
82	8-1	Opposed to merger	A "Manager" and a "Mayor" seems repetitive.....Too many cooks etc.....	9/24/2019 8:40 PM
83	8-1	Opposed to merger	Want representative select board	9/24/2019 7:49 PM
84	8-2	In favor of merger	I think it just creates another level of "politics"	9/24/2019 5:00 PM
85	8-2	In favor of merger	See prior comments about size of community.	9/24/2019 1:15 PM
86	Not sure of district	Opposed to merger	I don't see the point of having a mayor beyond advocating for resources. Not sure we need to restructure entirely, which I do not support in the first place, for that.	9/23/2019 6:57 PM
87	8-2	In favor of merger	I am more in favor of a town being run by an elected council in cooperation with a qualified hired Town Manager. Where the manager is subject to the council not the voting public's whim.	9/23/2019 9:09 AM
88	8-2	Opposed to merger	Pick one, mayor or manager. Mayor lack continuity and are influenced by politics instead of answering for logical performance.	9/22/2019 5:23 AM
89	8-2	Opposed to merger	How much would that cost?	9/21/2019 9:05 PM
90	8-1	Opposed to merger	I don't want a mayor. I don't the town turned into a city.	9/20/2019 9:05 PM
91	8-1	In favor of merger	Seems like a pointless position	9/20/2019 8:51 PM
92	8-3	Opposed to merger	Would be another salary we would have to pay for	9/20/2019 3:47 PM
93	8-3	Opposed to merger	There isn't a need for a mayor	9/20/2019 3:34 PM
94	8-2	In favor of merger	I worry about political parties getting involved and things getting divisive	9/20/2019 3:08 PM

## Essex Resident Survey: Sept/Oct 2019

95	8-1 Undecided on merger	I fear it would politicize the town, I would consider leaving the town. I am suspicious that this survey is becoming a "push" survey as in the previous question you did not specify whether "1" was most favored or "3" was which gives the opportunity to "misinterpret the replies. We should not have been required to fill in a number for an option we completely reject!	9/20/2019 11:41 AM
96	8-2 Undecided on merger	we don't need the additional expense- far too much tax money is being wasted as it is	9/20/2019 11:23 AM
97	8-3 Undecided on merger	This one I do not have a strong enough opinion on, but like this simple breakdown: <a href="https://www.researchgate.net/figure/Advantages-and-disadvantages-of-directly-elected-mayors_tbl1_324452685">https://www.researchgate.net/figure/Advantages-and-disadvantages-of-directly-elected-mayors_tbl1_324452685</a>	9/20/2019 10:20 AM
98	8-3 Opposed to merger	I think a mayor would not be concerned about rural TOV	9/20/2019 10:18 AM
99	8-2 In favor of merger	I think given the rancor from TOV residents throughout this whole process, that using a fair representative council would be the best way to quell complaints of unfairness. Too much power in the hands of 1 individual can easily divide the community that we are trying to sew together. I may be interested in a "weak" mayor if I had clarity on their role and power.	9/20/2019 9:11 AM
100	8-1 Opposed to merger	We don't need another bureaucrat	9/20/2019 8:53 AM
101	8-1 Opposed to merger	Don't want Mayor to possibly have own bias depending on where's he/she is from and over rule decisions made by district wide ward members.	9/20/2019 8:24 AM
102	8-1 Opposed to merger	Cost of a basically lame duck position. Not enough return for the expense to the citizens.	9/20/2019 4:21 AM
103	Not sure of district Opposed to merger	This town needs less political red tape, not more. And all of this shouldn't be a discussion when the merger has been already voted down.	9/20/2019 12:41 AM
104	8-1 Opposed to merger	This survey is laughably bad .. it is based on presumptions and leading in it's design.. the implicit bias here is painfully obvious and contributes to the mistrust between the TOV and the village..	9/19/2019 9:18 PM
105	8-1 In favor of merger	I also feel I don't have enough information at this time on what this would look like.	9/19/2019 9:09 PM
106	8-2 In favor of merger	can't see having a selectboard and a mayor; council and mayor yes	9/19/2019 8:58 PM
107	In favor of merger Not sure of district	What's the point? Neither has need for a mayor presently, I don't believe that this would change with a merger. Furthermore, I don't believe that anyone with the leisure time to serve in a largely ceremonial post would accurately represent the needs of the community	9/19/2019 8:11 PM
108	Not sure of district Opposed to merger	We do not need more government	9/19/2019 8:06 PM
109	8-1 Undecided on merger	Its just one extra unnecessary layer of governance. Keep it simple.	9/19/2019 7:43 PM
110	8-1 Opposed to merger	Cost. Mayor, plus staff, plus space, etc....	9/19/2019 7:29 PM
111	8-2 In favor of merger	In my opinion, cost/benefit analysis isn't worth the cost of hiring an additional position	9/19/2019 6:53 PM
112	8-2 In favor of merger	It would just contribute to complexity and inefficiency	9/19/2019 6:07 PM
113	8-2 In favor of merger	expense of a new high level position	9/19/2019 5:12 PM
114	8-1 In favor of merger	It seems like a significant cost (is the mayor paid?) for limited benefits. The same services could be provided by contractors.	9/19/2019 3:39 PM
115	8-1 In favor of merger	I don't think we need one.	9/19/2019 3:03 PM
116	8-2 In favor of merger	I'm concerned about too many changes at once; give the new structure a few years, then see if it makes sense to have a mayor.	9/19/2019 2:33 PM
117	8-3 In favor of merger	It is another layer of government that is not needed for a town our size.	9/19/2019 12:29 PM
118	8-2 In favor of merger	I think mayors are more appropriate in much bigger cities to function as managers. I think our current administration can do that as is.	9/19/2019 12:28 PM
119	8-2 Undecided on merger	I'm not convinced it's necessary	9/19/2019 11:05 AM
120	8-2 In favor of merger	"Mayor" gives an urban image. No thanks.	9/19/2019 8:44 AM

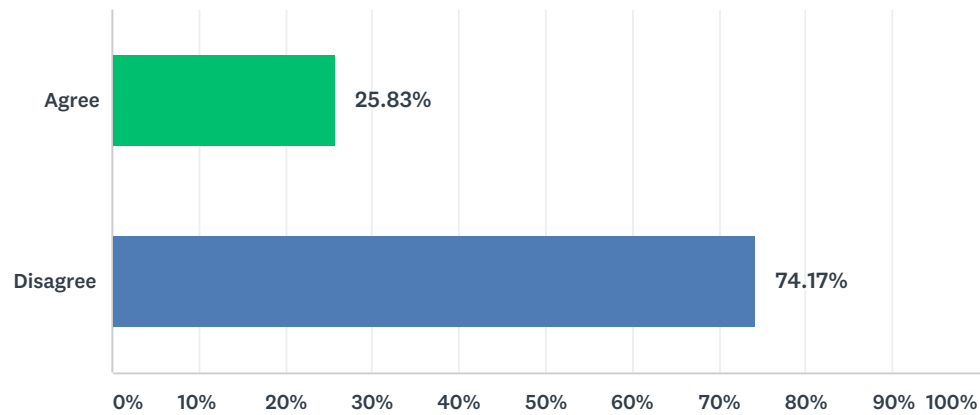
# Essex Resident Survey: Sept/Oct 2019

121	Not sure of district	Opposed to merger	I don't want a merger	9/18/2019 11:13 PM
122	8-1	Opposed to merger	Concerned that they would have too much power.	9/18/2019 10:24 PM
123	8-2	In favor of merger	I don't see what the value of adding an additional position would be at this time.	9/18/2019 10:18 PM
124	8-1	Opposed to merger	I'd rather have the option of not merging which would negate the need for a mayor of a merged Essex.	9/18/2019 9:44 PM
125	8-2	Undecided on merger	Mayors have too much power and never represent the full population properly	9/18/2019 9:38 PM
126	8-3	Undecided on merger	I think it is just unnecessary. Our state reps can represent our interests in the legislature and we don't need some ceremonial big shot.	9/18/2019 9:24 PM
127	8-2	In favor of merger	Too many changes. Let's see how a system akin to our current one can work. Having said that, a mayor is not out of the question.	9/18/2019 9:06 PM
128	8-2	In favor of merger	It could get too political.	9/18/2019 9:01 PM
129	8-3	Undecided on merger	Mayor is a very political position.	9/18/2019 8:58 PM
130	8-2	In favor of merger	More money spent for no good reason.	9/18/2019 8:44 PM
131	8-2	Opposed to merger	Mayor just seems a waste	9/18/2019 8:24 PM
132	8-3	Opposed to merger	I wanted to put 0 in front of the choices of the previous page and it would not allow me. How can you expect honest answers when you don't allow it!!!!!!	9/18/2019 8:21 PM
133	8-2	Opposed to merger	unfair representation	9/18/2019 8:17 PM
134	8-2	Opposed to merger	I'm not in favor of giving more power to the good ol boys	9/18/2019 8:12 PM
135	8-2	Undecided on merger	More government than needed	9/18/2019 7:40 PM
136	8-2	In favor of merger	If there were a mayor, I do not believe we would still need a manager.	9/18/2019 7:39 PM
137	8-2	In favor of merger	Essex isnt big enough to warrant a mayor	9/18/2019 7:27 PM
138	8-3	Opposed to merger	Yet another costly position. Too much power in the hands of one person. Are you going to force Essex to become a city next?	9/18/2019 7:26 PM
139	8-3	Opposed to merger	Just another added expense	9/18/2019 7:00 PM
140	8-1	Opposed to merger	The village and the town have two different ideas for the future. A mayor may not uphold what each groups wants	9/18/2019 6:21 PM
141	8-1	In favor of merger	We do not need two people to manage Essex	9/18/2019 6:20 PM
142	8-2	In favor of merger	Wasted funds	9/18/2019 6:12 PM
143	8-2	In favor of merger	Better to hire an experienced municipal manager than another politician.	9/18/2019 6:03 PM
144	8-2	Opposed to merger	Just a figurehead. Why add extra layers.	9/18/2019 5:32 PM
145	8-1	In favor of merger	We already pay for a manager, why do we need mayor too??	9/18/2019 4:19 PM
146	8-2	In favor of merger	I need more information before committing to the addition of a mayor. It could likely be a good move, but I need to learn more and the current system seems functional for the time being.	9/18/2019 1:17 PM
147	8-2	Undecided on merger	We do fine with just a town manager	9/18/2019 1:15 PM
148	8-2	Opposed to merger	I've never lived in a mayoral community, I just don't have the vision to see how it would work.	9/18/2019 1:06 PM



Q22 I think municipal budgets should continue to be voted on by a voice vote during annual meetings rather than through Australian (paper) ballot voting.

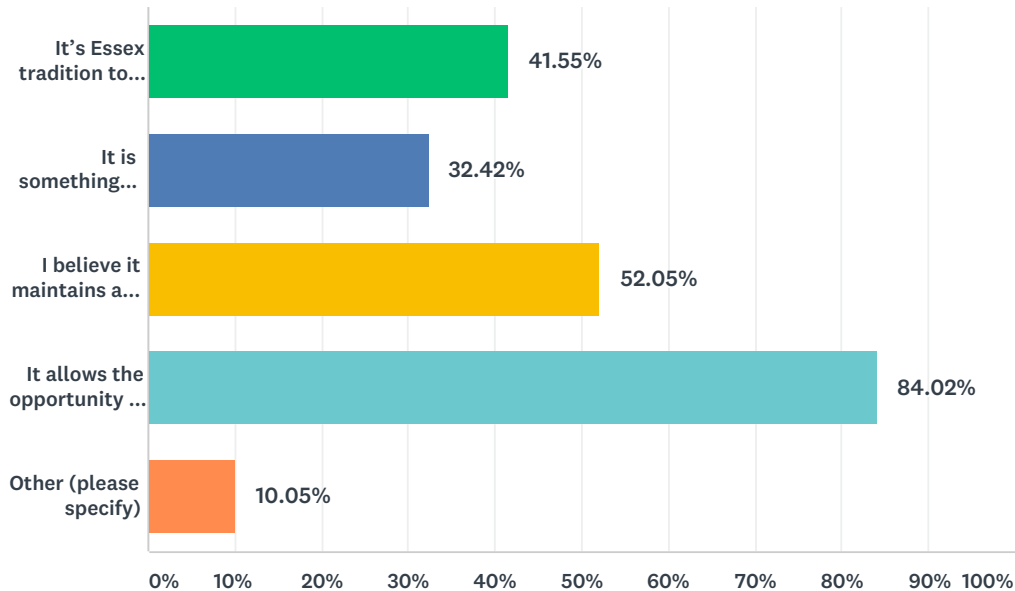
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	25.83%	218
Disagree	74.17%	626
TOTAL		844

## Q23 Why do you agree that the municipal budgets should be voted on by a voice vote at annual meetings? Check all that apply.

Answered: 219 Skipped: 625



ANSWER CHOICES	RESPONSES	
It's Essex tradition to approve budgets in that way	41.55%	91
It is something unique to our community	32.42%	71
I believe it maintains a small community feel	52.05%	114
It allows the opportunity to discuss and amend the budget before approval	84.02%	184
Other (please specify)	10.05%	22
Total Respondents: 219		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-2 Opposed to merger n/a	10/21/2019 12:04 AM
2	8-1 In favor of merger I believe those that show up for the meeting have more interest in what is actually happening in the Town	10/20/2019 11:59 PM
3	8-1 In favor of merger Increases accountability of the elected officials	10/10/2019 8:00 AM
4	8-2 In favor of merger Participation is currently too low — the attendance has to be improved	10/9/2019 9:53 PM
5	8-3 Opposed to merger It encourages citizens to fiscalize more closely the government	10/9/2019 5:33 AM
6	8-1 In favor of merger It's one of the last vestiges of true democracy left	10/4/2019 11:59 AM
7	8-1 Opposed to merger It puts the budget under public scrutiny	10/2/2019 8:28 AM
8	8-2 In favor of merger The budget is resolved before we leave. No failing budget after budget, with the expanse of repeated Australian ballots. I think Australian ballot allows voters to be uneducated.	10/1/2019 7:38 AM
9	8-3 In favor of merger I would like to go back and change my answer -paper ballot is OK	9/27/2019 10:40 PM
10	8-3 Opposed to merger Every voter becomes a legislator that one night each year.	9/27/2019 12:59 PM

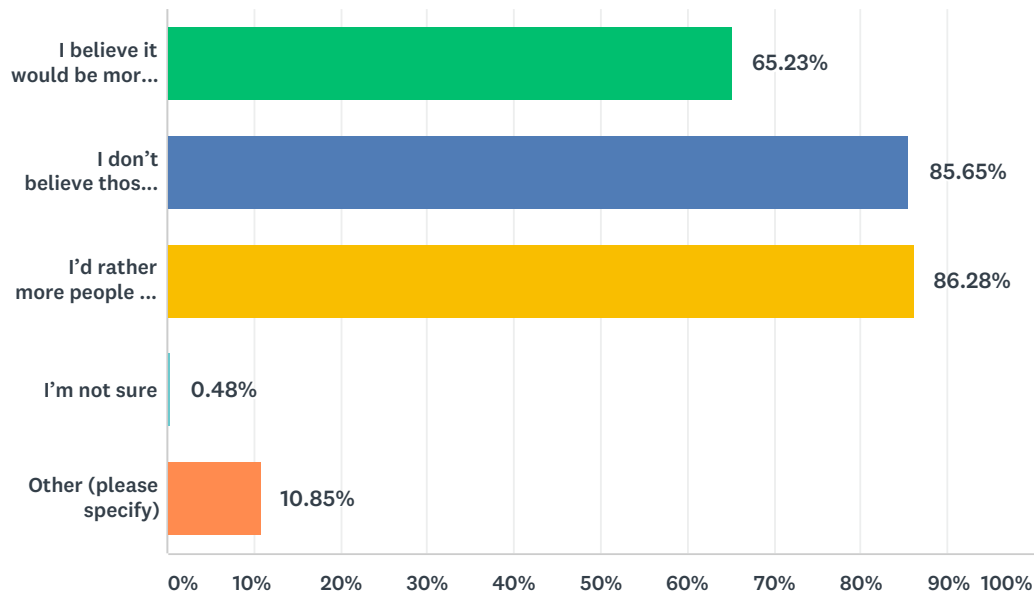


## Essex Resident Survey: Sept/Oct 2019

11	8-1	Opposed to merger	Read "All Those In Favor" by Frank Bryan. TM is pure democracy.	9/26/2019 7:27 PM
12	8-1	Opposed to merger	Incredibly efficient way to hear and enact the will of the people	9/26/2019 8:41 AM
13	Not sure of district	Undecided on merger	Please make financial proposal first	9/25/2019 8:04 PM
14	8-2	In favor of merger	Pretty much a toss-up to me. So I went with the status quo.	9/25/2019 1:10 PM
15	8-1	In favor of merger	Australian ballot is too difficult	9/20/2019 6:34 PM
16	8-1	Undecided on merger	I actually approve a mix where the budget would be approved preliminarily at Town Meeting then voted on by Australian Ballot later where absentee voting could occur and other votes (such as school budgets) could be held coincidentally.	9/20/2019 11:49 AM
17	8-1	Opposed to merger	Tax Payer involvement.	9/19/2019 7:30 PM
18	8-2	In favor of merger	Because Town Meeting is held in the evening rather than on Town Meeting Day, I believe a sufficient number of Essex residents have the opportunity to attend.	9/19/2019 2:35 PM
19	8-2	In favor of merger	The people who care enough to come to the meeting are better informed and not just blindly voting against a budget increase.	9/18/2019 8:34 PM
20	8-2	In favor of merger	A robust decomcracy requires participation. This is a way to participate	9/18/2019 7:28 PM
21	8-2	In favor of merger	Honestly not sure. What is the turn out for town meeting compared to voting day? Whichever is higher would be what I would support. What have other towns seen for numbers? The more participation the better.	9/18/2019 1:19 PM
22	8-2	Undecided on merger	we will have educated voters present for the vote, too easy just to say no to more taxes by filling in a dot with a marker. Again, accountability for us as residents is also crucial for our community.	9/18/2019 12:37 PM

## Q24 Why do you disagree that the municipal budgets should be voted on by a voice vote at annual meetings? Check all that apply.

Answered: 627 Skipped: 217



ANSWER CHOICES	RESPONSES	
I believe it would be more convenient for me to be able to vote on the budget through Australian ballot	65.23%	409
I don't believe those that are able to attend annual meetings represent the entire community	85.65%	537
I'd rather more people be able to have a say in the budget and I believe Australian ballot voting will accomplish that	86.28%	541
I'm not sure	0.48%	3
Other (please specify)	10.85%	68
Total Respondents: 627		

#	OTHER (PLEASE SPECIFY)	DATE
1	<b>8-1 In favor of merger</b> Although Australian ballot assures more participation, those who vote know less about what they are voting for	10/20/2019 11:44 PM
2	<b>8-3 Opposed to merger</b> Very few people attend Town Meeting. There should be an information meeting about a week before an Australian ballot.	10/20/2019 11:19 PM
3	<b>8-1 In favor of merger</b> Think the Town meetings should remain for discussion or clarification of issues but the actual vote should be Australian ballot	10/20/2019 10:58 PM
4	<b>8-1 In favor of merger</b> Vote should be by Australian ballot. Annual meetings should be used for clarification (along with other info/clarification events on an as-needed basis)	10/20/2019 10:48 PM
5	<b>8-2 In favor of merger</b> Ideally we would do what SO MANY OTHER VT TOWNS DO: Combine the school budget vote on the same night/day so we can get a total idea of how very impacted our tax bill is by schools.	10/15/2019 2:23 PM
6	<b>8-2 Undecided on merger</b> Australian ballot provides opportunity for privacy when voting on a controversial issue where there may be retaliation	10/13/2019 8:34 PM

## Essex Resident Survey: Sept/Oct 2019

7	8-1	Undecided on merger	I favor this change if there is a longer period of time between annual meeting and voting so that people cannot absentee vote before annual meeting discussion is published. I do feel that votes have gone differently than forecast in some issues because of citizens getting together and talking with each other. I think those conversations should be preserved and extend it to the Wider community so that we retain through social media and perhaps streaming the best of annual meeting tradition	10/13/2019 10:08 AM
8	8-2	In favor of merger	I'm not from Vermont. Voice voting seems like something from ancient Rome, not modern democracy. One ballot per year in November is my preference.	10/11/2019 8:04 AM
9	8-1	Opposed to merger	Taxation without Representation!!!!	10/10/2019 4:17 PM
10	8-3	Undecided on merger	What is voice vote? No ballot? I don't get it.	10/10/2019 12:23 PM
11	Not sure of district	Undecided on merger	Need to review overall financial plan of merger and next few years before making this decision	10/9/2019 9:01 PM
12	8-1	In favor of merger	Doing ad-hoc changes to the budget at annual meeting can mean that the repercussions of the changes aren't considered thoroughly.	10/9/2019 8:36 PM
13	8-1	In favor of merger	Working 10 hr shifts, it is not easy to get time off for such things, when time off needs to be saved for family emergencies.	10/9/2019 8:25 PM
14	8-1	Opposed to merger	It insures that all would be able to vote.	10/9/2019 6:02 PM
15	Not sure of district	Opposed to merger	Not in favor of merger	10/9/2019 12:08 PM
16	8-2	Opposed to merger	Not enough residents are able to attend the annual meeting. The budgets are approved by a small group, yet taxes are paid by everyone.	10/8/2019 2:35 PM
17	8-1	Opposed to merger	to few people are currently approving the budget. If they are really concerned attend the budget meetings.	10/7/2019 10:26 AM
18	8-2	In favor of merger	Should allow both. Some people can attend and some won't be able to make it. Some people like to go in person and some would like to be able to do it on paper. Both should be allowed and counted on to create the budget.	10/3/2019 9:38 AM
19	8-2	In favor of merger	Local annual meetings are a dying VT tradition, and for good reason. Just give me a ballot and a pencil.	10/2/2019 7:33 PM
20	8-1	Undecided on merger	I believe T.Meeting denies right to vote and is illegal	10/2/2019 4:54 PM
21	8-1	In favor of merger	More info on what are trends in communities. Having to come out at one specified time, I fear eliminates too many people from even thinking about 'voting' with current day work and family needs.	10/1/2019 4:39 PM
22	8-2	Opposed to merger	Too much backlash	9/30/2019 10:20 PM
23	8-1	Opposed to merger	This type of voting is not inclusive of all residents. Those who work afternoons, evenings and nights are not included without changing their lives.	9/30/2019 5:11 PM
24	Not registered to vote	Undecided on merger	Annual meetings are seeing less people in attendance than in years past. Also, annual meetings can be stacked with special interests voters which can sway a result on particular items. I have seen it happen especially on library and recreation issues. Some voters do not want to verbally express themselves at an annual meeting, but would vote their conscience by Australian ballot.	9/29/2019 10:51 AM
25	8-2	In favor of merger	It is disappointing to see the lack of participation at town\illage meetings. Items get passed with minimal attendance and special interest. The boards also get agendas passed far too easily.	9/27/2019 9:28 AM
26	8-1	Opposed to merger	Changes to budget voting can be implemented regardless of a merger.	9/26/2019 8:45 PM
27	8-3	In favor of merger	Budget too easily changed by a faction in attendance at the meetings.	9/26/2019 9:58 AM
28	8-2	In favor of merger	Convenience, and more people would be honest if they knew thier vote was anonymous	9/25/2019 8:55 PM
29	8-1	Opposed to merger	Without absentee ballots we disenfranchise many voters: lower income who have difficulty scheduling a meeting, people on night shifts like nurses, the retired who may vote from Florida via absentee and our military men and women on assignment overseas.	9/25/2019 5:36 PM
30	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:57 PM

## Essex Resident Survey: Sept/Oct 2019

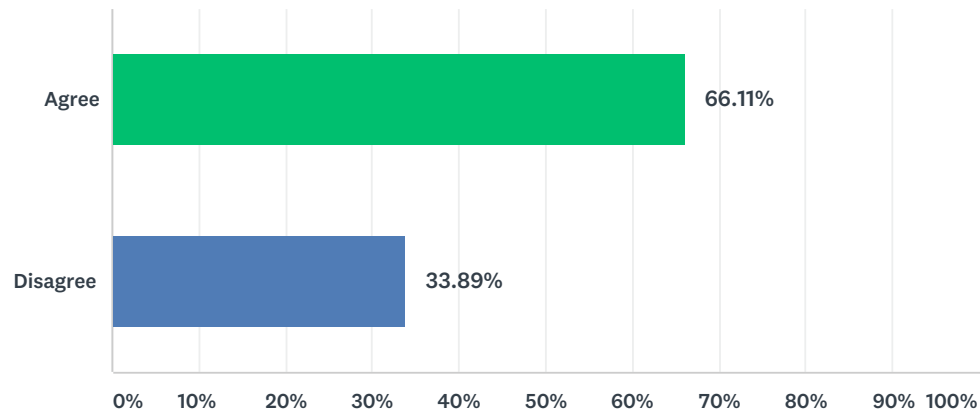
31	8-1	Opposed to merger	I am not in favor of the merger, so neither answer is appropriate	9/25/2019 12:24 PM
32	8-2	Undecided on merger	Citizens not in country can't do a absentee vote	9/25/2019 11:59 AM
33	8-1	Opposed to merger	many families with young children are unable to attend evening meetings that interfere with bedtime schedules.	9/25/2019 11:49 AM
34	Not sure of district	Undecided on merger	Voice vote is antiquated and leads to stacking of meetings.	9/25/2019 11:26 AM
35	8-2	Opposed to merger	This is a difficult one because while appreciate that the current process allows for direct citizen input into the budget process, I think it is too easy for last minute alterations with potentially large consequences to be implemented with little or no vetting.	9/25/2019 10:44 AM
36	8-2	Opposed to merger	"voting" at town meeting is ridiculous.	9/24/2019 8:57 PM
37	8-3	Undecided on merger	It is an old system that is no longer acknowledged by business to give people meeting day off so only a small pool of people are represented australian will give everyone a fair and equal voice	9/24/2019 6:10 PM
38	8-2	In favor of merger	I am concerned about keeping the tradition of Town Meeting where I can hear others' opinions	9/21/2019 3:35 PM
39	8-2	In favor of merger	I still support the idea of Town Meeting night as a way for citizens to engage in direct democracy. I think there are ways to combine it with Australian ballot voting, such as through voter referendums.	9/21/2019 8:45 AM
40	8-3	In favor of merger	I think Town meeting day is antiquated and a waste of time and resources	9/20/2019 4:18 PM
41	8-2	In favor of merger	I think having a voice vote on a single evening eliminates a large portion of the community, including residents with limited English proficiency.	9/20/2019 2:42 PM
42	8-3	In favor of merger	Do not like Budget vote in one session (day) and other business the next day. It should be done in one day.	9/20/2019 10:22 AM
43	8-2	In favor of merger	I believe that in order to govern effectively that we need to hear as many of the people we represent as possible. Any decision that may cut people out of this process would be in contradiction to what we are trying to accomplish with this merger.	9/20/2019 9:14 AM
44	8-3	Opposed to merger	I am health challenged and attending these meetings is an impossibility	9/20/2019 8:05 AM
45	8-1	Opposed to merger	Many families with young children cannot attend an evening meeting at bed time.	9/20/2019 12:02 AM
46	8-1	In favor of merger	Other towns are fighting to get the option of Australian Ballot due to ability to go to meetings. Please keep this!!!	9/19/2019 11:13 PM
47	In favor of merger	Not sure of district	I don't want votes decided by whoever is the loudest	9/19/2019 8:13 PM
48	8-1	Undecided on merger	Have budget changes approved at annual meeting and then voted on by ballott.	9/19/2019 7:45 PM
49	8-1	Undecided on merger	I believe that there is a third option which you would not shown as an option in this survey but which was recommended by the Essex governance group some four years ago. That model would preserve the traditional town meeting and allow voters to approve or amend the proposed budget figure from the selectbpatd, well then placing the budget figure approved and or amended by the town meeting on an Australian ballot for final voter approval, that's allowing more voters to be in volved in the final budget approval process.	9/19/2019 7:21 PM
50	8-2	In favor of merger	For some, attendance at meeting is not always possible	9/19/2019 5:14 PM
51	8-2	In favor of merger	in 17 years here, I've always had non-negotiable conflicts on Monday nights. If the Town meeting were on Saturday, I'd be able to attend and more likely to prefer voice vote.	9/19/2019 12:30 PM
52	8-2	In favor of merger	Though annual meeting should still occur so that residents have the option to question elected officials on the budget and make changes from the floor. The budget should not be voted on similarly to the school budget where there is no true opportunity to change the budget once it is presented to the community.	9/19/2019 11:46 AM
53	8-1	In favor of merger	Town meeting provides an opportunity to make minor changes in the budget rather than getting it rejected but it excludes those who do not attend.	9/19/2019 8:15 AM

## Essex Resident Survey: Sept/Oct 2019

54	8-2 In favor of merger	we vote three times and we have no idea what the next budget of the next entity will be until we commit to the first one. Stupid. Like buying tires on a car, then the engine, then the car and no idea what the car is to look, act, nor be like.	9/19/2019 5:46 AM
55	Not sure of district Undecided on merger	all seriousness, do you know how hard it is to get out of the house in the middle of the work week. I work two jobs to pay my mortgage! does that make my voice less valid just because i work for a living!?	9/18/2019 11:36 PM
56	8-2 In favor of merger	It's cruelly inaccessible by the poorest, the working, the parents of young children, the literal lifeblood of a community, to exclude them from participation and send a message we actually have no interest in their say.	9/18/2019 11:09 PM
57	8-1 In favor of merger	We are a community of 20,000. Unless we have Town Meeting at the Fair Grounds, any meeting location will necessarily be too small to accommodate all voices and voters.	9/18/2019 10:21 PM
58	8-1 In favor of merger	It's not realistic for large percentage of population to attend; both are family Oriented communities with limited access to time in the evenings.	9/18/2019 8:53 PM
59	8-2 In favor of merger	I think paper ballots should be distributed to all households, and residents have two weeks or so to complete and mail them. There are too many residents for a town meeting; as it is fewer than 10 percent of the residents attend town meeting.	9/18/2019 8:49 PM
60	8-3 Opposed to merger	The whole community should have a voice not a 1 night 2 hour meeting with maybe a few hundred people. And the budget SHOULD NOT BE ALLOWED TO BE INCREASED SUCH AS THE 2019 BUDGET, A JOKE	9/18/2019 8:24 PM
61	8-2 Opposed to merger	I fear backlash if I vote against the majority.	9/18/2019 8:19 PM
62	8-1 In favor of merger	Put the budget on official ballot where candidates for election are also listed. The current system seems to only represent a limited audience	9/18/2019 7:45 PM
63	8-3 Opposed to merger	There should be informational town meetings for the Q&A, but more people would get to vote if it was Australian ballot. You are excluding the majority of the community otherwise.	9/18/2019 7:29 PM
64	8-1 Opposed to merger	We disenfranchise the entire community that can not attend town meetings and those soldiers who are not here are denied their vote that by constitution they are entitled	9/18/2019 7:15 PM
65	8-2 In favor of merger	Favor a system that reviews budget at Town meeting - and then holds ballot	9/18/2019 7:12 PM
66	8-2 In favor of merger	People would be more likely to vote the way they want on issues.	9/18/2019 5:44 PM
67	8-3 Undecided on merger	I have a strong preference for the model where the budget amount and allocations are discussed and adopted at Town Meeting and subsequently be voted on is the best. But barring this, Australian ballot the Tuesday of Town Meeting would be my preference.	9/18/2019 5:36 PM
68	8-2 In favor of merger	It simply is not a fair method of participation. For many legitimate reasons, people may not be able to attend and therefore their voice is lost.	9/18/2019 3:02 PM

Q25 In a merged government, all residents should pay municipal taxes based on a single tax rate, regardless of where in Essex someone lives.

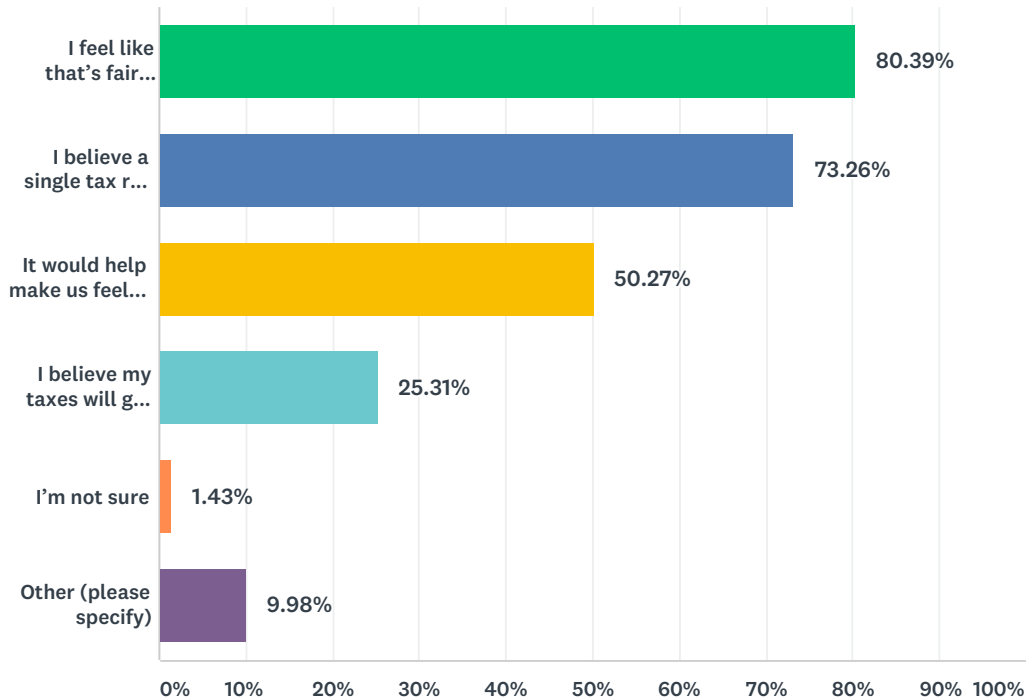
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	66.11%	558
Disagree	33.89%	286
TOTAL		844

## Q26 Why would you agree with having a single tax rate for all Essex residents? Check all that apply.

Answered: 561 Skipped: 283



ANSWER CHOICES	RESPONSES	
I feel like that's fair because we are all Essex residents	80.39%	451
I believe a single tax rate will help ensure quality of municipal services and access to services is maintained throughout all of Essex	73.26%	411
It would help make us feel like a more unified community	50.27%	282
I believe my taxes will go down	25.31%	142
I'm not sure	1.43%	8
Other (please specify)	9.98%	56
Total Respondents: 561		

#	OTHER (PLEASE SPECIFY)	DATE
1	<b>8-2</b> <b>Opposed to merger</b> While I oppose the merged government, if it were to occur I feel all should share equally the tax burden	10/21/2019 12:05 AM
2	<b>8-1</b> <b>In favor of merger</b> I agree because we all benefit from living in one Town	10/20/2019 11:59 PM
3	<b>8-1</b> <b>In favor of merger</b> The different rates (and privileges that come with that being able to be voted into either Village or Town council, i.e. 2 votes - one in Village, one in Town) is what has everyone so upset. That was one of the principal reasons, I believe, that the Parks & Rec merger failed.	10/20/2019 11:00 PM

## Essex Resident Survey: Sept/Oct 2019

4	<b>8-1</b> <b>Undecided on merger</b>	If you're a merged community, I thought that's what we would have to do. I don't agree with my taxes going up in Essex town. That's one of the reasons I live here! I used to live in Essex Junction, The village. A lot of people moved from the village to the town because they could afford it.	10/18/2019 9:05 AM
5	<b>8-2</b> <b>Undecided on merger</b>	A single tax rate should be established for the community to provide services for the good of all and not individual needs depending on what section of town you live in	10/13/2019 8:42 PM
6	<b>8-2</b> <b>In favor of merger</b>	I think we should expand municipal services in those areas of TOV that are similarly developed to EJ. For example, better sidewalk plowing in TOV built up areas would improve the school transportation access and function. I would consider a "sidewalk fee" like water and sewer that acknowledges some areas of TOV (and Village!!!) lack this municipal service.	10/11/2019 8:08 AM
7	<b>8-1</b> <b>In favor of merger</b>	Duplication of services would end and taxes should go down	10/10/2019 8:27 AM
8	<b>8-1</b> <b>In favor of merger</b>	My concern is that as a TOV resident that my taxes will go up, and I won't get any additional services for the price. Am I signing up to subsidize services for others (Village residents) that I don't benefit from? If I am getting more for the additional tax \$\$, or the tax increase is small, then I support equalizing the tax rate.	10/9/2019 8:42 PM
9	<b>8-2</b> <b>In favor of merger</b>	having an equal tax rate will mean Jct home sellers are not at a disadvantage compared to Town home sellers	10/9/2019 7:51 PM
10	<b>8-1</b> <b>Opposed to merger</b>	Although I said yes, I have some hesitance because we, as town residents, have been treated poorly by the control of the village resources, but now we are being asked to bail them out	10/9/2019 7:09 PM
11	<b>8-1</b> <b>Opposed to merger</b>	Poor question. I'm only for it if there's fiscal responsibility, which the Village has not shown. When they had IBM they were not interested in sharing their windfall, nor did they use it wisely. Now they want to be bailed out.	10/9/2019 6:07 PM
12	<b>Not sure of district</b> <b>Opposed to merger</b>	If we merge, we should all pay the same rate. The extra services in the village should be removed--then replaced by community-wide services.	10/6/2019 1:16 PM
13	<b>8-3</b> <b>In favor of merger</b>	I want to see all Essex residents be able to have access to the same services, water, sewer, etc	10/1/2019 3:14 PM
14	<b>8-2</b> <b>Opposed to merger</b>	I'm not in favor of the merger	9/30/2019 10:21 PM
15	<b>8-1</b> <b>In favor of merger</b>	i know my taxes will go UP	9/29/2019 11:07 PM
16	<b>Not registered to vote</b> <b>Undecided on merger</b>	A merged community should serve all residents on an equal basis, and residents should have access to all services provided in a merged community. Taxes in the Town will go up for a while, but Villagers have been paying to the Town for years for services they did not receive.	9/29/2019 10:55 AM
17	<b>8-1</b> <b>In favor of merger</b>	Promote quality and consistency of community amenities and services	9/27/2019 8:46 PM
18	<b>8-2</b> <b>In favor of merger</b>	I disagree that my current taxes would go down to equal percentages with the town although they should. Somehow the governing body will figure out a way to find a compromise that will lessen the percentage over a graduated plan with town residents living outside of the village in order to gain a larger percentage of favorable votes for a merger.	9/27/2019 9:33 AM
19	<b>8-1</b> <b>Undecided on merger</b>	IF there is a truly merged community, than a single tax rate is the only way to go. However, I believe to achieve a merged community, there must be a tax stabalization plan for TOV tax payors.	9/27/2019 5:17 AM
20	<b>8-2</b> <b>Opposed to merger</b>	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:53 AM
21	<b>8-3</b> <b>In favor of merger</b>	There should be cost savings over time that will make the rate better balanced.	9/26/2019 6:56 AM
22	<b>8-2</b> <b>In favor of merger</b>	It is fair to pay the same taxes if we also receive the same services/level of service.	9/25/2019 8:36 PM
23	<b>8-2</b> <b>In favor of merger</b>	That's the way governments work. Taxes are based on residency or income, not what prior governance structure existed in the past.	9/25/2019 1:11 PM
24	<b>8-2</b> <b>In favor of merger</b>	If you benefit from the services you should pay for them at the same rate as everyone else	9/24/2019 9:22 PM



## Essex Resident Survey: Sept/Oct 2019

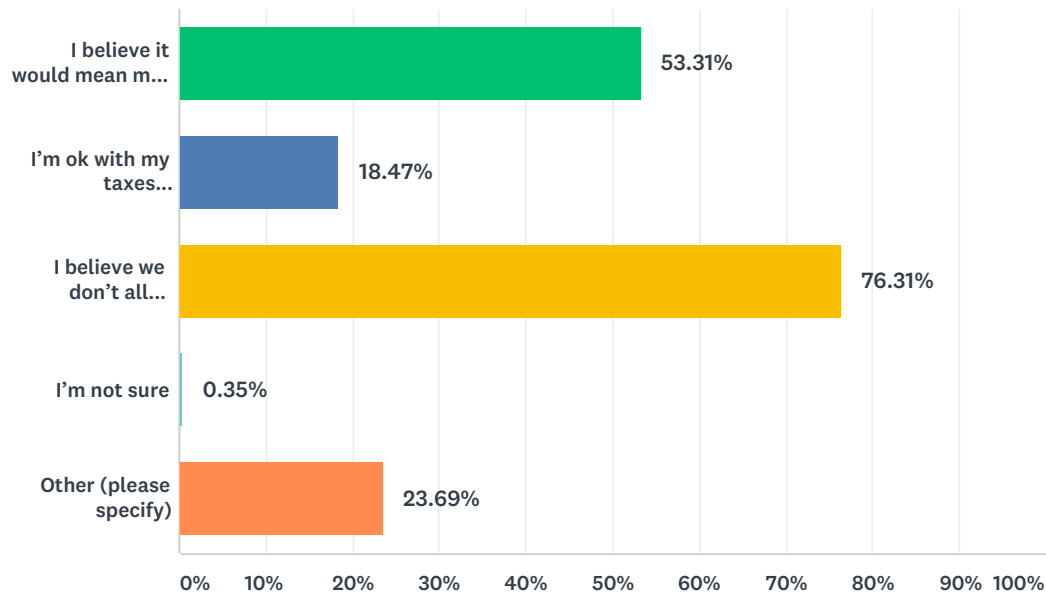
25	8-2	In favor of merger	Tax equity is justice	9/24/2019 8:36 PM
26	8-1	In favor of merger	If you merge you should save money on administrative and other personnel. I would oppose the merger if the budget remained the same and no savings resulted	9/24/2019 8:07 PM
27	8-2	In favor of merger	The complexity of the current system is inane and arcane.	9/24/2019 1:16 PM
28	Not sure of district	Opposed to merger	A town should have one tax rate if it is to have a sense of unification and actual equality. The Village has chosen to raise their rate and I'm not paying for that.	9/23/2019 7:00 PM
29	8-2	In favor of merger	If Essex was to merge then the cost of the municipality should be destributed evenly to all residents.	9/23/2019 9:20 AM
30	8-2	In favor of merger	The need for different taxing has gone away and we are left with an unequal system that doesn't provide benefit to warrant the difference in taxes.	9/23/2019 6:26 AM
31	8-1	In favor of merger	And I realize that my taxes are going to go up, because the village people are going to do have 2 taxes, just one. The people in the town have to realize this. And they want to keep it the same? Come on now, people, please	9/21/2019 7:58 PM
32	8-2	In favor of merger	I think everybody should pay for the services that are used by the entire community. I think it will help residents better understand the value of their tax dollars and the services they fund.	9/21/2019 8:48 AM
33	8-3	In favor of merger	I would pay more taxes and Support this	9/20/2019 4:19 PM
34	8-3	Opposed to merger	I would like to know what causes the Village tax rate to be higher. What services are they getting that we aren't. I am not interested in paying for things that don't benefit me.	9/20/2019 3:53 PM
35	8-2	In favor of merger	I am not a fan of the have your cake and eat it too mentality. With the considerations to sewer and current debt being only assigned to their respective parties, I believe this makes the most sense.	9/20/2019 9:17 AM
36	8-2	Opposed to merger	homes can be only hundreds of feet apart and have different taxes, and there is little difference in the benefit of paying more. Furtherwider share of higher taxes might start to motivate cost cutting and trimming, which is something this community forgot about when IBM bpaid the bill... IBM doesn't flip the bill anymore, and we haven cut back. If this doesn't change, I for one WILL LEAVE ESSEX due to the crazy tax burden.	9/20/2019 8:48 AM
37	8-1	In favor of merger	Just because someone can't afford to live out in a country setting, doesn't mean they should get hit with higher taxes. I can see concessions for things like town water not needing to be charged to households with well water.	9/19/2019 11:18 PM
38	8-1	Undecided on merger	If we merged, then of course it makes send to have a single tax rate, but I don't agree with the merger.	9/19/2019 11:05 PM
39	8-3	Opposed to merger	If we were to join, which I don't support, but if the town votes to support it the merger should be a complete merge	9/19/2019 10:20 PM
40	In favor of merger	Not sure of district	We all pay the education tax regardless of whether or not we have children so we all should pay the municipality tax equally as well.	9/19/2019 7:52 PM
41	8-1	Opposed to merger	The question didn't ask about Essex. I think in agreeable mergers, yes, it should be the same. But in our case, NO, I don't! Town voters didn't approve everything the village voted in. Why pay for it?	9/19/2019 7:32 PM
42	8-2	In favor of merger	We've been subsidizing TOV for far too long	9/19/2019 6:19 PM
43	8-2	In favor of merger	We should all get the same level of service.	9/19/2019 5:18 PM
44	8-2	In favor of merger	TOV residents will help us control runaway Village spending.	9/19/2019 8:47 AM
45	8-2	In favor of merger	Essex town ramrodded the previous vote, leaving village with a lose/lose situation. What's fair is fair. We both lose or we both win. It isn't all one win/one lose. This way, in the long run-its cheaper, more efficient, more unifying, for us both.	9/19/2019 5:51 AM
46	8-2	Opposed to merger	Junction residents currently pay more for autonomy and better services, with a merger they would have neither.	9/18/2019 11:27 PM

## Essex Resident Survey: Sept/Oct 2019

47	8-2 Undecided on merger	If everyone has to pay for education tax they should all have to split all taxes and all services they can possibly be used. Everyone should also have to pay towards water and sewer infrastructure as they use businesses that need that structure and if people they don't have children still have to pay education tax then why should people that don't have municipal water not have to pay towards those utilities?	9/18/2019 9:42 PM
48	8-2 In favor of merger	Aren't W&S paid separately by usage?	9/18/2019 9:35 PM
49	8-2 Opposed to merger	home values (assessments) vary between the village and the town	9/18/2019 8:23 PM
50	8-2 In favor of merger	We are all part of a community. We all contribute to the community. I dont have kids, never have, but i dont complain about paying my share of school taxes	9/18/2019 7:29 PM
51	8-1 Opposed to merger	As long as the village pays off their debts first, fine. Otherwise I can't afford my taxes to go up nearly \$1,000 a year. Nothing they offer in the parks and rec area offsets that.	9/18/2019 6:14 PM
52	8-2 In favor of merger	Though there may be debt passed along to the town, there are also many assets that TOV residents will benefit from. Just rip the dang band aid off and get on with it.	9/18/2019 6:05 PM
53	8-2 Opposed to merger	Since the merged school district accumulated all debt of the 3 school districts, why shouldn't municipal merge, if it happens.	9/18/2019 5:34 PM
54	8-2 In favor of merger	We support each other. If one neighborhood needs more paving or police intervention, I would expect them to pay higher taxes. We support each other as a whole community.	9/18/2019 1:22 PM
55	8-2 Opposed to merger	I don't honestly believe anyones taxes will end up going down. A new merged municiplatity is going to be a lot bigger and require more administration and costs will go up.	9/18/2019 1:18 PM
56	8-2 Opposed to merger	I will not vote for a system where we are all one community, with equal access to all services that charges one group more than another. If that is the plan, I will vote to stay as we are. There is no point in paying more but having to share it with those who pay less.	9/18/2019 1:10 PM

## Q27 Why would you disagree with having a single tax rate for all Essex residents? Check all that apply.

Answered: 287 Skipped: 557



ANSWER CHOICES	RESPONSES	
I believe it would mean my taxes would go up	53.31%	153
I'm ok with my taxes increasing if that means maintaining or improving municipal service access/quality, but I'm worried about taxes going up too quickly to achieve a single tax rate.	18.47%	53
I believe we don't all benefit equally from municipal services so we shouldn't have to pay based on the same rate	76.31%	219
I'm not sure	0.35%	1
Other (please specify)	23.69%	68
Total Respondents: 287		

#	OTHER (PLEASE SPECIFY)	DATE
1	<span>8-3</span> <span>Opposed to merger</span> TOV residents cannot afford higher taxes	10/20/2019 11:19 PM
2	<span>8-1</span> <span>Opposed to merger</span> The village trustees created their problems now since the IBM golden parachute is dried up they want the town to pick up their debt	10/15/2019 2:38 PM
3	<span>8-3</span> <span>Opposed to merger</span> I didn't get any vote on the lavish spending for the village's gold-plated library/rec dep'ts, so I do not want to be taxed for them.	10/13/2019 9:46 PM
4	<span>8-1</span> <span>Undecided on merger</span> This simplified info was too hard to follow to appreciate how we can get to an end	10/13/2019 10:11 AM
5	<span>8-1</span> <span>Opposed to merger</span> Houses more remote should not have the same rate as houses better situated near or in the Village	10/11/2019 9:06 AM
6	<span>8-1</span> <span>Opposed to merger</span> I pay a ton of taxes and get little benefit. Enough already!	10/10/2019 4:19 PM
7	<span>8-3</span> <span>Opposed to merger</span> I'm a retiree and can't afford a large tax increase. Would consider moving and don't want to do that.	10/10/2019 11:15 AM
8	<span>Not sure of district</span> <span>Undecided on merger</span> Village should not increase taxes. Services in village should be abolished so overall we all have lower taxes.	10/9/2019 9:02 PM

## Essex Resident Survey: Sept/Oct 2019

9	8-3	Opposed to merger	The Village was happy when IBM paid a large share of the taxes and supported the schools. Now that that is not the case the Village sees a way for the Town to carry the burden.	10/9/2019 8:18 PM
10	8-1	Opposed to merger	The Village had ABSOLUTELY no interest in merger when it would mean sharing IBM's windfall, and they showed no fiscal responsibility. Now they want to be bailed out, whining about unfairness.	10/9/2019 6:10 PM
11	8-1	Opposed to merger	I purchased my home in the town knowing that the taxes were lower, I'm not interested in subsidizing stupid people who didn't think about that fact in the village who want to cry about it now.	10/9/2019 6:08 PM
12	Not sure of district	Opposed to merger	Not in favor of merger	10/9/2019 12:09 PM
13	8-3	Opposed to merger	In the previous question it was assumed that the town and village were merged. I think they should remain separate and pay separate taxes.	10/9/2019 10:12 AM
14	8-1	Undecided on merger	I'd consider paying if that infrastructure expanded to my home	10/9/2019 8:30 AM
15	8-1	Opposed to merger	In a merger it is unclear to me how services that currently are only available in the village could improve life in the town. How would village taxpayers not become "free riders"? If they want enhanced services they should pay for them. If they want to pay less in property taxes, they have the power currently to do away with unwanted / unneeded services. So do that.	10/9/2019 6:28 AM
16	8-1	Opposed to merger	I prefer the SAS or separate and share approach that doesn't seem to be on this survey.	10/9/2019 6:04 AM
17	8-1	In favor of merger	should have been an it depends choice. It depends on how taxes are itemized and what's included	10/8/2019 6:35 PM
18	8-1	Opposed to merger	my taxes go up, I'm gone from here	10/7/2019 6:41 AM
19	8-3	Opposed to merger	Village residents seek TOV residents taxes for elaborate village services developed when IBM paid huge inventory tax. Village must solve its own problem.	10/3/2019 6:31 PM
20	8-1	Undecided on merger	Before we talk taxes, we should talk spending.	10/3/2019 4:22 PM
21	8-1	In favor of merger	I believe that there needs to be a phase-in of 5-10 years so that the tax rates for Town outside the Village residents don't go up all at once.	10/3/2019 11:42 AM
22	8-1	Undecided on merger	If we merge things would need to be assessed and cuts need to be made. We merged parks and rec but the budget didn't decrease....we should save money by merging...less position to pay for ... instead of two at each position. And making a new position so everyone keeps their jobs is ridiculous	10/3/2019 5:56 AM
23	8-2	Undecided on merger	the way things are handled from community to community it is silly to think we could level them--the village has no dirt roads and plows all sidewalks--so we REALLY want to consider that sidewalk bill for the town???	9/30/2019 9:26 PM
24	8-1	Opposed to merger	Not so much disagreeing with the single tax rate as the fact it is being used to drop the village residents tax rate. The town (outside the village) is providing all services to the town as it stands now. The jct was formed because they wanted more services. I don't think we outside the village residents should have to pay to keep an increased level of service in the village. While taxes may have to go up to accommodate plowing roads and a second library, we shouldn't be paying for another rec department, more community development and everything else.	9/30/2019 9:12 PM
25	8-1	Opposed to merger	Major, Major concern! Definitely not in favor. One reason I chose to live in the Town was the tax rate. People in the village Chose to live there. I am not willing to share the tax burden because the village residence want relief. If you don't like the taxes your paying then make a choice to move.	9/30/2019 5:19 PM
26	8-1	Opposed to merger	I rent so don't really care	9/30/2019 11:23 AM
27	8-1	In favor of merger	costs of infrastructure have been borne by Village for longer time; residents of town deferred water and sewer upgrades to save money so now it will cost more to expand services; unfair for the village to have to subsidize the increase to provide services to those who deferred to save money	9/28/2019 7:34 PM
28	8-3	Opposed to merger	TOV residents shouldn't have to support current Village expenditures.	9/28/2019 4:11 PM

## Essex Resident Survey: Sept/Oct 2019

29	Not registered to vote Undecided on merger	Village residents have easier access to many more services so their tax rate should be higher to reflect this convenience	9/27/2019 6:08 PM
30	8-3 Opposed to merger	I didn't vote to grow Brownell Library and EJRP to their current size. Why should I be forced to pay for them?	9/27/2019 1:00 PM
31	8-1 Opposed to merger	When you choose to live in the "city", you're going to pay more for that infrastructure. It is not the responsibility of the town to bail out the village at our expense. This equates to a hostile takeover.	9/26/2019 8:52 PM
32	8-1 Opposed to merger	I do not agree with merger.	9/26/2019 8:42 PM
33	8-3 Opposed to merger	I am against the merger!	9/26/2019 8:08 PM
34	8-1 Opposed to merger	Because you haven't yet shown us how the TOV will get equal access to things like the EJRP programs for which registration is and always will be competitive, due to scarce resources	9/26/2019 7:28 PM
35	8-3 In favor of merger	History is ignored here. There should be an effort reduce expenses to minimize any tax increase.	9/26/2019 10:05 AM
36	8-3 Undecided on merger	I don't use town water. Should not pay for this	9/26/2019 9:46 AM
37	8-1 Opposed to merger	Village expenses were not approved by Town residents, so "sharing" them with neighbors in not right	9/26/2019 8:43 AM
38	8-1 Opposed to merger	I do not want to assume village expenses. If they don't want to pay town taxes they should separate and end their complaining once and for all. I don't want their recreation, failing infrastructure or capital budget which they recently said would result in more increases. TOV will assume their bad management decisions.	9/25/2019 5:39 PM
39	Not sure of district Opposed to merger	I don't want a merger	9/25/2019 4:57 PM
40	8-1 Undecided on merger	would want to see a proposed plan for potential tax increases/decreases and if that means more money for the town and village of essex to make improvements.	9/25/2019 12:30 PM
41	8-1 Opposed to merger	The TOV should not have to fund things the village wanted and paid for.	9/25/2019 12:26 PM
42	Not sure of district Undecided on merger	You should have had an option for undecided. Need more info	9/25/2019 11:28 AM
43	8-2 In favor of merger	Until services are equalized in both town and village, taxes should differ.	9/25/2019 10:46 AM
44	8-3 Opposed to merger	Business and Homes in the Town Outside the Village are assessed at a higher value than in the Village. We are giving a sweet heart deal to Global Foundries who has no long term plan to stay in VT, they are selling off pieces of their business at a rapid rate. Not finding a way to generate tax revenue from the fair-grounds is another mistake. Its really not an apples to apples compare on a house that is valued at \$280k. I don't see many of those in the town outside the village.	9/25/2019 8:00 AM
45	8-3 Undecided on merger	The village choose to create their own tax essex town should not become part of their choice. Many things dont apply to the town's people as the do the village	9/24/2019 6:13 PM
46	8-1 Opposed to merger	the village residents have voted for these extra government services. these services ONLY benefit the village. if they want to reduce their taxes, separation will benefit them too.	9/20/2019 9:09 PM
47	8-1 Opposed to merger	The village votes for their taxes why should those that have not had a say be forced to pay for something they were not a part of. Taxation without representation...ring a bell?	9/20/2019 4:47 PM
48	8-3 Opposed to merger	The Village and Town have very different needs.	9/20/2019 3:36 PM
49	8-3 Opposed to merger	It wasn't built into my budget to increase my taxes when I bought my home. What does the Village tax pay for? Do TOV residents use those services? If not, they we shouldn't pay for them even in a merged scenario.	9/20/2019 2:14 PM
50	8-1 Undecided on merger	The Village may have infrastructure issues for which they have not planned for which TOV residents will pay.	9/20/2019 12:44 PM

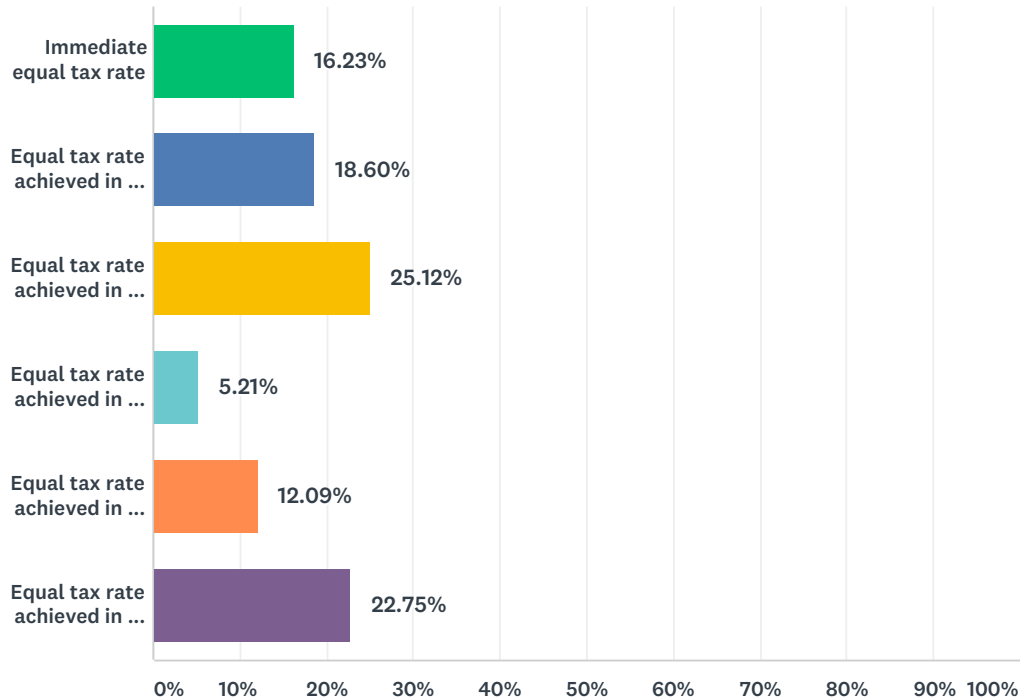
## Essex Resident Survey: Sept/Oct 2019

51	8-3	Opposed to merger	I don't believe residents in the TOV should pay taxes for services/enhancements that only residents within the Village have voted to approve. The Village tax base should not just be inherited "as is" by the TOV without allowing the TOV resident to vote on whether they support or not. This is taxation without representation.	9/20/2019 11:41 AM
52	8-3	Opposed to merger	the village voted for those taxes so they should be bound by them	9/20/2019 10:23 AM
53	8-3	Opposed to merger	I do not benefit from municipality water or sewer, or road maintenance for that matter and must maintain all of this on my own	9/20/2019 8:08 AM
54	8-1	Opposed to merger	Future services (rec. centers, etc.) are likely to be paid for by all but located in what is currently the village making it far more beneficial to those living in what is currently the village. Those people living further away are far less likely to use/benefit from these services yet pay equally for them.	9/20/2019 4:29 AM
55	Not sure of district	Opposed to merger	The shortsighted leadership of the village in the past relied too heavily on IBM and didn't set up the village for fiscal success in the future. That is unfortunate, but shouldn't be the responsibility of the town to bail out especially given that the town was built up in response to avoid the insanely high taxes. If you want more young families to move here and pay into the tax base, stop fighting to raise our taxes	9/20/2019 12:44 AM
56	8-1	In favor of merger	I use town water but have a septic system. Am I paying for sewer when I don't use it?	9/19/2019 10:52 PM
57	8-1	Opposed to merger	This survey proceeds on the assumption that the merger is a done deal .. why aren't other alternatives being put forward, like separation or maintaining the status quo..	9/19/2019 9:24 PM
58	8-1	Opposed to merger	I shouldn't pay more for things the village voted for that I had no say in. Tax rates should not change if there is a merger. Why should I pay for services I can't use that I had no vote or voice in approving.	9/19/2019 5:14 PM
59	8-2	In favor of merger	I'm just outside the village line so have pretty much same services as EJ. People in more rural areas don't have some of the infrastructure (water/sewer) but still have to pay for septic/wells, more private roads.	9/19/2019 12:34 PM
60	8-3	Opposed to merger	Want separation.	9/19/2019 10:03 AM
61	8-1	Opposed to merger	The village created their additional taxes when they had the windfall from IBM, now the funds have dried up and they are looking to the town residents to pay for their added services	9/19/2019 9:11 AM
62	8-1	Opposed to merger	Taxes in Essex are already too high, I'm not willing to increase my tax burden	9/19/2019 8:26 AM
63	8-1	Opposed to merger	I'm concerned that you haven't included pay equalization for employees in comparable positions which presumably would increase taxes further	9/19/2019 12:38 AM
64	8-2	Opposed to merger	I am not in favor of a merger	9/18/2019 10:10 PM
65	8-3	Opposed to merger	The Village pays more because they voted to have things they wanted. I had no vote on that and don't want to pay for what another community has. My TOV taxes are guaranteed to go up. My services received for existing taxes are poor. If everything merges, then everything should be reassessed. I am paying for my well, water filtration, road maintenance, septic system, maintenance, etc. Have you heard that people are leaving Vermont because of TAXES? The Village should reduce their expenses and pay for what they want and what they voted for on their own. The TOV residents are paying plenty and not getting value as is. Growing the government is not going to help. Yes, there are services I'd like, but I know it will cost a fortune to vote in every dream plan bike path, sidewalk, etc.	9/18/2019 7:38 PM
66	8-3	Opposed to merger	Best solution is to present us with how much savings there will be if the merger is approved. Why is the assumption that taxes must go up? Shouldn't taxes actually go down if duplication of services is eliminated? Shouldn't salary costs be reduced if positions are eliminated?	9/18/2019 5:42 PM
67	8-3	Undecided on merger	I actually do agree but would want to stipulate that infrastructure costs incurred by the Village to get it up to current standards should be in their special levy.	9/18/2019 5:38 PM
68	8-2	Opposed to merger	We chose to live in the village and understand the higher taxes. I'm not okay with me getting a discount by increasing someone else. Village needs to be creative on managing taxes and keeping services top notch	9/18/2019 1:28 PM



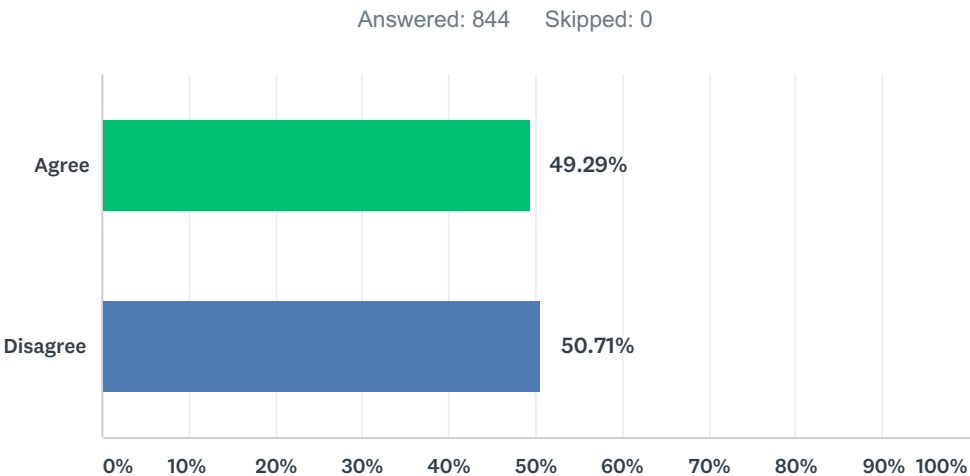
Q28 Merger that results in a single municipal tax rate may cause property taxes to increase for some residents. If a single tax rate for all residents in the community were to be achieved after a period of time of gradually evening out tax rates, what would be the ideal time frame? [Note: shorter time frames = higher annual increases for residents who receive increases.]

Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Immediate equal tax rate	16.23%	137
Equal tax rate achieved in no more than 3 years	18.60%	157
Equal tax rate achieved in no more than 5 years	25.12%	212
Equal tax rate achieved in no more than 7 years	5.21%	44
Equal tax rate achieved in no more than 10 years	12.09%	102
Equal tax rate achieved in no more than 12 years	22.75%	192
TOTAL		844

Q29 If a new charter is created for a unified community named “Essex,” I would like the former Village to be known as the unincorporated Village of Essex Junction, to help maintain its historic identity, but with no separate governing body or separate taxing authority.

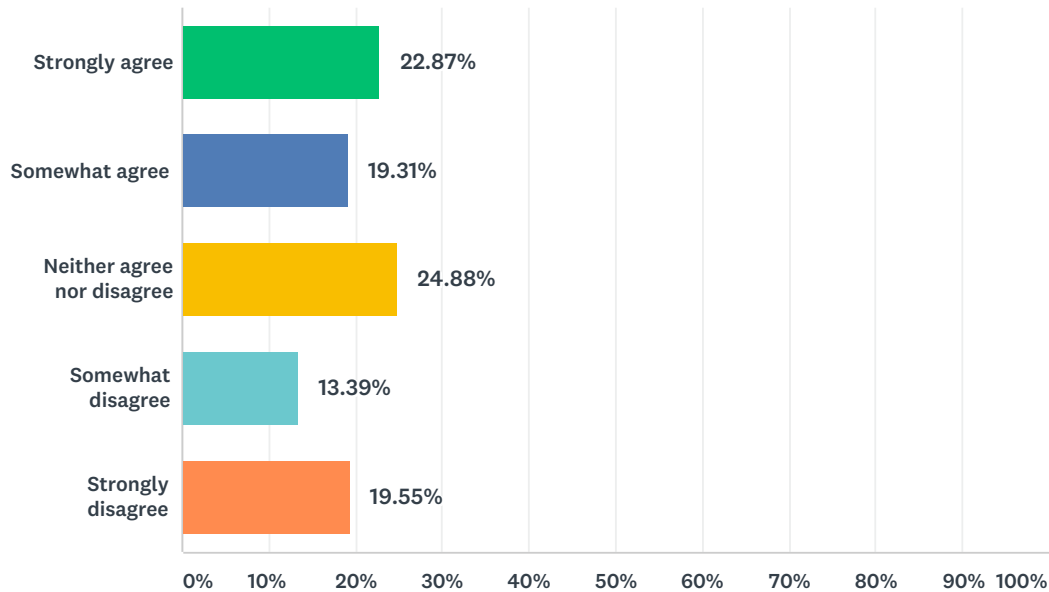


ANSWER CHOICES		RESPONSES
Agree	49.29%	416
Disagree	50.71%	428
TOTAL		844



**Q30 If the two municipalities merge, we should try to retain some aspects of our Town and Village identities, as long as it doesn't impact costs or the delivery of municipal services.**

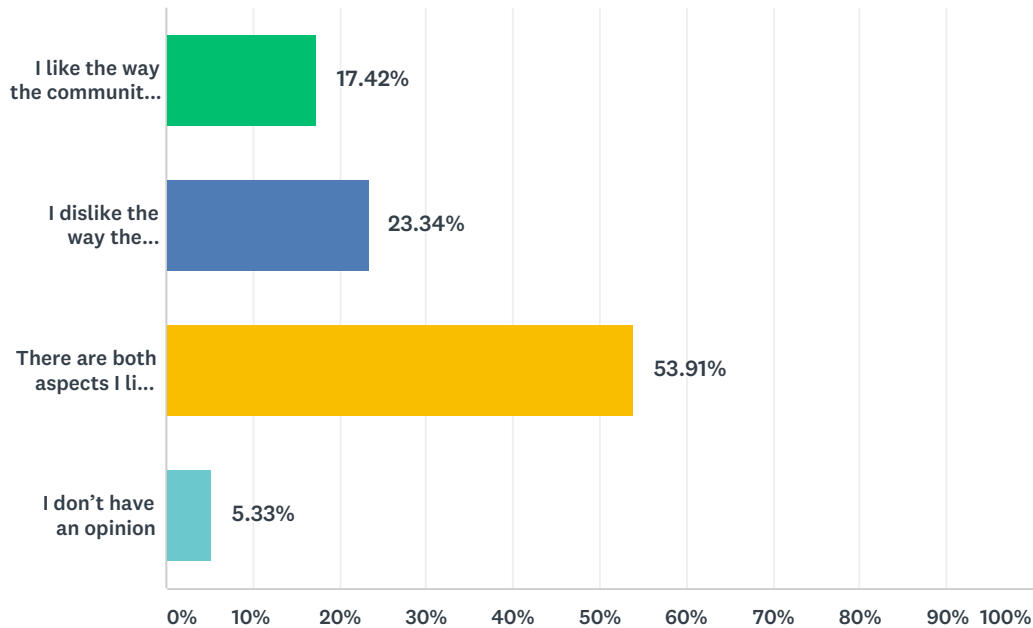
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	22.87%	193
Somewhat agree	19.31%	163
Neither agree nor disagree	24.88%	210
Somewhat disagree	13.39%	113
Strongly disagree	19.55%	165
TOTAL		844

### Q31 How do you feel about development in the Essex community as a whole, as in the planning and construction of new residential and commercial buildings in the community?

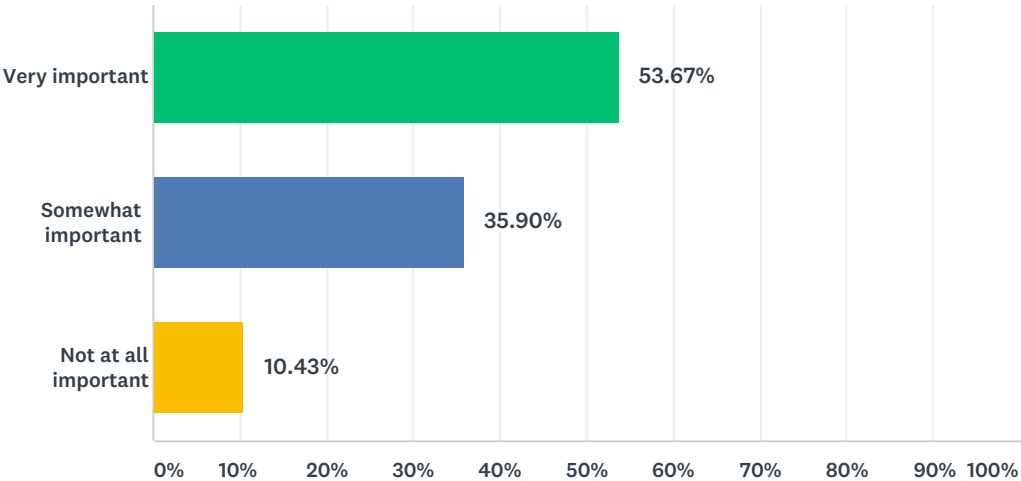
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
I like the way the community is developing	17.42%	147
I dislike the way the community is developing	23.34%	197
There are both aspects I like and dislike as it pertains to development in the community	53.91%	455
I don't have an opinion	5.33%	45
TOTAL		844

Q32 How important is retention of the character of rural parts of Essex to you?

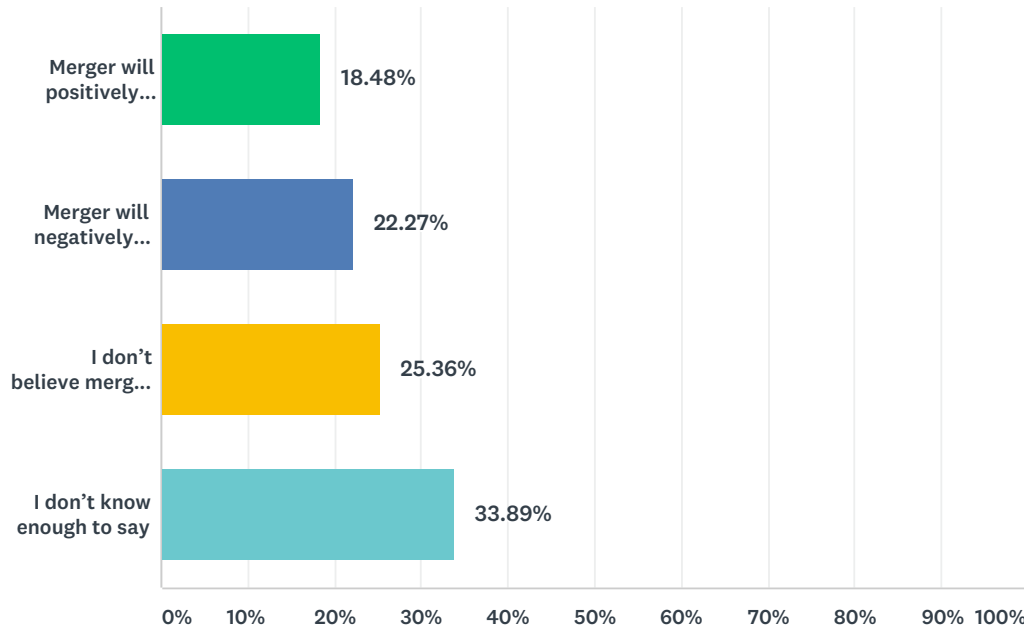
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very important	53.67%	453
Somewhat important	35.90%	303
Not at all important	10.43%	88
TOTAL		844

### Q33 How do you believe merger will impact development in the community?

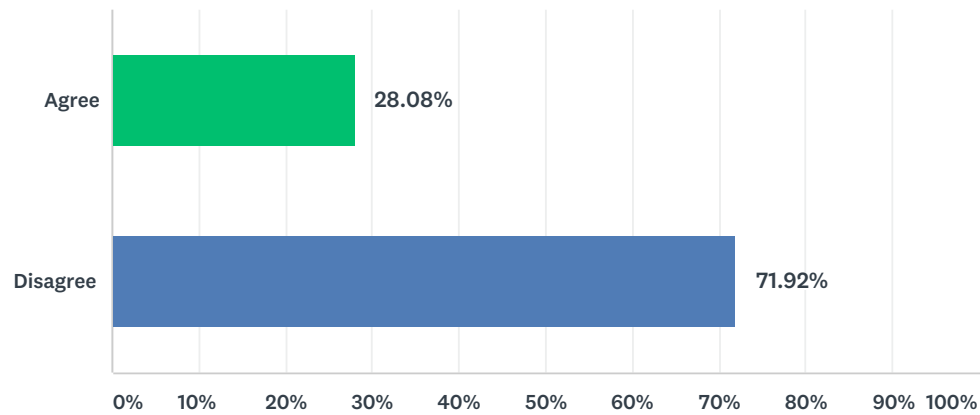
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Merger will positively impact development	18.48%	156
Merger will negatively impact development	22.27%	188
I don't believe merger will impact development	25.36%	214
I don't know enough to say	33.89%	286
TOTAL		844

Q34 I'm concerned that merger will decrease services that contribute to my quality of life in Essex, for example, how often the streets are plowed or the availability of recreational programs.

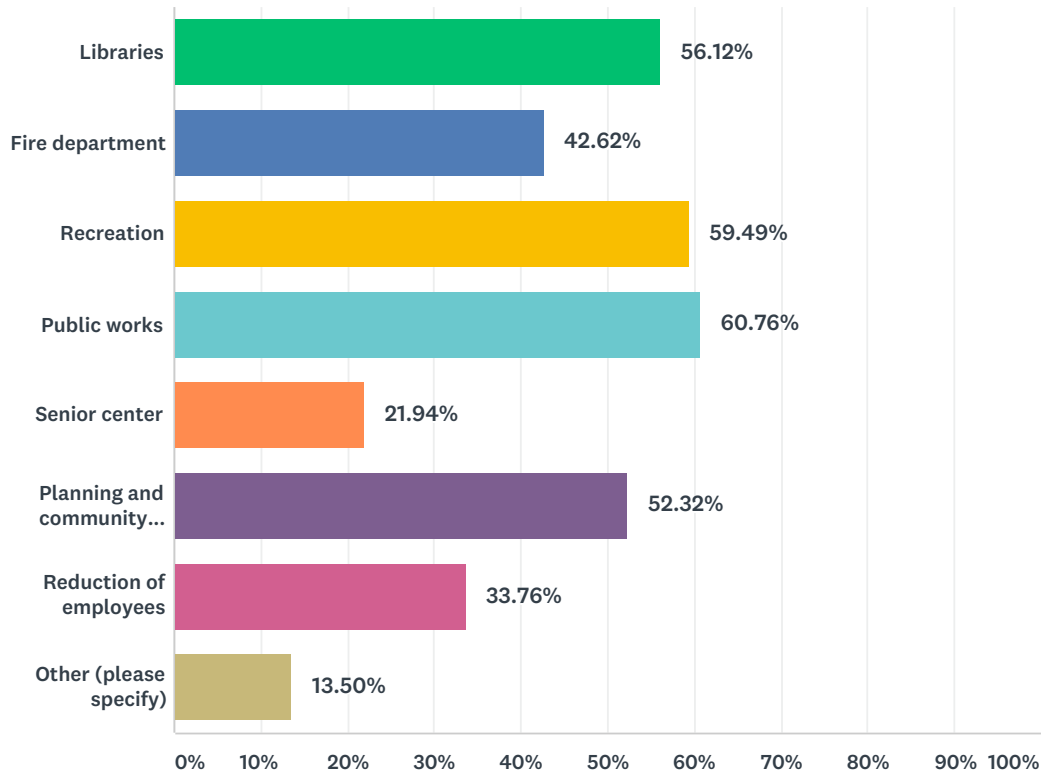
Answered: 844    Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	28.08%	237
Disagree	71.92%	607
TOTAL		844

## Q35 I'm concerned about the impact of merger on the following municipal services:

Answered: 237 Skipped: 607



ANSWER CHOICES	RESPONSES	
Libraries	56.12%	133
Fire department	42.62%	101
Recreation	59.49%	141
Public works	60.76%	144
Senior center	21.94%	52
Planning and community development	52.32%	124
Reduction of employees	33.76%	80
Other (please specify)	13.50%	32
Total Respondents: 237		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-3 <b>Opposed to merger</b> It already has with the closure of Sunset Studio. TOV people have to drive farther.	10/20/2019 11:20 PM
2	8-1 <b>In favor of merger</b> Believe the real problem with this entity (Senior Center) was change in leadership	10/20/2019 11:01 PM

## Essex Resident Survey: Sept/Oct 2019

3	8-2	In favor of merger	General communications, and sloppiness as we get them together. Already the fact that the town Rec services operate ahead of the Jct schedule, and that Jct was behind in all programs, and all tehir afterschool programs stop earleir than the town, is more obvious. So I'm filled with malcontent about the inequity there, even though we're paying similarly, they also seem to have more on-site creative afterschol programs.	10/15/2019 2:27 PM
4	8-1	Opposed to merger	Potential to increase personnel under merger	10/14/2019 7:22 PM
5	8-3	Opposed to merger	Addition of employees too.	10/13/2019 9:49 PM
6	8-2	Opposed to merger	Unforseen consequences we can't know until it's too late.	10/10/2019 5:07 PM
7	8-1	Opposed to merger	Less taxes and less services, please.	10/10/2019 4:21 PM
8	8-3	Opposed to merger	na	10/9/2019 9:05 PM
9	8-2	Undecided on merger	That employees will NOT be reduced	10/9/2019 6:48 PM
10	8-1	Undecided on merger	Increased taxes	10/9/2019 8:35 AM
11	8-1	Opposed to merger	taxes	10/8/2019 6:36 PM
12	8-1	Opposed to merger	Safety in our parks and public spaces	10/8/2019 6:18 PM
13	8-1	Opposed to merger	When the school districts merged, jct wanted bussing. They got it this year, but it negatively impacts the town students, as routes are longer, less stop options etc. What is to say the same won't happen when in order to keep taxes down, they don't fund a position or another piece of fire apparatus etc?	9/30/2019 9:15 PM
14	8-1	Opposed to merger	Village needs to cut stuff - Big Spenders	9/30/2019 11:25 AM
15	8-1	In favor of merger	street and sidewalk maintenance	9/28/2019 7:37 PM
16	8-3	Opposed to merger	There are likely other casualties, but merger is being rushed to a vote in 2020, so I doubt the boards are spending time looking for what's in their way	9/27/2019 1:03 PM
17	8-3	Opposed to merger	Let us not merge, ok	9/26/2019 8:10 PM
18	Not sure of district	Undecided on merger	I believe employees SHOULD be reduced	9/26/2019 5:02 PM
19	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:55 AM
20	8-1	Opposed to merger	Governing boards	9/26/2019 8:44 AM
21	8-2	Opposed to merger	Town snow removal does not meet village standard. I am a Village resodent but town plowed and the Village driver scrapes the road clear 100 meters from my house. I have six inches of ice from December through April	9/25/2019 10:18 PM
22	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:59 PM
23	8-1	Opposed to merger	any and all services. There is no reason to believe there will be any improvement, so no reason to change it	9/25/2019 12:27 PM
24	8-3	Opposed to merger	even without a merger, TOV residents need to travel a distance to access rec programs	9/24/2019 8:35 PM
25	8-1	Opposed to merger	taxes	9/20/2019 9:11 PM
26	8-1	Opposed to merger	Nonr	9/20/2019 12:05 AM
27	8-1	Undecided on merger	everything. seriously.	9/19/2019 9:58 PM
28	8-1	Opposed to merger	we should be looking at alternatives to a merger..	9/19/2019 9:27 PM
29	8-2	In favor of merger	Thoughtfully planned out consolidation of services to continue the same or better services in each half of the community	9/19/2019 9:10 PM
30	8-1	Opposed to merger	Decreased staff famiarity with neighbors and perennial problems.	9/19/2019 12:50 AM

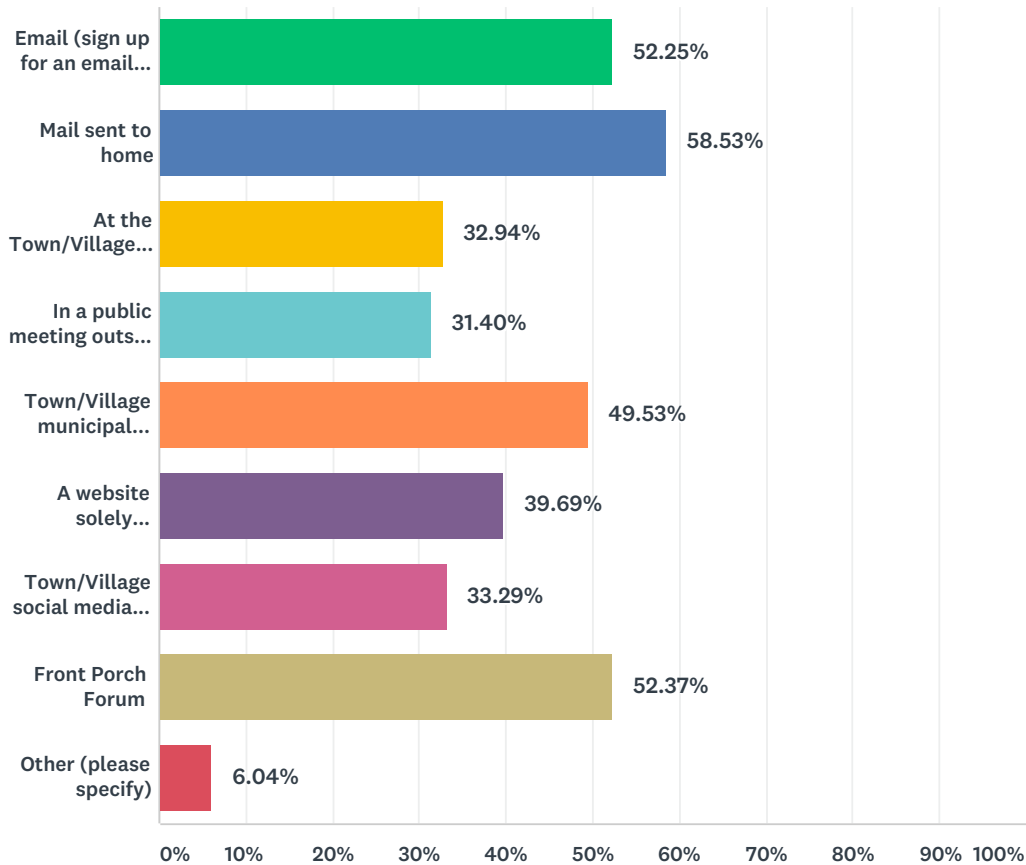
## Essex Resident Survey: Sept/Oct 2019

31	8-3 <b>Opposed to merger</b>	More resources will go to Village areas when they officially have control of everything. In the business world, a merger should mean savings. It has been honestly declared that there will be no savings. Instead, excessive amounts of money are being spent on KSV, and forcing the merger process. The school merger saved no money and more jobs had to be created to make the merger happen. The Town/Village merger should reduce employees, but won't. No one will give up anything on the list above. The roads in the TOV will probably get worse...	9/18/2019 7:44 PM
32	8-2 <b>Opposed to merger</b>	I'm afraid that current TOV residents will not want to support things they see as extras that they haven't previously had to support and that going forward won't want to support.	9/18/2019 1:13 PM



## Q36 How would you like to receive information pertaining to a proposed merger? Check all that apply.

Answered: 844 Skipped: 0



ANSWER CHOICES		RESPONSES
Email (sign up for an email list)	52.25%	441
Mail sent to home	58.53%	494
At the Town/Village annual meeting	32.94%	278
In a public meeting outside of the annual meetings	31.40%	265
Town/Village municipal websites	49.53%	418
A website solely dedicated to the merger question	39.69%	335
Town/Village social media accounts	33.29%	281
Front Porch Forum	52.37%	442
Other (please specify)	6.04%	51
Total Respondents: 844		

#	OTHER (PLEASE SPECIFY)	DATE
1	8-1 In favor of merger Regular articles in the Reporter	10/17/2019 3:06 PM

## Essex Resident Survey: Sept/Oct 2019

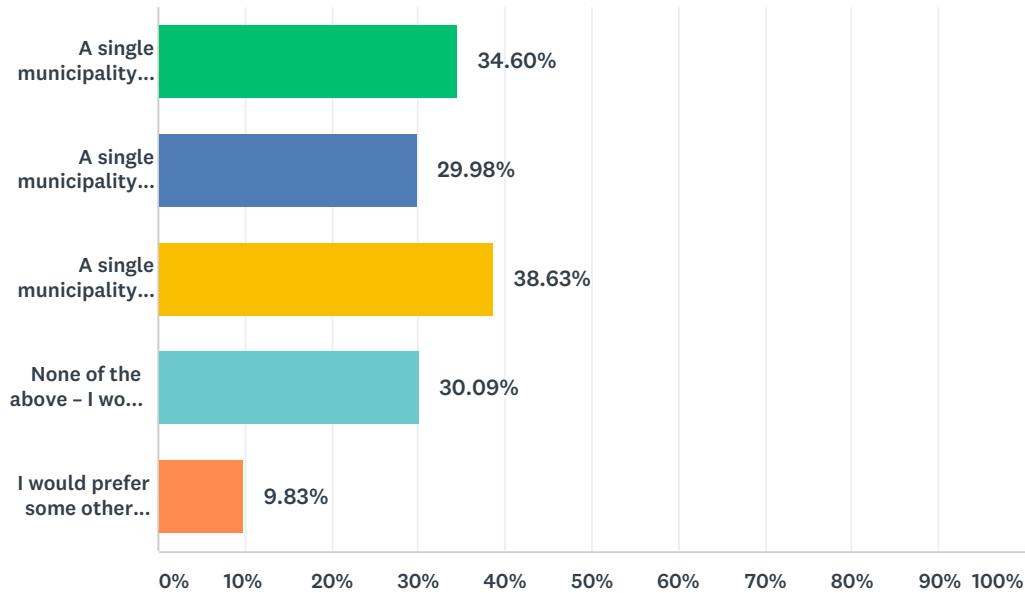
2	8-2	In favor of merger	Brochure or booklet with collected findings distributed in offices, library circulation desks, post office, apt buildings lobbies, and at homes like our Annual budget is.	10/15/2019 2:28 PM
3	8-3	Opposed to merger	from people I trust, not the Selectboard	10/13/2019 9:50 PM
4	8-2	Undecided on merger	Separate meetings for merger are critical to insure that the community has time to participate outside of other community business meetings	10/13/2019 8:51 PM
5	8-1	Undecided on merger	Town and village hall's broadcast on public access television and streamed as well as broadcast. Communicate as many ways as possible	10/13/2019 10:14 AM
6	8-2	Opposed to merger	At the libraries	10/10/2019 5:08 PM
7	8-1	In favor of merger	Put a flyer about it in the Essex Reporter	10/10/2019 8:31 AM
8	8-2	In favor of merger	Essex reporter	10/9/2019 10:00 PM
9	8-1	Opposed to merger	For the last few years any information coming from the governing groups has been pathetic and not to be trusted.	10/9/2019 6:14 PM
10	8-1	Opposed to merger	Save my money. Stop this fools' errand. And zero tax dollars to be spent campaigning for a merger. Your blindness to your bias tells me all I need to know.	10/9/2019 6:35 AM
11	8-1	In favor of merger	I've been reading the column in the Essex Reporter.	10/6/2019 12:48 PM
12	8-1	Undecided on merger	There should be debates between proponents and opponents. Too much is controlled by the ruling powers that be.	10/3/2019 4:25 PM
13	8-1	Undecided on merger	Y	10/3/2019 6:00 AM
14	8-1	Undecided on merger	As long as email is used for ONLY this one purpose	10/2/2019 4:56 PM
15	8-1	Opposed to merger	newspapers	10/2/2019 8:39 AM
16	8-1	In favor of merger	Leverage any other speaking opportunities in Essex, even if not all attendees are residents. People work and play in Essex, don't live here. Understand they can't vote, but knowledge can be powerful to share with friends that do live in Essex	10/1/2019 4:44 PM
17	8-2	Undecided on merger	Everyone needs to receive written explanations of the pros and cons of merger-that way everyone is equally informed	9/30/2019 10:03 AM
18	8-3	Opposed to merger	Options other than merger should be explored.	9/28/2019 4:13 PM
19	8-2	In favor of merger	Essex Reporter	9/28/2019 2:19 PM
20	8-3	Undecided on merger	Essex Reporter	9/27/2019 8:56 PM
21	8-1	Opposed to merger	Essex Reporter	9/27/2019 8:47 AM
22	8-1	Opposed to merger	I really don't want to receive any more information gathering my input on how the merger should look. This is preemptive, the survey is leading.	9/26/2019 9:02 PM
23	8-2	In favor of merger	Essex Reporter	9/26/2019 7:19 AM
24	8-2	In favor of merger	Channel 17 public access discussions	9/25/2019 10:04 PM
25	Not sure of district	Opposed to merger	I don't want a merger	9/25/2019 4:59 PM
26	8-1	Opposed to merger	Some people still read the Essex Reporter !!!!!	9/24/2019 8:47 PM
27	8-2	In favor of merger	Selectboard and Trustee Meeting	9/24/2019 8:39 PM
28	Not sure of district	Opposed to merger	Better information instead of propaganda would be nice.	9/23/2019 10:49 AM
29	8-2	In favor of merger	all of the above. for many residents it is hard to go to a meeting to get information but the meeting are a nessessary tool to gain derrection and dicuss the options. Those that can not attend the meeting should not be left out of the discussion and information.	9/23/2019 9:27 AM
30	8-2	Opposed to merger	I	9/21/2019 8:45 PM
31	8-2	In favor of merger	Outreach should come early and often; publicize in many places, but direct people to a single location (i.e., website) for information.	9/21/2019 8:54 AM
32	8-3	Opposed to merger	Every avenue possible, so people can understand the merger and get out to vote to stop it !!!!	9/20/2019 3:40 PM
33	8-1	Undecided on merger	The Essex Reporter	9/20/2019 12:56 PM

## Essex Resident Survey: Sept/Oct 2019

34	8-3	Opposed to merger	unbiased material authored by individuals that are not in a conflict of interest, and providing all sides of the situation and options other than merger	9/20/2019 11:47 AM
35	8-3	Undecided on merger	This is a large and involved topic that should be broadcast in as many forms as is possible (to reach as many of it's citizens as possible).	9/20/2019 10:26 AM
36	8-1	In favor of merger	The Essex Reporter	9/19/2019 10:54 PM
37	8-1	Opposed to merger	I'll be voting no to a merger - this entire process seems shady and insincere	9/19/2019 9:31 PM
38	8-2	In favor of merger	Short clips to explain how merger wil play out	9/19/2019 9:13 PM
39	8-2	In favor of merger	Essex Reporter	9/19/2019 5:32 PM
40	8-1	Opposed to merger	Since so many quiet "mergers". Of departments have already taken place, will.staff. Be expected to promote merger or can they speak freely about how they think it will impact their services?	9/19/2019 12:55 AM
41	8-2	In favor of merger	Town and Village municipal websites should link to the website for the merger question.	9/18/2019 8:40 PM
42	8-3	Opposed to merger	Don't send more paper mail. The Rec Dept. won't cease and desist will killing trees. People should be able to opt out of mail.	9/18/2019 7:46 PM
43	8-1	Opposed to merger	Newspapers with both sides presented in a factual article	9/18/2019 7:25 PM
44	8-2	In favor of merger	Essex repoerter	9/18/2019 6:41 PM
45	8-2	Opposed to merger	The Essex Reporter	9/18/2019 6:19 PM
46	8-1	Opposed to merger	Front Porch Forum is not for that. You should ask them before including them on your list	9/18/2019 6:17 PM
47	8-3	Undecided on merger	Saturate us. Don't give any chance for the people on the losing side to say they didn't have the opportunity to participate or understand what they were agreeing to. And start immediately. You barely have a year before you'd have to warn the vote and that's a lot of work to do, information to give and feedback to solicit and process.	9/18/2019 5:42 PM
48	8-1	In favor of merger	Essex Reporter	9/18/2019 2:41 PM
49	8-2	In favor of merger	Essex Reporter	9/18/2019 1:56 PM
50	8-2	In favor of merger	I like to see it everywhere so I know that it is reaching the whole community	9/18/2019 1:27 PM
51	8-2	Opposed to merger	You can't have too many ways to let people know about this. This is huge.	9/18/2019 1:14 PM

**Q37 If the following proposed merger options were put up for a vote, which would you vote in favor of? Check all you would vote “yes” for.**

Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
A single municipality with a representation structure that includes at-large seats only	34.60%	292
A single municipality with a representation structure that includes district/ward-based seats only	29.98%	253
A single municipality with a representation structure that includes a combination of both at-large and district/ward-based seats	38.63%	326
None of the above – I would not support any merger proposal	30.09%	254
I would prefer some other option for merger (please specify)	9.83%	83
Total Respondents: 844		

#	I WOULD PREFER SOME OTHER OPTION FOR MERGER (PLEASE SPECIFY)	DATE
1	<b>8-1</b> <b>In favor of merger</b> I'd prefer a Mayor with District/Ward based seats. We are big enough to be a city (second largest municipality in the state), so we should consider becoming a city with a mayor.	10/16/2019 9:32 AM
2	<b>8-1</b> <b>Opposed to merger</b> Separate and share	10/15/2019 2:42 PM
3	<b>8-3</b> <b>Opposed to merger</b> Separation for certain depts + sharing of other depts	10/13/2019 9:52 PM
4	<b>8-2</b> <b>Undecided on merger</b> If the only ballot item is Merge vs Status Quo, merge is my "yes" vote but would still like to see information provided on separation option	10/13/2019 8:56 PM
5	<b>8-3</b> <b>Undecided on merger</b> Not sure how the funding and taxes are netting out with the above.	10/13/2019 8:35 PM
6	<b>8-1</b> <b>Opposed to merger</b> Separation	10/10/2019 7:15 PM
7	<b>8-1</b> <b>Opposed to merger</b> Merger, but with NO TAX INCREASE for 10 years.	10/10/2019 4:22 PM
8	<b>8-3</b> <b>Undecided on merger</b> What other options are there?	10/10/2019 12:26 PM
9	<b>8-2</b> <b>Opposed to merger</b> SAS	10/10/2019 12:21 PM

# Essex Resident Survey: Sept/Oct 2019

10	Not sure of district	Undecided on merger	Need to review overall financial plan of merger and next few years before making this decision	10/9/2019 9:05 PM
11	8-1	Undecided on merger	I'm not willing to commit at this time	10/9/2019 7:09 PM
12	8-2	Undecided on merger	Division?	10/9/2019 6:49 PM
13	8-1	Opposed to merger	Village board can vote itself out of existence and unwind its services that the town doesn't want / need.	10/9/2019 6:37 AM
14	8-2	Undecided on merger	undecided - need more detail	10/8/2019 5:18 PM
15	8-2	Opposed to merger	consolidate what you can	10/8/2019 4:22 PM
16	8-3	Opposed to merger	Separate municipalities, sharing the cops and other already consolidated departments	10/7/2019 7:49 PM
17	8-3	Undecided on merger	Havn't seen enough details yet to decide how to vote.	10/7/2019 12:32 PM
18	8-3	Undecided on merger	Continue to merge some aspects but not all. Let SAS prevail as needed	10/6/2019 7:32 PM
19	8-3	Opposed to merger	Village should become a city separate from the town	10/5/2019 11:45 AM
20	8-1	In favor of merger	Proportional representation	10/4/2019 12:02 PM
21	8-3	Opposed to merger	Stay same	10/3/2019 10:19 PM
22	8-3	Opposed to merger	SAS - I fully support the principle of Separate-and-Share	10/3/2019 6:40 PM
23	8-3	Opposed to merger	Stay the same	10/3/2019 4:26 PM
24	8-1	Undecided on merger	I do not want this merger to cost tax payers more money. Our taxes are too high and getting harder to live in this town	10/3/2019 6:04 AM
25	8-1	Undecided on merger	Two towns? NOT shared services without a vote!!!!	10/2/2019 4:57 PM
26	8-1	Undecided on merger	Manager, clerk and some others merge but not recreation, nor maybe fire Dept.	10/1/2019 5:44 PM
27	8-3	Undecided on merger	Possible separation of Town and Village	10/1/2019 4:36 PM
28	8-3	Opposed to merger	Separation	10/1/2019 12:28 PM
29	8-1	Undecided on merger	Stay the same	9/30/2019 10:41 PM
30	8-2	Undecided on merger	There is no solid data or plan given to date that charts a responsible and measurable course forward. Basically pass it then we'll figure it out. I think in theory it is a fantastic idea AND much could be saved from a tax standpoint, but without doing the hard work and proposing the hard choices (which are politically unfavorable) we won't get the results we need and we will squander a lot of money	9/30/2019 10:20 PM
31	8-1	Opposed to merger	Support the village dissolving and getting rid of the word merger, cuz its not a merger, its the village incorporating..	9/30/2019 9:17 PM
32	8-1	Opposed to merger	Village should fold	9/30/2019 11:27 AM
33	8-2	Opposed to merger	Dis-incorporation Surrender our problems to the Town	9/30/2019 10:24 AM
34	8-2	Undecided on merger	equal number of reps voted in at large within each community	9/30/2019 10:04 AM
35	8-3	Opposed to merger	Seriously, this questions, as well as several previous ones, are leading toward the outcome you want.	9/28/2019 4:16 PM
36	8-2	Opposed to merger	Become a city	9/28/2019 2:19 PM
37	8-2	Opposed to merger	Stay the same	9/27/2019 10:02 PM
38	8-3	Opposed to merger	Separating with sharing of already-consolidated functions, and any others that new boards could agree on	9/27/2019 1:05 PM
39	8-1	Opposed to merger	Separate. Merger has been tried and has failed for decades at the polls for a reason. If you can't convince a super-majority of voters to go for it, merger shouldn't happen	9/26/2019 7:31 PM
40	Not sure of district	Undecided on merger	Separation perhaps?	9/26/2019 5:03 PM
41	8-2	Opposed to merger	Status Quo	9/26/2019 4:48 PM

## Essex Resident Survey: Sept/Oct 2019

42	8-1	Undecided on merger	shared services	9/26/2019 4:35 PM
43	8-2	Opposed to merger	Stay the way we are	9/26/2019 1:24 PM
44	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:57 AM
45	8-3	In favor of merger	I fear too much focus on a single tax rate. I don't believe that will reflect the services offered in all parts of town.	9/26/2019 10:19 AM
46	8-3	Undecided on merger	hard for me to say right now, don't know enough	9/26/2019 9:48 AM
47	8-3	Opposed to merger	separate and share	9/25/2019 10:12 PM
48	8-2	Opposed to merger	Would prefer separation	9/25/2019 3:29 PM
49	8-1	Opposed to merger	seperation	9/25/2019 12:28 PM
50	8-1	Opposed to merger	Split apart	9/25/2019 12:06 PM
51	Not sure of district	Undecided on merger	I want to see clearly laid out economic and service benefits	9/25/2019 11:31 AM
52	8-2	Undecided on merger	Separation	9/25/2019 11:06 AM
53	8-3	Opposed to merger	Find a way to save money by merging and pass those savings on to Village residents. Find different revenue sources other than property taxes. Assess the businesses in the village that require infrastructure at a higher rate. Find a way to get revenue from the fair grounds. Find a way to merge that reduces taxes for village but holds the TOV the same and you'd get my vote.	9/25/2019 8:07 AM
54	8-1	Opposed to merger	Separate and Share	9/24/2019 11:37 PM
55	8-1	Opposed to merger	I heard about a separate and share option at the firearms meeting	9/24/2019 11:27 PM
56	8-1	Undecided on merger	Merger must not increase taxes for anyone in Essex.	9/24/2019 10:35 PM
57	8-3	Opposed to merger	stay the same	9/24/2019 9:07 AM
58	8-2	Opposed to merger	Separate	9/23/2019 8:18 AM
59	8-2	Opposed to merger	I would only consider a yes vote for the name "Town of Essex Junction"	9/22/2019 5:35 AM
60	8-3	Opposed to merger	anything but merger	9/21/2019 10:18 PM
61	8-2	Opposed to merger	Annexation	9/21/2019 8:47 PM
62	8-2	Opposed to merger	stay same	9/21/2019 1:50 PM
63	8-2	In favor of merger	this or we split the village from the town	9/20/2019 3:13 PM
64	8-1	Undecided on merger	I	9/20/2019 1:03 PM
65	8-2	Undecided on merger	I would prefer to see an equal number of reps-three to four from both town and village to create a representative group	9/20/2019 11:36 AM
66	8-2	Undecided on merger	I selected one but am currently undecided...	9/20/2019 6:21 AM
67	8-1	Undecided on merger	An option to separate.	9/19/2019 9:59 PM
68	8-1	Opposed to merger	I would vote for separation of the TOV and the Village or to maintain the limited consolidation that we have now..	9/19/2019 9:34 PM
69	8-1	Opposed to merger	Separate	9/19/2019 8:57 PM
70	8-1	In favor of merger	It's too early in the prices to know if I'd vote yes. Leaning that way, but need data.	9/19/2019 8:40 PM
71	8-2	Opposed to merger	I would like more info/data on a friendly separation.	9/19/2019 7:10 PM
72	8-2	Opposed to merger	You haven't told me how you are going to do this. How it will affect my taxes, etc. and I'm not going to say yes to anything, not even showing up as a potential yes statistic until you answer those questions. How we govern this potential merged community is a much smaller issue than some of the ones you haven't addressed.	9/19/2019 4:36 PM
73	8-1	Opposed to merger	Separation and Sharing	9/19/2019 12:37 PM

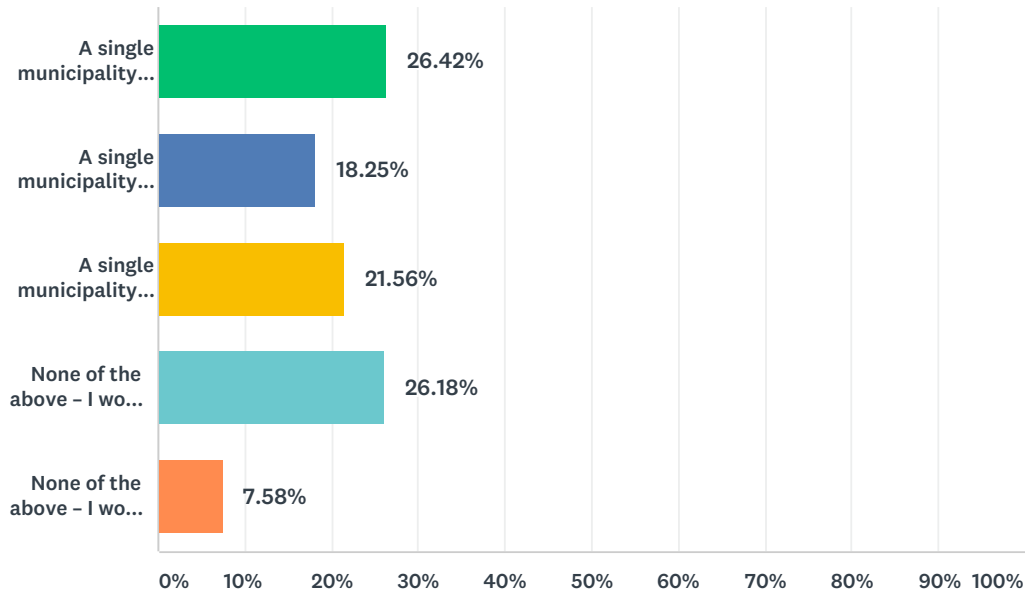
## Essex Resident Survey: Sept/Oct 2019

74	8-2	Opposed to merger	I would actually prefer to have the Village secede and become independent if the budget could sustain it. I haven't seen any figures on this yet but I the merger does not happen, I think the only way we won't have to go through this again in 10 years, is for the Village to pull out. I can't tell you as a resident, how sick of all of this I am. I haven't seen any real benefits to the already "aligned" departments and as a Village resident, there are grave concerns among us that our services will be diminished, as our taxes go down. I would rather pay the same amount we pay now, or even more, to be independent and keep the same high quality of service I feel the Village departments offer: public works especially, the Fire Department, EJRP, Brownell.	9/19/2019 10:16 AM
75	8-1	Opposed to merger	Complete separation	9/19/2019 9:15 AM
76	8-1	Undecided on merger	Separation into Village and TOV	9/19/2019 8:18 AM
77	8-2	Undecided on merger	Nh	9/18/2019 7:49 PM
78	8-3	Opposed to merger	SEPARATION WHILE SHARING MERGED SERVICES. End the cyclical merger mania. The Village and TOV cannot successfully merge as the interests are too varied and the TOV people will get nailed with unjust tax increases. Just officially separate amicably and let each area develop the way they want to. I like people in Colchester and Williston and will still like Village people even if we aren't getting married.	9/18/2019 7:49 PM
79	8-2	Opposed to merger	Would rather see Essex Junction split from Essex and NOT pay taxes to Essex.	9/18/2019 6:35 PM
80	8-3	Opposed to merger	I need specifics on what departments will combine or change and the resulting increase or decrease in costs to homeowners based on facts not maybes.	9/18/2019 5:48 PM
81	8-2	Opposed to merger	Want my computer keyboard to answer this one	9/18/2019 1:41 PM
82	8-2	Opposed to merger	This is assuming that taxes are equal throughout the entire community. I will not vote for any other.	9/18/2019 1:33 PM
83	8-2	Opposed to merger	Until it can actually be shown that this merger will positively impact the whole community I am not voting for it. Based on the current changes both as a tax payer and an employee I have seen little to no positives for Village residents. What will TOV residents really get if their taxes go up?	9/18/2019 1:25 PM



## Q38 Which would be your top choice for merger or non-merger? Select one.

Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
A single municipality with a representation structure that includes at-large seats only	26.42%	223
A single municipality with a representation structure that includes district/ward-based seats only	18.25%	154
A single municipality with a representation structure that includes a combination of both at-large and district/ward-based seats	21.56%	182
None of the above – I would not support any merger proposal	26.18%	221
None of the above – I would prefer some other option for merger (please specify)	7.58%	64
<b>TOTAL</b>		<b>844</b>

#	NONE OF THE ABOVE – I WOULD PREFER SOME OTHER OPTION FOR MERGER (PLEASE SPECIFY)	DATE
1	<span>8-1</span> <span>In favor of merger</span> Mayor with district/ward based seats.	10/16/2019 9:32 AM
2	<span>8-1</span> <span>Opposed to merger</span> Separate and share	10/15/2019 2:42 PM
3	<span>8-1</span> <span>Opposed to merger</span> Retain the status quo. Libraries, Fire Departments and Recreation Programs remain unconsolidated.	10/14/2019 7:27 PM
4	<span>8-3</span> <span>Opposed to merger</span> Separation + sharing	10/13/2019 9:52 PM
5	<span>8-2</span> <span>Undecided on merger</span> Before making a decision on merge or non-merge, I would like to see information on the separation option	10/13/2019 8:56 PM
6	<span>8-1</span> <span>Undecided on merger</span> I believe it is not an auspicious time for this effort. The national politics are moving on the same timeline and are so toxic and polarizing I don't believe there will be enough room for people to participate in both with open hearts and open minds. Both conversations are so exhausting that I believe having them run in parallel is unrealistic. We all have demanding lives beyond politics	10/13/2019 10:18 AM



# Essex Resident Survey: Sept/Oct 2019

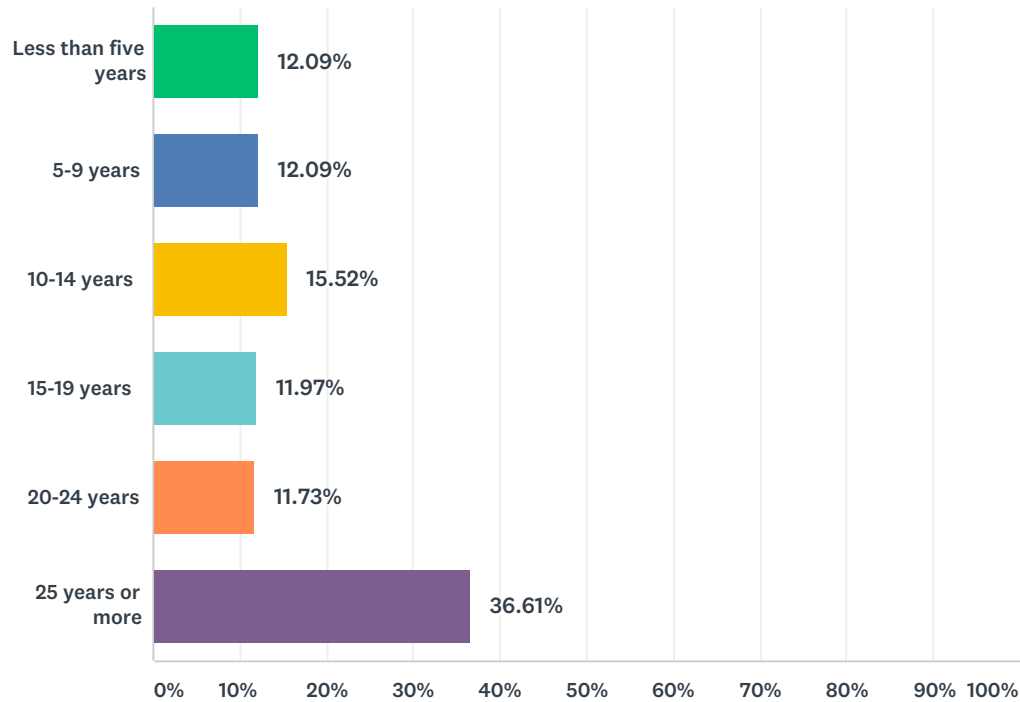
7	8-3 Undecided on merger	I do not believe we have explored all reasonable methods of configuring what is currently Essex Junction and Essex in a manner best and most equitable for the residents / taxpayers. I don't even see how this survey can be pushed out at this point which is asking merger questions without explaining the benefits and costs of the mergers. Would like to see a projection of future costs likely to be incurred in the next 10 or so years by both the present town and Village. For example, I understand a recent Village meeting was impacted because sewage was backed up. Is the Village about to incur expensive costs related to infrastructure in the next 10 years? Is the town liable for similar expenses? There needs to be open transparency on projected costs and any cost shifting that would be dealt to residents because of this should a merger occur.	10/11/2019 4:08 PM
8	8-1 Opposed to merger	Separation	10/10/2019 7:15 PM
9	8-3 Undecided on merger	Taxes are high enough in the town outside the village. Higher taxes? Not! I was born here, but it's becoming ridiculously expensive and I have none of the services the village residents are offered.	10/10/2019 2:20 PM
10	8-2 Opposed to merger	SAS	10/10/2019 12:21 PM
11	Not sure of district Undecided on merger	Need to review overall financial plan of merger and next few years before making this decision	10/9/2019 9:05 PM
12	8-1 Undecided on merger	I think it is premature to ask this question	10/9/2019 7:09 PM
13	Not sure of district Opposed to merger	No merger	10/9/2019 12:11 PM
14	8-1 Opposed to merger	Separate and share	10/9/2019 6:12 AM
15	8-2 Opposed to merger	consolidate what you can	10/8/2019 4:22 PM
16	8-3 Undecided on merger	Undecided	10/7/2019 12:32 PM
17	8-3 Undecided on merger	Continue to merge some aspects but not all. Let SAS prevail as needed	10/6/2019 7:32 PM
18	8-3 Opposed to merger	Village should become a city separate from the town	10/5/2019 11:45 AM
19	8-1 In favor of merger	Proportional representation	10/4/2019 12:02 PM
20	8-3 Opposed to merger	stay same	10/3/2019 10:19 PM
21	8-3 Opposed to merger	SAS - I fully support the principle of Separate-and-Share	10/3/2019 6:40 PM
22	8-1 Undecided on merger	Still don't see how this will benefit us as a community just that we will have mor expositions to pay for thus raising taxes.	10/3/2019 6:04 AM
23	8-1 Opposed to merger	Separation should be considered	10/1/2019 9:11 PM
24	8-1 Undecided on merger	Merge only some depts. but not the recreation programs for children and perhaps not fire depts. and some others.	10/1/2019 5:44 PM
25	8-3 Undecided on merger	Should we consider separation	10/1/2019 4:36 PM
26	8-3 Opposed to merger	Separate	10/1/2019 3:31 PM
27	8-1 Undecided on merger	Stay the same	9/30/2019 10:41 PM
28	8-2 Undecided on merger	see last answer	9/30/2019 10:20 PM
29	8-2 Opposed to merger	Dis-incorporation Surrender our problems to the Town	9/30/2019 10:24 AM
30	8-2 Undecided on merger	equal number of reps voted at large within each community	9/30/2019 10:04 AM
31	8-3 Opposed to merger	Separation. Or if a merger is considered, it should be with a five-person TOV-only board in on the discussions. The current setup is severely tilted. How all of you can't see that is beyond me.	9/28/2019 4:16 PM
32	8-2 Opposed to merger	Become and city	9/28/2019 2:19 PM
33	8-2 Opposed to merger	Stay the same	9/27/2019 10:02 PM
34	8-3 Opposed to merger	Separating with sharing of already-consolidated functions, and any others that new boards could agree on	9/27/2019 1:05 PM
35	8-2 Opposed to merger	Status Quo	9/26/2019 4:48 PM

## Essex Resident Survey: Sept/Oct 2019

36	8-1	Undecided on merger	retaining current structures and sharing services	9/26/2019 4:35 PM
37	8-2	Opposed to merger	Stay the way we are	9/26/2019 1:24 PM
38	8-2	Opposed to merger	Because I was forced to answer the question. I believe the Village of Essex Junction and the Town of Essex should separate into two distinct municipalities that maintain some shared services.	9/26/2019 11:57 AM
39	8-3	Opposed to merger	separation	9/26/2019 10:50 AM
40	8-3	In favor of merger	I will not vote in favor of a merger that does not adequately represent my geographic area.	9/26/2019 10:19 AM
41	8-1	Opposed to merger	Separation	9/26/2019 8:45 AM
42	8-3	Opposed to merger	sep and share	9/25/2019 10:12 PM
43	8-2	Opposed to merger	Separation	9/25/2019 3:29 PM
44	8-1	Opposed to merger	Split	9/25/2019 12:06 PM
45	8-1	Opposed to merger	Find a way to keep libraries, recreation, fire and planning separate	9/24/2019 11:27 PM
46	8-2	Opposed to merger	SEPARATE AND SHARE	9/23/2019 9:01 AM
47	8-2	Opposed to merger	Separation	9/23/2019 8:18 AM
48	8-2	Opposed to merger	Annexation	9/21/2019 8:47 PM
49	8-2	Opposed to merger	stay same	9/21/2019 1:50 PM
50	8-3	Opposed to merger	I would not support a merger, but I would support full separation of the two entities. The Village should be a separate government, and should be separated from the town.	9/20/2019 3:42 PM
51	8-1	Undecided on merger	It is becoming more and more obvious that this is a "push poll", and I am becoming less and less likely to support merger.	9/20/2019 1:03 PM
52	8-2	Undecided on merger	Essex town votes for three to four reps/Village votes for three to four reps- equal number from each locale to form a representative group	9/20/2019 11:36 AM
53	8-2	Opposed to merger	Split apart	9/20/2019 11:22 AM
54	8-2	Opposed to merger	perhaps a complete separation of town and village should be considered, really two towns with similar names.. the communities only interface at the High school. thats it!	9/20/2019 8:53 AM
55	8-2	Undecided on merger	Undecided	9/20/2019 6:21 AM
56	8-1	Opposed to merger	Separate	9/19/2019 8:57 PM
57	8-2	Opposed to merger	maybe friendly separation, while still sharing as many services as possible..	9/19/2019 7:10 PM
58	8-1	Opposed to merger	Why is separation not on the list of options? I would prefer the TOV and V separate once and for all rather than merge (which has been voted down repeatedly).	9/19/2019 5:18 PM
59	8-2	Opposed to merger	This is not really another question so much as another way to get a yes statistic. So no, see my answer above.	9/19/2019 4:36 PM
60	8-3	Opposed to merger	See above.	9/18/2019 7:49 PM
61	8-2	Opposed to merger	Said it.. Essex Junction alone.. not taxes to Essex, solo	9/18/2019 6:35 PM
62	8-3	Opposed to merger	Not enough information on a new structure of Government to make a decision.	9/18/2019 5:48 PM
63	8-2	Opposed to merger	Separate communities with shared services.	9/18/2019 5:19 PM
64	8-2	Opposed to merger	Need computer keyboard	9/18/2019 1:41 PM

## Q39 How long have you lived in the Essex community?

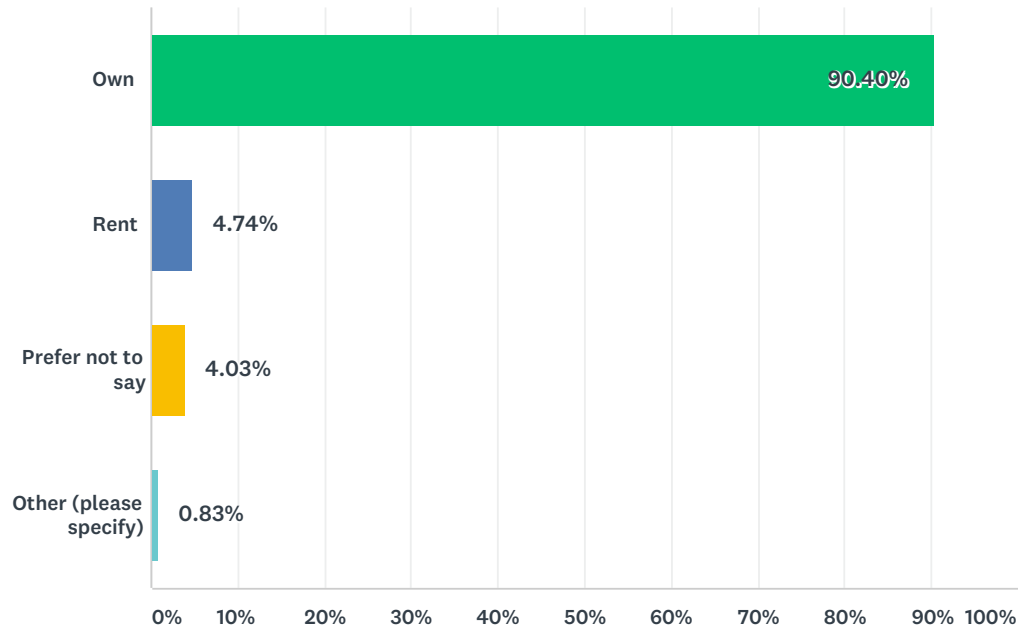
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than five years	12.09%	102
5-9 years	12.09%	102
10-14 years	15.52%	131
15-19 years	11.97%	101
20-24 years	11.73%	99
25 years or more	36.61%	309
TOTAL		844

## Q40 Do you own or rent your primary residence?

Answered: 844 Skipped: 0

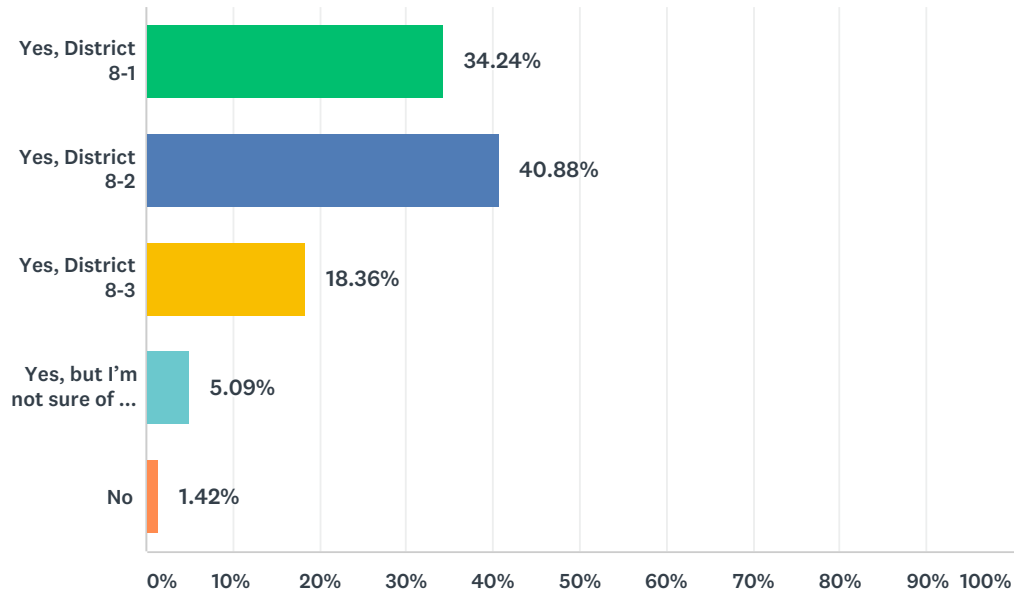


ANSWER CHOICES	RESPONSES	
Own	90.40%	763
Rent	4.74%	40
Prefer not to say	4.03%	34
Other (please specify)	0.83%	7
TOTAL		844

#	OTHER (PLEASE SPECIFY)	DATE
1	live with children	10/17/2019 10:52 PM
2	with parents	10/10/2019 10:41 AM
3	I have owned and rented	9/27/2019 3:07 PM
4	Live in a rental property that I manage	9/25/2019 11:07 AM
5	currently staying with family	9/21/2019 12:53 PM
6	Grew up here. Live with my parents	9/20/2019 6:24 AM
7	I own my house in Essex and I own a house that I rent in the Village.	9/19/2019 9:36 AM

# Q41 Are you currently registered to vote in Essex? Reference the map above. If on a mobile phone, pinch and zoom to view larger.

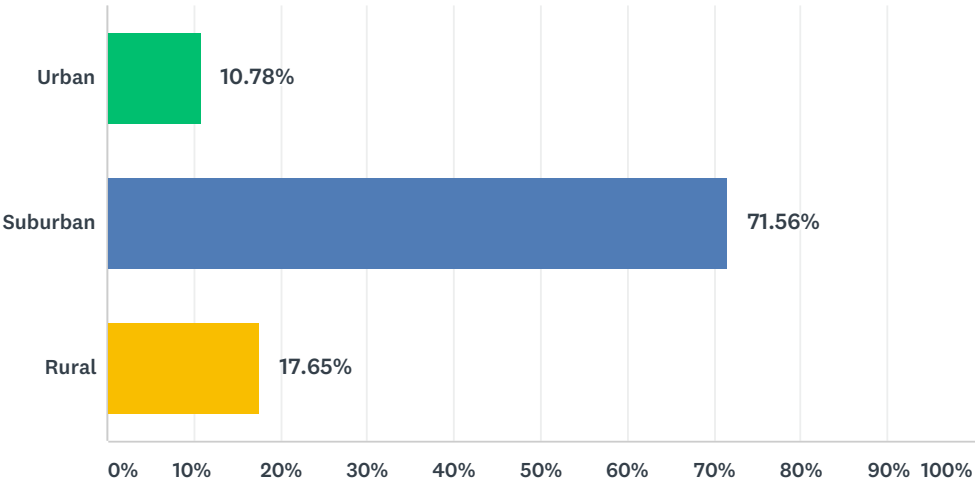
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, District 8-1	34.24%	289
Yes, District 8-2	40.88%	345
Yes, District 8-3	18.36%	155
Yes, but I'm not sure of my district	5.09%	43
No	1.42%	12
TOTAL		844

Q42 How would you characterize the area in which your home is located?

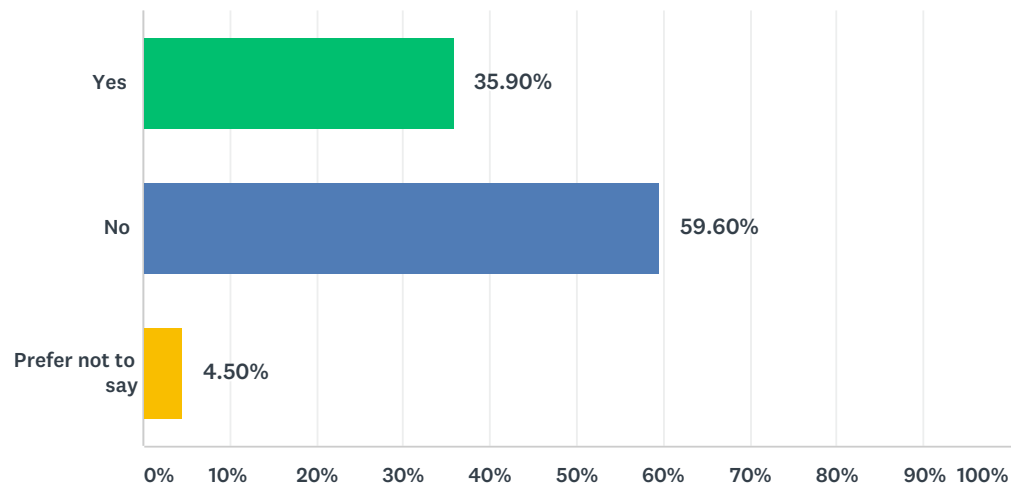
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	10.78%	91
Suburban	71.56%	604
Rural	17.65%	149
TOTAL		844

Q43 Do you have children under the age of 18 living in your household?

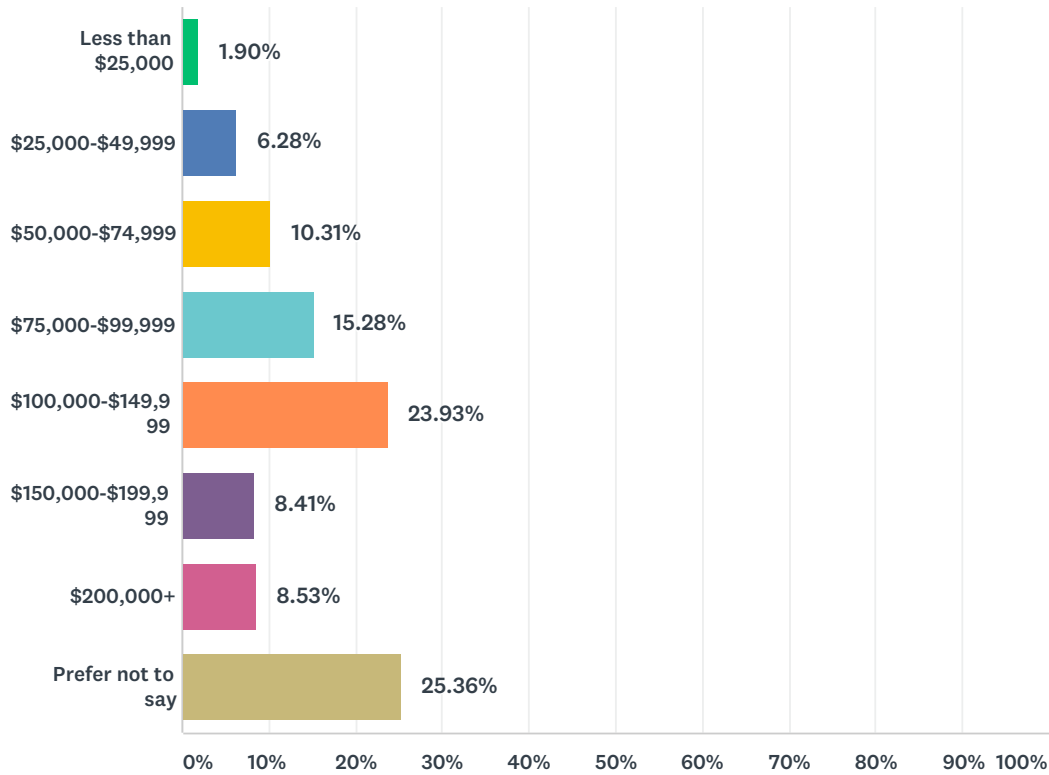
Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	35.90%	303
No	59.60%	503
Prefer not to say	4.50%	38
TOTAL		844

## Q44 What was the combined income for all members of your household last year?

Answered: 844 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than \$25,000	1.90%	16
\$25,000-\$49,999	6.28%	53
\$50,000-\$74,999	10.31%	87
\$75,000-\$99,999	15.28%	129
\$100,000-\$149,999	23.93%	202
\$150,000-\$199,999	8.41%	71
\$200,000+	8.53%	72
Prefer not to say	25.36%	214
<b>TOTAL</b>		<b>844</b>



**Memorandum**

**To:** Board of Trustees; Selectboard; Evan Teich, Unified Manager

**From:** Greg Duggan, Deputy Manager

**Re:** Discussion of how to proceed with potential governance change and merger process

**Date:** October 25, 2019

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**Issue**

The issue is for the Trustees and Selectboard to discuss how to proceed with potential governance change and merger process.

**Discussion**

The results of the qualitative survey about potential governance change will be presented at the Oct. 29 Trustee and Selectboard meeting.

Based on that presentation and the results of the survey, the boards may want to discuss next steps. The Governance Subcommittee meets on Wednesday, Oct. 30 and can take direction from the Trustees and Selectboard.

**Cost**

N/A

**Recommendation**

Staff recommends the Selectboard and Trustees discuss how to proceed with potential governance change and merger process.

# Memorandum

**TO:** Evan Teich, Unified Manager, and the Selectboard/Trustees  
**FROM:** Dennis E. Lutz, P.E., Public Works Director/Town Engineer  
Ricky Jones, Village Public Works Superintendent  
**DATE:** 21 October 2019  
**SUBJECT:** Winter Operations Plan for 2019-2020

**ISSUE:** The issue is whether or not the Selectboard and Trustees will approve the Winter Operations Plan for 2019-2020. The Plan has been placed on the Town and Village website as a draft document for public comment and input. Approval of the Plan is requested at the Joint Selectboard/Trustees meeting in October.

**DISCUSSION:** The Selectboard and the Trustees have previously approved a Joint Winter Operations Plan. The process serves many purposes as noted in the Introduction Section of the document.

Changes are noted in the draft document in red. It continues to preserve the independent actions of both municipalities but provides a joint framework for issues that are common to both. It has been developed with input from both Village and Town Public Works staff.

As in the past, there are two versions – an internal version with contact phone numbers and radio call numbers not available to the public -- and a public version without these numbers. Many of these numbers are private cell-phone numbers needed for internal communication and contact but not appropriate for public disclosure.

## **GENERAL COMMENTS:**

The Town and Village winter material and overtime costs were exceptionally high in the winter of 2018-2019 due to weather. The winter conditions fluctuated often between freezing and thawing requiring the use of more material. The Town used 2,209 tons of salt compared to 1,663 tons in the previous year and 10,984 tons of sand compared to 7,962 tons. When the gravel roads are snow covered, temperatures rise, it rains and subsequently freezes, those roads become like frozen ponds. The Village used 2,200 tons of salt compared to 1500 tons in the previous winter.

In addition, the timing of the winter storm events, especially on the gravel roads, created the need for more overtime in the Town. The overtime hours for the winter in the Town were 26% higher than the previous year. The overtime hours were also impacted by the need to clear sidewalks earlier in the morning due to changes in school busing.

## **TOWN ISSUES:**

This year's plan remains largely unchanged from last year's plan with respect to coverage, sidewalk clearing and plow routes. The most significant change involves the use of new full-time employees, a new Highway Superintendent and more use of temporary help to clear sidewalks. The department has chosen not to fill one full-time position and use those funds for temporary help in anticipation of changes that may occur as a result of the Town-Village merger vote in November of 2020.

Some residents have already contacted the Town about increasing sidewalk clearing on sidewalks not currently in the Plan. There appears to be an expectation on the part of some residents that Public Works should provide added coverage for all the busing changes. The Town has not planned for nor does it have the resources to plow all sidewalks in the Town and also cover all the plow routes within any reasonable expectation of coverage or performance.

From a personnel basis, the Town has 6 experienced equipment operators (including the Superintendent), 1 operator that has plowed only one season, 1 new full-time employee with plowing experience, 2 inexperienced operators, one water-sewer employee and two Parks and Recreation employees, for a total of 13 full time employees. There are also 2 to 3 inexperienced temporary employees who will be used. In addition, a combined road/sidewalk route in the area of the Town Center will be done by contract. The contract cost is \$26,321.19.

The extent of sidewalks to be cleared was expanded last year to provide coverage on the higher volume roads where students are expected to walk to school. This was done within the capability of the Town to do with the resources on hand.

## **VILLAGE ISSUES:**

There does not appear to be any significant issues with respect to the Village portion of the plan. It remains largely unchanged from the previous year.

## **REVIEW and PUBLIC NOTICE:**

A draft external version of the Winter Plan has been provided for comment on the Village and Town websites. With few changes this year, the request is that the Selectboard and the Trustees consider and approve the Winter Operations plan on October 29, 2019. A short presentation on the content and changes to the document will be provided at that meeting.

The final approved documents will then be placed on the Town and Village websites and remain there throughout the coming winter.

**RECOMMENDATION:** It is recommended that the Selectboard and Trustees approve the Winter Operations Plan for 2019-2020 subsequent to hearing any public input.



**TOWN OF ESSEX**  
**VILLAGE OF ESSEX JUNCTION**  
**PUBLIC WORKS**  
**WINTER OPERATIONS PLAN**  
**PUBLIC VERSION**  
**2019-2020**



**This plan addresses the wintertime Public Works operations for ice and snow control on Town and Village roads, walkways and municipal parking lots. It also identifies essential community services provided by the Public Works Department of both communities for winter water and sewer emergencies and discusses wintertime coordination actions.**

**Dennis E. Lutz, P.E., Town Public Works Director**  
**Ricky Jones, Village Public Works Superintendent**

## TABLE OF CONTENTS

RESOLUTION.....	1
INTRODUCTION.....	2

### SECTION 1

GENERAL MANAGEMENT OF OPERATIONS.....	3
Determination of Operations.....	3
Control Centers/Internal Communication/Resource Management.....	4
Equipment.....	5
Materials.....	5
External Communication/Public Input-Information-Complaints.....	6
Notification of Winter Storm Emergencies.....	7
RESOURCES AVAILABLE TO ASSIST IN THE PLANNING/EXECUTION OF WINTER OPERATIONS..	7
WINTER UTILITY OPERATIONS.....	8
APPLICABLE ORDINANCES/LAWS/LEGAL RULINGS.....	9
APPENDICES TO SECTION 1.....	A1
Appendix 1 Pre-Winter Preparation, Orientation and Training.....	A1
Appendix 2 Continuing Operations During Non-Storm Periods.....	A2
Appendix 3 Post-Winter Follow-Up.....	A3
Appendix 4 Materials Application Guidelines.....	A4
Appendix 5 <del>List of Radio Call Numbers...</del> (Not available in Public Version).....	A5
Appendix 6 <del>Contacts for Winter Storm Emergencies</del> (Not available in Public Version).....	A6
Appendix 7 List of Contractors for Assistance.....	A7
Appendix 8 Winter Safety Practices.....	A8
Appendix 9 Adjacent Towns' Contact Lists.....	A9
Appendix 10 Winter Notes for Police.....	A10
Appendix 11 Warning Notes/Flyers.....	A11
1.Parking Ban	
2.Children Snowbank/Fort Warning	
3. Snow on Walks	

4. Hit Mailbox
5. Mailbox Installation/Correction

Appendix 12 Vermont Supreme Court Ruling (2010).....	A12
------------------------------------------------------	-----

## SECTION 2

### WINTER OPERATIONS SPECIFIC TO THE TOWN OUTSIDE THE VILLAGE

General.....	T1
Pager Responsibility.....	T1
Determination of Operations.....	T2
Control Center.....	T2
Equipment.....	T2
Materials.....	T2
Snow plowing and Sanding/Salting Operations.....	T3
Special practices for 2019-2020.....	T9
Snow Removal on State Highways in the Town of Essex.....	T11
Use of sand/Salt from the Town Highway Garage.....	T12
Mailbox and Encroachment in the Town Public Right of Way.....	T12

#### Appendices

Appendix A	Organizational Chart of the Town Public Works Department
Appendix B	<del>Town Vehicle/Route Assignments</del> (Internal Distribution)
Appendix C	Town Equipment for Snow Operations
Appendix D	Maps of Highway Routes (Town)
Appendix E	<del>Town Notification List</del> (Internal Distribution)
Appendix F	Town Winter Materials Usage Report
Appendix G	Town Towing Ordinance

## SECTION 3

### WINTER OPERATIONS SPECIFIC TO THE VILLAGE OF ESSEX JUNCTION

General.....	V1
Pager Responsibility.....	V1
Determination of Operations.....	V2
Control Center.....	V2
Equipment.....	V2
Materials.....	V2
Snow plowing and Sanding/Salting Operations.....	V3
Special practices for 2019-2020.....	V5
Use of sand/Salt from the Village Highway Garage.....	V7
Mailbox and Encroachment in the Village Public Right of Way.....	V7

## Appendices

Appendix A	Organizational Chart of the Village Public Works Department
Appendix B	<del>Village Vehicle and Route Assignments</del> (Internal Distribution)
Appendix C	Village Equipment for Snow Operations
Appendix D	Maps of Highway Routes (Village)
Appendix E	<del>Village Notification List</del> (Internal Distribution Only)
Appendix F	Village Materials Usage Report
Appendix G	Village Towing Ordinance/General Regulation of Public Streets



## RESOLUTION

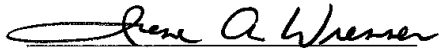
BE IT RESOLVED that the Board of Selectmen of the Town of Essex and the Trustees of the Village of Essex Junction adopt the following statements of policy regarding winter snow and ice clearing operations:

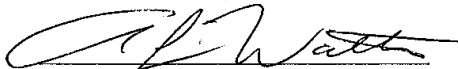
- 1) NOTWITHSTANDING the circumstances involved with changing climatic conditions, the Town and Village will endeavor to keep Town and Village roads, designated walkways and municipal parking lots in a reasonably safe condition for travelers and
- 2) Town and Village employees will endeavor to exercise reasonable care and diligence in the performance of their duties, consistent with the intent of the current Town of Essex and Village of Essex Junction Public Works Winter Operations Plan and
- 3) Travelers who use the Town and Village roads, and designated walkways and municipal parking lots are expected to demonstrate due care and reasonable caution, especially under adverse winter conditions.

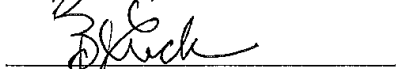
Executed at Essex Junction this 10<sup>th</sup> of NOV. 2015.

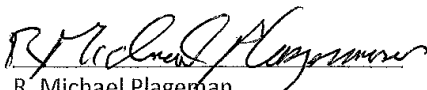
Town of Essex Selectboard

  
Max G. Levy, Chair

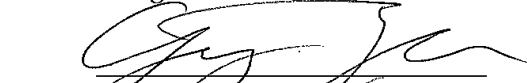
  
Irene A. Wrenner, Vice Chair

  
Andy J. Watts, Clerk

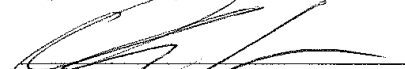
  
Brad M. Luck

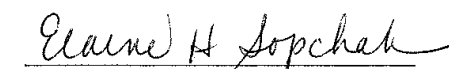
  
R. Michael Plageman

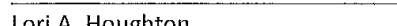
Village of Essex Junction Trustees

  
George A. Tyler, President

  
Daniel S. Kerin, Vice President

  
Andrew P. Brown

  
Elaine H. Sopchak

  
Lori A. Houghton

## INTRODUCTION

The Town of Essex and the Village of Essex Junction are responsible for providing winter services, such as plowing, sanding, and salting of roads, clearing of sidewalks and maintaining access to municipal buildings and parking lots within their respective municipal boundaries. A Winter Operations Plan has been developed and adopted by the respective legislative boards for the following reasons:

- 1) To align the policies set by the Town Selectboard and Village Trustees with regard to winter operations with the execution of policy by their Public Works/Highway departments.
- 2) To help ensure that the winter practices of each department are consistent with the resources available through the budget process, including but not limited to equipment, manpower, overtime and materials.
- 3) To provide a source of information to Town and Village officials, the Police Department, Fire Departments, school officials, commercial businesses and the general public regarding what actions will and will not be performed by the respective Public Works Departments during the winter.
- 4) To provide an internal resource document for operational use and training by Public Works supervisors and employees.
- 5) To reflect current practice, conditions and funding of the winter operations within each community.
- 6) To assist in the reduction of citizen complaints through a better informed citizenry.
- 7) To foster coordination and cooperation between the Town and Village Public Works Departments during winter operations.

The intent is to update the document on an annual basis, prior to the onset of winter conditions and submit the document to the elected officials for their review and approval. Public input will be sought prior to presentation of the document to the two legislative boards.

The Winter Operations Plan consists of three sections, each with its own Appendix. Two versions of the Plan will be prepared with one version prepared for internal use only and a second version for the public. The internal version contains personal employee's information and communications/contact information, the public release of which would be detrimental to individuals and operations. The three sections of the Plan consist of the following:

Section 1. This section covers topics and operational procedures utilized in common by both the Town and the Village. Appendices that are common to both communities are found in this section.

Section 2: Town of Essex (outside the Village). This section is specific to operations within this community, including Appendices pertinent only to the Town.

Section 3: Village of Essex Junction. This section is specific to operations within this community, including Appendices pertinent only to the Village.

## GENERAL MANAGEMENT OF OPERATIONS

During the winter operations period generally extending from early November through mid-April, the principal effort of the Departments is directed towards control of snow and ice on highways, walkways and around municipal buildings. The Departments have developed procedures to perform anti-icing and snow and ice removal operations for varying weather conditions. Personnel will respond each time that the Departments are notified or become aware that weather conditions include potential hazardous road or walkway conditions and that conditions warrant a response. The procedures have been developed over many years of experience and use of alternative methods, materials and equipment.

To accomplish the objectives and policies of the Town and Village, general operating procedures and training have been established and implemented. The operating procedures take place over four distinct periods including:

- 1) Pre-winter preparation, orientation and training (Section 1, Appendix 1)
- 2) Winter storm operations (Reference general information in Section 1 and specific Municipal information in Sections 2 and 3)
- 3) Continuing operations during non-storm periods (Section 1, Appendix 2)
- 4) Post-winter follow-up (Section 1, Appendix 3)

In general, the Town and the Village perform all winter operations in a similar manner, especially with respect to general procedures and pre-winter, continuing operations and post-winter follow-up. A general discussion on procedures follows with the other periods covered in Appendices to this section or in the specific municipal sections. The elements of winter operations that are detailed and specific to each community are described in Section 2 (Town) and Section 3 (Village).

### Determination of Operations

Using the resources identified in the Winter Operations plan for each community and judgment based on experience, the respective Public Works / Highway Superintendent or his designated representative will determine the appropriate level and timing of snow and ice control to be performed by each Department. The Superintendent of Public Works or his designee will contact employees in their Department using their alert notification lists.

Although significant improvements have been made in weather forecasting, accurate predictions of the specific effect of winter conditions on the roads, walkways and municipal parking lots in the Village and the Town of Essex are not possible. An overall plan has been developed to provide for clearing of the roads and related infrastructure and this plan is generally followed. However, each storm event is unique and deviations from the plan occur often. Decisions must be made using individual judgment based upon a current assessment of the situation. Following every major storm event, an after-action informal review of the methods used, the materials, the equipment, the complaints and the manpower effect will be done by the Public Works/Highway Superintendent. These reviews will provide the basis for adjustments in managing future winter storm operations.

Emergency situations may occur requiring deviation from normal procedures and planned routes. In general, the types of situations that may require this change are:

- 1) An immediate need for Police, Fire and/or Emergency Medical assistance.
- 2) Relief for school buses that cannot negotiate a roadway and are stuck.
- 3) The need to address icy conditions due to a water main break or clearing of streets due to debris blocking streets or access.
- 4) Relief for isolated problem areas where it is determined by the municipality that access is urgently needed before all other areas are handled.

### **Control Center/ Internal Communication/Resource Management**

The Public Works supervisor or his designee on duty will be the main line of communication between the respective Public Works Department and the Police Department/School Departments. Contact with other emergency service providers if needed should be through the Police Department Dispatcher.

The Storm Control Center for the Town is the Town Highway Garage off Sand Hill Road and for the Village is the Village Highway Garage. Contact with the Village Highway Garage is through the Village offices.

During the winter of 2019-2020, selected employees in each department will carry a pager on a rotating schedule and will be assigned the responsibility, when carrying the pager, to make an initial determination of how the storm will be handled, including the immediate level of staffing at the outset of the storm. The employee (with the pager) in each community will be temporarily in charge of operations until the Public Works/Highway Superintendent or his designee arrives at their respective Control Center and takes over responsibility.

Whichever individual arrives first - the Public Works Superintendent or the pager carrier - shall contact the Police Department Dispatcher at 878-8331 upon their arrival at the Town or Village Highway Garage. It is important to notify the Police Dispatcher that the Highway Departments are aware of conditions and starting the snow removal process. It also provides a record of event timing and crew availability.

Upon notification and arrival at their respective Control Centers (Highway Garages), employees will complete a pre-startup check of equipment and proceed to perform the necessary snow and/or ice clearing operations. The Superintendent in each community will periodically leave the Control Center to evaluate conditions and assist in the operations. During the period of time in which he is absent from the Control Center, he can be reached via radio or cell phone (reference notification rosters in Sections 2 and 3).

In a similar manner, contact must be made with the Police Dispatcher when the winter clearing operation has ended and employees are no longer on the road. This is important for continuous follow-up after the storm and the need for reactivation of the alert call-out system.

All operators of snow and ice equipment will keep in communication with the Public Works Superintendent or the Highway Garage at all times. Cell phones may only be used with a “Bluetooth”, 100% hands-free device or when pulled over to the side of the road and the vehicle stopped.

Radio should be the primary means of contact during all storm events. Radio contact between the Town and Village for coordination of effort should only be between the two Superintendents. The list of radio call numbers for the Police, Fire and Public Works Departments is contained in Section 1, Appendix 5.

### **Equipment**

To support the winter operations, each Department has equipment available for use as outlined in the equipment appendices under Section 2 (Town) and Section 3 (Village). However, the equipment used is generally consistent with the following:

Dump trucks, with either 7 CY capacity or 12 CY capacity, plow and apply materials to paved and gravel roads. **The larger 12 CY capacity trucks are used almost exclusively on the Town gravel roads.** All dump trucks doing paved roads are equipped with “ground-speed control devices” that are calibrated to apply a specific amount of product. They also stop application of product when the vehicle is stationary. Calibration is an important action to ensure an accurate application and reduce the impact of road salt and other products on the environment.

Dump trucks plowing gravel roads are not equipped with ground speed control devices since the material being applied is sand.

Sidewalk plows are used in the Town and in the Village for clearing of sidewalks. Due to their size and configuration, they do not have adequate capacity for applying sand or salt to all plowed sidewalks.

In an emergency situation where equipment is out of service for repair or the situation is beyond the ability of the community to handle, equipment and operators may be obtained from the other community. If such equipment or operators are not available, supplemental equipment may be rented/hired from area contractors. A list of potential contractors is indicated in Section 1, Appendix 7.

Also, assistance may be secured from other neighboring communities, although help in this area is unlikely if the storm event affects neighboring communities. Major winter disasters may require the assistance of the Vermont National Guard, if authority is given by the Governor. Both the Town and the Village utilize contract operations to assist in plowing or removing snow.

### **Materials**

Both communities use solid sodium chloride (rock salt) as the primary deicer for paved roadways and parking lots, when temperatures are in the appropriate range of effectiveness. At 30 degrees Fahrenheit, one pound of salt melts 46.3 lbs. of ice in 5 minutes. At 15 degrees Fahrenheit, one pound of salt melts 6.3 lbs. of ice and it takes 1 hour. Because of the properties of salt, it is generally not

applied by itself below 15 to 20 degrees. It is also used as a liquid either alone, prior to a storm to break the ice-road bond, or applied in combination with the solid salt to help the solid salt stay on the roadway.

Additives and other products improve the effectiveness of salt at lower temperatures. There are many commercial products used to augment the effectiveness of salt and most have trade-names such as Ice-Be-Gone. It is a magnesium chloride based product combined with agricultural materials from the distillation process (grains or sugars) and it operates more effectively than salt at lower temperatures.

Liquid Calcium Chloride will provide more melting at lower temperatures and it is usually applied with salt or alone as a liquid solution (20 to 30% solution).

Guidelines for application of deicing product have been developed nationally and one set is included from the American Public Works Association. Both the Town and the Village utilize the guidelines but may vary the application rates as local conditions dictate. The Guideline is included in Section 1, Appendix 4.

Quantities of winter deicing products and sand are maintained at each Highway Garage. Onsite storage is not sufficient for full winter usage. The Town has approximately 80% of its needed winter sand usage stored onsite at the start of winter and approximately 40% of its average winter salt usage onsite. The Village has 80% of its needed materials usage onsite at the start of the winter. The onsite supplies are augmented during the season with direct delivery from vendors. In some years, the availability of product has been a major issue and it has impacted operations. The price per ton for salt delivered to storage is set based on State bids by highway district, or as separately negotiated by each community. **The price per ton for this winter varies between \$78.50 and \$85 per ton, depending upon the vendor. Multiple vendors are often used to help guarantee resupply throughout the winter.**

Each plow operator in the Town and Village is required to complete the form in Section 2 and 3, Appendix F on a daily basis, submitted weekly, to record the materials used.

### **External Communication/Public Information/Complaints**

***Town:*** All communication from the public concerning conditions, problems and complaints should be directed during normal working hours (7:30 A.M. to 4:30 P.M.) to the Town Public Works Office via telephone as the principal and fastest means of communication (878-1344).

Requests for winter service can also be sent directly via the Town website at [www.essex.org](http://www.essex.org). In addition, complaints or requests for service can be written on a request form service slip with the required information noted and provided to the Public Works Secretary. This information will be converted to a work order within the Public Works office. The Town also utilizes a web-based application called See-Click-Fix in conjunction with the Village for registering complaints. The See-Click-Fix application is not intended for winter complaints that require immediate attention.

***Village:*** All communication from the public concerning conditions, problems and complaints should be directed during normal working hours (8:00 A.M. to 4:30 P.M.) to the Village Office (878-6944). Complaints or requests for service, when received, should be written on a request form service slip with the required information noted and provided to the Village Public Works Superintendent. Other forms of receiving complaints are through the Village's "See-Click-Fix" application.

Request for winter service can also be sent directly via the Village website at [essexjunction.org](http://essexjunction.org). The See-Click-Fix application is not intended for winter complaints that require immediate attention.

**After Hours:** Emergency requests during non-working hours in either community should be directed to the Police Department Dispatcher (878-8331) for relay to the appropriate Superintendent, Highway Foreman, Director or Highway Garage. The Highway Garage phone systems are intended for internal control only and not for direct communication between the public and the Department. **During storm events, crews are on the road and employees are generally not in the garages.**

All complaints will be reviewed and investigated and corrective action taken as appropriate.

### **General Notification for Winter Storm Emergencies**

When conditions are especially severe, the Municipal Manager, the Town Public Works Director, the Public Works Superintendent in the Village, or the Police Chief may issue a special snow emergency statement advising the local media, radio station, major community employers and schools that conditions may adversely affect their operations. Appendix 6 to this section provides a list of contacts and phone numbers for various organizations that may be contacted. Social media may also be used.

During the winter season, frequent contact is made between the School Management staff and the Public Works staff regarding road and weather conditions. Public Works' role is solely to provide information on current and anticipated road conditions. Any decisions relative to late school openings or school closure rests entirely with School Management staff.

## **RESOURCES AVAILABLE TO ASSIST IN THE PLANNING AND EXECUTION OF WINTER OPERATIONS**

In order to provide timely winter services and to gauge the level of activity required prior to, during and following winter storms, the following are utilized:

Weather forecasts are provided by the National Weather Service located at Burlington International Airport (862-2475). In addition, the weather forecasts are broadcast continually and receivers monitor this forecast at the Public Works buildings.

Weather forecasts are provided by local radio and television stations, including the dedicated weather channel on cable television, and through the internet at [www.intellicast.com](http://www.intellicast.com); [www.nws.noaa.gov](http://www.nws.noaa.gov) and [www.accuweather.com](http://www.accuweather.com)

Road and weather conditions throughout the State are monitored by the State Transportation Agency in Montpelier and this information can be obtained by calling 511. Two state radio frequencies also can be monitored on the scanner for current information.

State highway frequencies: 159.075 (car to car) and 159.195 (District wide)

VTRANS also provides weather information of interest to municipalities directly to the Highway Departments through the VT. Local Roads Program.

Assistance is available on local road conditions from the Essex Police Department. During off-duty Public Works hours (3:30 PM to 7:00 AM), the Public Works Departments utilize information provided by police officers on duty/patrol as well as the on-call public works employee. To provide the best possible response in the shortest time, it is important that timely and accurate information be provided by the Police Department and conveyed to Public Works at the time contact is made. The needed input is identified in Section 1, Appendix 10.

## **WINTER UTILITY OPERATIONS**

Prior to the onset of winter, the Water/Sewer Departments of each Public Works Department will:

1. Check hydrants and valves to insure their operability
2. Flag all hydrants for winter locations
3. Inventory and order necessary emergency materials
4. Insure that used fire hydrants are drained prior to winter
5. **Drain hydrants that have been activated by the Fire Department**

During storms, the Water/Sewer Departments may be called upon to assist in snow and ice clearing operations. Although it is anticipated that the winter highway operations will be primarily handled by the highway crew, selected water/sewer employees will also be utilized as the need arises for qualified plow operators. This use of water/sewer personnel may be on a set schedule or to meet overtime needs or relief plowing during extended storm durations.

Following storms, Water/Sewer Department employees shall endeavor to clear snow and ice from around hydrants and to clear access lanes to pumps stations, as possible and as time allows within the normal workday. It is acknowledged that the municipal workforce cannot clear all hydrants within the community following each winter storm and that access to hydrants during the winter cannot be effective without a joint effort between the municipal workforce and affected landowners. To help achieve the goal of keeping hydrants clear, the Public Works Department will coordinate with the Police Department for use of volunteer and neighborhood groups to shovel hydrants (Adopt a Hydrant Program) as well as assistance from the community's Fire Departments.

The Water/Sewer Department also has responsibility for repair of broken and frozen water mains, within the overall limit of municipal responsibility up to and including the service curb stop. Frozen service lines are the responsibility of the owner and not the municipality. The municipality may provide assistance but is not required to provide assistance on non-public portions of the municipal water system.

In the event of a power failure at any of the "canned" wet-well/dry-well pump stations, the Town and Village have a number of portable generators and mobile pumps which can be connected to any of these stations.



When fire hydrants are used by the Fire Departments during the winter, the Fire Department will notify the Police Dispatcher immediately following the fire and identify the used hydrants by number. The Police Dispatcher will immediately notify Public Works through the alert notification roster, so the hydrants can be drained before they freeze.

## **APPLICABLE ORDINANCES/LAWS/LEGAL RULINGS**

### **Winter Parking Bans**

Both communities have adopted winter parking bans.

Section 815 of the Village of Essex Junction Municipal Code states that:

*“No person shall park or leave unattended a vehicle of any type on any street, road or right-of-way in the Village of Essex Junction during the period December 1 through April 1 of the next year between the hours of 12 midnight and 7 a.m.”*

Section 7.20.050 of the Town of Essex Municipal Ordinances states that:

- A. *“No person shall park or leave unattended a vehicle of any type on any street, town road, alley, lane, park or public grounds in the town of Essex and the village of Essex Junction during the period of December 1<sup>st</sup> through April 1<sup>st</sup> of the next year between the hours of midnight and 7 a.m.*
- B. *The parking or leaving of any vehicle in violation of this section is hereby deemed a nuisance.”*

### **Towing of Vehicles:**

Parking violation will result in the towing of vehicles. The Village towing procedures and requirements are defined in section 825 of the Village Municipal Code. The Town’s towing requirements are defined in Chapter 7.24 of the Town Ordinances. Copies of these documents are contained in the Appendices for Section 2 and 3.

### **State Laws Relevant to Winter Operations:**

Title 19, Section 1111, Vermont Statutes Annotated Permitted Use of the Right of Way makes it unlawful to "...develop, construct, re-grade or resurface any driveway, entrance or approach or build a fence or building, or deposit material of any kind within, or to in any way, affect the grade of a highway right of way, or obstruct a ditch, culvert or drainage course that drains a highway, or fill or grade the land adjacent to a highway so as to divert the flow of water onto the highway right of way, without a written permit from the Board of Selectmen of a Town, as the case may be". Title 19, Section 1111 prohibits encroachment of the Town or Village right-of-way without prior approval by the Selectboard or Trustees. Objects in the ROW are placed there at the owner's risk and the Town /Village assumes no responsibility for any damage to objects placed in violation of the statutes. Common items damaged are fences placed within the municipal ROW, flowerpots, basketball hoops, etc.

Also, Title 19, Section 1105, states that "...A person other than a municipality acting with respect to highways under its jurisdiction who places or causes to be placed an obstruction or encroachment in a public highway or trail, so as to hinder or prevent public travel, or to injure or impede a person traveling on the highway or trail, shall be fined not more than \$1,000.00 plus the actual costs of repairing the damage and a reasonable attorney's fee, to be recovered in a civil action in the name of the town or state. One or more items of logging or other equipment temporarily within the right-of-way of a trail shall not be actionable under this section if located in such a way as not to unreasonably impede passage. If the court finds that an action under this section was brought without substantial basis, the court may award a reasonable attorney's fee against the person bringing the action."

Title 24, Section 2291, Enumeration of Powers provides "...For the purpose of promoting the public health, safety, welfare and convenience, a town, city or incorporated village shall have the following powers:

...to provide for the removal of snow and ice from sidewalks by the owner, occupant or person having charge of the abutting property."

Title 23, Motor Vehicles, Section 1104(a)

....." Stopping prohibited

- (a) Except when necessary to avoid conflict with other traffic or in compliance with law or the directions of an enforcement officer or official traffic control device, no person may:
  - (1) Stop, stand or park a vehicle:
    - (A) on the roadway side of any vehicle stopped or parked at the edge or curb of a street;
    - (B) on a sidewalk
    - (C) within an intersection
    - (D) on a crosswalk"

In June of 2010, the State Supreme Court held that plowing snow onto property adjacent to a public highway is not a trespass or unconstitutional taking of property for public use. A copy of the full excerpt from this Court finding is included in the Appendix. The Town and Village will make reasonable attempts to evenly distribute plowed snow between and among neighboring properties. However, the location of driveways, fire hydrants, mailboxes and the like may not enable an "equal" distribution of plowed snow along roadways. Neither the Town nor the Village has the resources in terms of manpower, equipment or funds to expend time and effort in redistribution of snow piles along roadways. The primary function and objective of the departments during the winter is as designated in the jointly adopted resolution in the Winter Plan, i.e., . . . "The Town will endeavor to keep Town roads and designated walkways in a reasonably safe condition for travelers" . . .

Title 23, Section 1126a, Depositing snow onto or across certain highways prohibited, states that ...."(a) No person, other than an employee in the performance of his or her official duties or other person authorized by the agency of transportation (in the case of state highways) or selectboard (in the case of town highways), shall plow or otherwise deposit snow onto the traveled way, shoulder or sidewalk of a state highway or a class 1, 2 or 3 town highway.

(b) Nothing in this section should be construed to be in derogation of any municipal ordinance regulating the deposit of snow within the limits of town highways."

The purpose of these statutes is to protect the public. The practice of plowing snow from driveways across Town roads (perpendicular to the road) without removing the pile by plowing with the road creates an obstruction which is dangerous. Shoveling snow into the roadway will cause similar problems. Once frozen, the piles can cause vehicles to lose control and can also cause damage to the vehicles.

The Public Works Departments will generally warn the responsible residents on the first occurrence. On subsequent violations, Public Works will notify the Police Department for appropriate action against motorists and residents who violate either the towing ordinance or obstruction statute.

Information flyers covering these topics have been developed to notify customers of violations of these regulations and ordinances. Such notices are not legally enforceable documents but do provide the basis for police enforcement if such warnings are ignored. Copies are contained in Appendix 13.

### APPENDIX 1

#### Pre-Winter Preparation, Orientation and Training

##### The Importance of Coordination

Update the operations plan yearly based on the previous years' experience and let the media, Police Department, Fire Department, School Department and other officials know about the plan. Conduct coordination meetings.

Know the plowing and spreading routes

1. All employees will make trial runs of their routes before winter to familiarize themselves with routes, road conditions, obstacles and problem areas. Remember that road conditions change from year to year and obstacles may be present now that were not there in the past. Plan fall meetings to familiarize road crews with their winter duties and all routes in case someone becomes ill and another crewmember must take over the route.
2. During trial runs, pinpoint drains and waterways that must be opened after every storm. Mark other structures that will be hidden from a plow, including fire hydrants, guard rails, drop inlets, catch basins and curbing ends. Discuss and mark, if needed, areas that have been consistent sources of complaints in the past.
3. Plan plowing routes to bring trucks back to storage facilities when they are almost empty of deicing material. This saves time and fuel.
4. Review the new development plowing plan with the full crew in late fall. Identify which new roads not yet accepted will be plowed by the Town.

Effective Radio/TV Communication

1. Review the alert notification roster and radio calls with all employees.
2. Check all radio equipment and insure that working spares are stockpiled at the garage.
3. Review the storm warning system with all affected employees.

##### Equipment - Operation and Maintenance

1. Each Public Works / **Highway** Superintendent is responsible for cross-training of operators in the use of all equipment. Equipment will not be operated by inexperienced personnel without supervision.

2. Prior to the onset of winter, the mechanic, superintendent and operator will perform complete vehicle inspections on all winter equipment to include at a minimum:
  - check of all wing and plow hydraulic systems to insure proper operation
  - check on the condition of moldboards, cutting edges
  - operation of snow plow hoists, towers, sanders and controls to include calibration tests for sand or salt spreading and operational checks of the computer-controlled material feed systems
  - brake checks, air and hydraulic hose checks
  - all vehicle lighting, including wiring and sockets on headlights, taillights, stop lights and turn signals. (Warning lights must be visible from all sides, whether bodies are raised or lowered).
  - replacement of side or end-body reflective tape as necessary
3. The Town mechanic and the Village Public Works/Highway Superintendent as appropriate will order and keep on hand an adequate emergency supply of critical equipment, such as tires, spreader repair parts, hydraulic fluid and fittings, tire chains, plow parts, lights.
4. The Public Works/Highway Superintendent will insure that operators perform and document preventive maintenance on a daily basis to include at a minimum:
  - inspection of tires for wear
  - checks on brakes and air systems
  - checks of hydraulic hoses for leaks
  - visible structural checks of frames and the pins holding the bed to the frame
  - all electrical equipment, especially lights, wiring and sockets
  - wipers
  - plow blade wear
  - safety equipment checks (see Appendix 8)

## Materials

1. The Public Works/Highway Superintendent are responsible for insuring that adequate supplies of sand, salt and other winter products are on hand prior to the start of winter.
2. The Public Works/Highway Superintendent are responsible for maintaining adequate supplies of gravel, pea-stone, salt, calcium chloride, liquid salt (brine) and other winter products throughout the winter.

## **Training**

Training will be conducted annually and as needed based upon the experience of the workforce on some or all of the following subjects in support of winter operations:

1. The winter snow plan
2. How salt, salt brine, calcium chloride and other deicing agents work
3. How and when to use the appropriate materials and mix of materials
4. Application rates/salt reduction
5. Special storm situations/ review of problems and complaints from previous year
6. Special deicing problems/locations
7. Winter safety considerations
8. Police/Public Works communications
9. Parking/towing ordinance
10. Public relations/complaint procedures / interaction with the public
11. Other subjects as appropriate
12. Accident procedures
13. Record keeping on material usage

### APPENDIX 2

#### Continuing Operations During Non-Storm Periods

Soon after a storm event or during periods of lessened storm activity, a number of operations need to take place to insure readiness for subsequent winter operations.

Equipment needs to be inspected, using preventive maintenance techniques, and repairs made as necessary. Special attention needs to be given to tires, brakes, snowplows - including wings, shoes, bearings, spinners and chloride feed systems.

Written documentation is needed on a daily basis by each equipment operator during the winter on the hours plowed, the amount and type of materials used and any identification of ongoing problems or hazards that need be addressed.

Plow routes need to be driven and checked for identification of problems, especially illegal plowing by driveway contractors, problem mailboxes, snow castles, etc. It is the responsibility of the route driver to identify these problems and report them to the supervisor.

Materials, especially salt, need to be reordered to try and provide an adequate stockpile on-site.

It is important to wing-back snow on road shoulders following each major deposition of snow and to clear critical areas to make room for future storage. If the snow bank height becomes excessive, the top of banks will have to be cut down for proper visibility or future snow storage. If the snow is allowed to melt in place and refreeze, the result is a heavily compacted mass which cannot be moved without considerable effort by snow plows. Therefore, winging-back is an ongoing function which needs to be addressed as soon as storms subside and the amount of stockpiled snow dictates that winging-back is needed.

It is important that roadway drains and catch basins be kept open to allow melting ice and snow to run off. A salt or solid calcium chloride application may be needed to free them of ice and snow.

Following a storm, generally within 48 hours, an investigation will be made of all complaints received during the storm. The investigation will be completed by the Director, Superintendent, Foreman or their designated representatives. Their findings shall be made known to the complainant as soon as practicable.

During non-storm periods, municipal sidewalk plowing will not be extended to areas not covered under the Winter Operations Plan sidewalk plan. Plowing sidewalks during the winter season that have not previously been plowed can result in damage to equipment, infrastructure and property that is hidden under the snow cover.

#### **Hauling of Snow: The Town outside the Village**

The Winter Operating Plan does not include hauling snow in the Town outside the Village. The Town plowing equipment is configured to haul and spread winter products – sand, salt and other materials. It is not configured to haul snow with major, time consuming and labor-intensive changes to the equipment. In addition, the Town has no location established and permitted for ecologically safe dumping of snow.

However, at specific locations, intersections, cul-de-sacs without storage space, school bus route problem areas or sites of repeated accidents, the Town may selectively utilize the loader and contract dump trucks to haul limited quantities of snow from a specific site. The principle purpose of snow removal is for the public's safety and not for the convenience of the public. The hauled snow shall be dumped on Town owned land where it will have the least possible impact on the environment. The location will be determined by the Public Works Director or Superintendent.

### **Hauling of Snow: The Village**

The Village hauls snow from a number of select locations to include but not necessarily limited to Railroad Street and the parking lot serving the Village offices. As determined by the Village Public Works Superintendent, snow may also be hauled from approximately 16 cul-de-sac locations. The designated snow storage area is at the Village Wastewater Treatment Facility.



**APPENDIX 3**

**Post-Winter Follow-Up**

Review the winter snow clearing operations as soon as possible in the spring with all in-house personnel and outside affected groups, including fire, rescue, police, schools, industry, the public and elected officials to obtain input for improvement in the coming season.

Give all equipment a thorough maintenance check after the last snowstorm of the winter.

1. Sandblast and paint all plows, blades and spreader assemblies as appropriate.
2. Order new plow blades and other equipment as necessary.
- 3.. Oil and grease all moving parts before storing equipment.

Schedule summer construction for areas where road defects have resulted in problems all winter long, such as but not limited to ice patches, frost heaves, and poor ditching.

Identify new equipment needs for improving operations.

Provide the opportunity for employees to attend snow conferences and other events to broaden their understanding of snow clearing operations and to become aware of changing equipment and technology.

Develop and maintain a list of the significant complaints and/or plow route or technique changes that occurred during the past winter. Use these notes to develop changes to plow routes or special situations for incorporation into the Winter Operations Plan for the next year.

### APPENDIX 4

#### Material Application Guidelines

Application rates and use of various materials will need to be adjusted not only for different storm events but also during each event. Storms seldom do what they are predicted to do. During a snow or ice event, traffic volumes and patterns will vary. All these variables are the reason that all application tables relating to snow and ice control refer to themselves as guidelines. Important things to remember include:

##### Techniques:

Common sense and careful adherence to material application rates are key components of an effective snow removal operation. Also, timing is critical in applying salt, salt brine, calcium chloride, other deicing products or mixes and sand. Deicing should begin as soon as the snow starts to accumulate to keep snow and ice from bonding to the pavement.

Take advantage of nature when deicing. Let the wind help to spread salt or sand over the road. On elevated curves, let gravity work by spreading on the high part of the curve.

Sand does not melt anything. It has ability to aid in traction and that is it. It may be used in a mix with salt or other de-icing products during a freezing rain event or when temperatures are so low as to render deicing agents useless.

Always plow before applying any kind of chemical. If the blade can scrape anything off the pavement, it should be down.

Higher traffic volumes will aid in the melting of snow and ice. In general application rates can be lower on these roads.

To know when to reapply deicer on the road, watch the tires of cars travelling along the road. If snow falls directly behind the tires, it is time to reapply salt. If snow fans out under the tires, the deicer is still working. When snow begins to accumulate, generally plow and stop the application of deicer.

Higher traffic speeds will sweep straight salt off the road leaving less deicing product on the road, which reduces its ability to address the precipitation.

Remove snow, if necessary, from intersections, sharp corners and bends to improve visibility.

It is not cost effective to use dry salt when pavement temperatures are below 15 degrees F.

Give salt and treated salt time to work. Generally apply salt or brine early to create a brine at the snow/road interface and salt late for clearing.

Increase salt application during the night and on sunless days when the temperature drops sharply. Without the sun, you lose the effect of pavement radiation and warmth.

Know the pavement temperatures and their trends. Pavement temperature is affected by sunshine, clear skies at night, air temperature and wind. Pavement temperatures in the spring on a sunny day are often sufficiently high that salting is not needed other than on bridges or heavily tree canopied roadways.

Adjust the spinner speed to the lowest possible for the conditions.

The goal should be to never melt everything. It should be to break the bond to the pavement made by the snow and ice.

Sometimes, it is best to do nothing or postpone plowing until there is a build-up on the road.

The table on the following page is taken from the American Public Works Association document entitled Municipal Snow and Ice control by Matt Wittum, latest version dated August 2014.

These rates are not fixed values, but rather the middle of a range to be selected and adjusted by an agency according to its local conditions and experience.

			Lbs. / one -lane mile			
Pavement Temp. (°F) and Trend (↑↓)	Weather Condition	Maintenance Actions	Salt Pre-wetted/ Pretreated with Salt Brine	Salt Pre-wetted/ Pretreated with Other Blends	Dry Salt *	Winter Sand (abrasives)
	Snow	Plow treat intersections only	80	70	100*	Not Recommended
>30° ↑	Frz. Rain	Apply Chemical	80	70	100*	Not Recommended
	Snow	Plow & apply chemical	80	70	100*	Not Recommended
30° ↓	Frz. Rain	Apply Chemical	150	130	180*	Not Recommended
	Snow	Plow & apply chemical	120	100	150*	Not Recommended
25-30° ↑	Frz. Rain	Apply Chemical	150	130	180*	Not Recommended
	Snow	Plow & apply chemical	120	100	150*	Not Recommended
25-30° ↓	Frz. Rain	Apply Chemical	160	140	200*	400
20-25° ↑	Snow or frz. Rain	Plow & apply chemical	160	140	200*	400
	Snow	Plow & apply chemical	200	175	250*	Not Recommended
20-25° ↓	Frz. Rain	Apply Chemical	240	210	300*	400
	Snow	Plow & apply chemical	200	175	250*	Not Recommended
15-20° ↑	Frz. Rain	Apply Chemical	240	210	300*	400
15-20° ↓	Snow or frz. Rain	Plow & apply chemical	240	210	300*	500 for frz.rain
0-15° ↑↓	Snow	Plow, treat with blends, sand hazardous areas	Not Recommended	300	Not Recommended	500 spot treat as needed
< 0°	Snow	Plow treat with blends, sand hazardous areas	Not Recommended	400**	Not Recommended	500 spot treat as needed
* Dry salt is not recommended It is likely to blow off the road before it melts ice.						
** A blend of 6-8 gal/ton MgCl <sup>2</sup> or Ca Cl <sup>2</sup> added o NaCl can melt ice as low as -10°						

### Deicing Application Rate Guideline 12' of pavement (one lane)

**APPENDIX 5**

**List of Radio Call Numbers**

**NOT AVAILABLE IN PUBLIC VERSION**

**Section 1**

**APPENDIX 6**

**Contacts for Winter Storm Emergencies**

**NOT AVAILABLE IN PUBLIC VERSION**

**Section 1**

**APPENDIX 7**

**List of Contractors for Assistance**

<b><u>NAME</u></b>	<b><u>TELEPHONE #</u></b>
<b>Ormond Bushey &amp; Sons, Inc. (Ormond) 2 Bushey Lane Essex Jct., VT</b>	<b>872-8110</b>
<b>John Leo &amp; Sons P.O. Box 8265 Essex, VT 05451</b>	<b>878-4982</b>
<b>Don Weston Excavating, Inc 349 Commerce Street Williston, VT 05495</b>	<b>860-1566</b>
<b>Dave's Rubbish Removal 6 Curtis Avenue Essex Jct., VT 05452</b>	<b>878-2668</b>
<b>Wayne Russin Excavating Underhill, VT 05489</b>	<b>899-3396</b>
<b>S and D Landscapes 66 Logwood Circle Essex, VT 05452</b>	<b>879-8970</b>

**Winter Safety Practices****Personal Safety**

The potential for personal injury increases significantly during winter operations due to the effects of cold temperatures, inclement weather, long periods of continuous operation, working in traffic areas during storm conditions and the tendency to "rush" to handle emergencies. Each employee needs to take personal responsibility for his/her own safety by exercising common sense and good judgment. To help prevent cold weather injuries, the following guidelines are provided:

**Wear Proper Clothing**

1. Dress in loose-fitting layers for the most adverse conditions expected. Loose clothing allows the blood to circulate freely which helps prevent frostbite. Layers can and should be removed while in a heated cab; however, all appropriate clothing, i.e., wet or cold weather outer-garments needs to be carried in the vehicle each time the vehicle leaves the garage. The gear has to be available in the case of an accident, vehicle breakdown or assistance to other drivers.
2. Protect your feet by wearing warm, dry boots; keep dry socks and wet weather boots readily available for use. When outside vehicles, non-insulated boots will not keep your feet warm if you remain inactive or motionless for long periods.
3. Keep an extra pair of dry gloves in the vehicle.
4. When outside the cab, wear a cold weather hat that protects the ears from frostbite. Heat loss from the body is more rapid when a hat is not worn.

**Prevent Dehydration**

1. The first evidence of dehydration is dark, yellow-colored urine. Other indicators are slow motion, no appetite, stomach sickness, drowsiness, tingling in the arms and difficulty in walking.
2. Carry fluids in the vehicle -- water, tea, coffee, soup. Any employee using alcohol on the job or driving under the influence of illegal drugs or alcohol will be subject to immediate suspension or termination.



### **Recognize Symptoms of Common Injuries/Life Threatening Conditions**

#### **3. Exposure to cold and wind chill factors**

Wind, in combination with cold temperatures, creates an equivalent lower temperature. A 0°F actual temperature with a 15 mph wind is equivalent to -24°F temperatures.

Initial symptoms of exposure to cold include shivering, numbness, low body temperatures, drowsiness and marked muscular weakness.

Treatment involves getting to a warm area as quickly as possible, re-warming by adding clothing, wrapping in a blanket, drinking of hot liquids.

#### **2. Frostbite**

Frostbite results when crystals form in the fluids and underlying soft tissues of the skin. The effects are more severe if the injured area is thawed and then refrozen. Frostbite is the most common injury resulting from exposure to cold elements. Usually, the frozen area is small. The nose, cheeks, ears, fingers and toes are most commonly affected. Just before frostbite occurs, the affected skin may be slightly flushed.

Symptoms include: skin becomes white, gray or waxy yellow; skin tingles, then becomes numb; pain may occur, then let up - pain will be intense during thawing; blisters may form; the area of frostbite swells and feels hard.

Treatment includes:

- (1) Protect the frozen area from further injury
- (2) Gradually warm the frostbitten area as soon as possible
- (3) Seek medical assistance immediately in the case of severe frostbite.

### 3. Snow blindness

Snow blindness occurs when the ultra-violet rays of the sun are reflected from a snow-covered surface.

Symptoms include: gritty feeling in your eyes; pain over the eyes; red, watery eyes.

Prevention: use sunglasses on bright sunny days

Treatment: wet compresses applied to the eyes, blindfolding the eyes, rest and recovery.

### 4. Carbon monoxide poisoning

Carbon monoxide is a deadly gas and is particularly dangerous because it is odorless and colorless.

Symptoms include: headaches, dizziness, yawning, a sick stomach and ringing ears in cases of mild poisoning. Severe cases will cause the heart to throb or flutter.

Treatment involves getting ventilation or outside air. Unconscious victims should be given mouth-to-mouth resuscitation and medical assistance obtained immediately.

### **Equipment Safety**

Perform all pre-operation checks of vehicles to insure that critical vehicle systems are operational before leaving the garage.

Check each vehicle for working safety/emergency equipment onboard to include:

1. flashlight
2. fire extinguisher
3. first aid kit
4. safety flares
5. warning signs with reflectors
6. operational communications equipment
7. shovel, hammer, pliers, screwdrivers
8. safety vests

Do not exceed appropriate speeds for the equipment or operation. Obey posted speed limits.

## **Operational Safety**

The **Public Works/Highway Superintendent** is responsible for routinely checking fatigue levels and switching/relieving drivers as necessary. In general, operators should not exceed shift lengths of 16 hours, except in extreme emergencies. The **Public Works/Highway Superintendent** also needs to pre-qualify drivers to ensure that they have the capability and skill to operate assigned equipment.

On Town vehicles, the mechanic will routinely check vehicles to verify operator preventive maintenance and to check on the operational capability of the equipment. On Village vehicles, the Public Works Superintendent performs this task.

Operators need to be especially cognizant of the following situations:

1. Changes along the route, such as relocated mailboxes, new curb cuts, deep ditches, etc.
2. Pedestrians in the roadway or in a position where thrown snow can knock an individual down.
3. Children playing in snowbanks; snow forts.
4. Inability to see immediately behind vehicles, especially when backing up.
5. Crowding the centerline.
6. Excessive speed.

Safety briefings will be held as part of the Snow Day session and periodically during the winter on at least a monthly basis.

**APPENDIX 9**

**Section 1**

**Adjacent Towns' Contact Lists**

**NOT AVAILABLE IN PUBLIC VERSION**

**APPENDIX 10**  
**Winter Notes to Police**

1. Is the problem Town-wide, restricted to one area of Town or at a specific location?  
The problem location needs to be defined as accurately as possible.
2. What is the specific nature of the problem?  
  
Snow - How much is on the road(s) and how much is falling? Is the problem on paved or gravel roads or both?  
  
Ice - How severe is the condition and is it widespread or site specific? Is the problem on paved or gravel roads or both?  
  
Miscellaneous - explain what the problem is in as much detail as possible.  
  
Debris - What is it (i.e., tree in road)? What is its size? Is it blocking all traffic or only one lane, etc.?  
  
Washouts - How large an area is affected (size) and is the washout in progress or over?  
  
Emergency Access - Police, Fire or Rescue cannot get to a location because of specific road conditions or problems.
3. What is being done by the Police Department pending arrival of Public Works employees?  
  
Will the Officer remain on site?  
Will barricades be put up?  
Will roads be closed?  
Will Fire/Rescue be contacted?  
Will the media be contacted?
4. A decision on what effort is needed to correct the problem will be made by the Public Works Department. However, any input from the Police Officer on site may assist Public Works in the timely arrival of help.

**APPENDIX 11**

**Warning Notes/Fliers**

- 1. PARKING BAN**
- 2. CHILDREN WARNING**
- 3. SNOW ON WALKS**
- 4. HIT MAILBOX**
- 5. MAILBOX INSTALLATION/CORRECTION**

**Town of Essex  
Village of Essex Junction  
Department of Public Works  
Police Department**

Town Public Works 878-1344  
Village Public Works 878-6944  
Police Dept. 878-8331

**“No person shall park or leave unattended a vehicle of any type on any street, town road, alley, lane, park or public grounds in the Town of Essex or the Village of Essex Junction during the period of December 1<sup>st</sup> through April 1<sup>st</sup> of the next year between the hours of midnight and seven a.m. (Section 7.20.050A of the Town Ordinance)”**

**The ban applies whether or not it snows.**

**Vehicles found in violation of the Town or Village Towing Ordinance shall be towed and subject to a fine.**

**The owner of vehicles parked within the Town or Village right-of-way may also be liable for damages.**

**Town of Essex  
Village of Essex Junction  
Department of Public Works  
Police Department**

Town Public Works 878-1344  
Village Public Works 878-6944  
Police Dept. 878-8331

**A WARNING**

**Do not allow your children to play on or build fort or tunnels in roadside snow banks. Snow plows cannot change their speed or direction quickly enough to prevent injury or death to children playing in the snow banks.**

**Town of Essex  
Village of Essex Junction  
Department of Public Works  
Police Department**

Town Public Works 878-1344  
Village Public Works 878-6944  
Police Dept. 878-8331

**REMINDER:**

According to Title 19, Section 1111B of the Vt Statutes, "it is illegal to deposit material of any kind within, or in any way affect the grade of a highway right of way without a written permit from the Board of Selectmen of a Town."

It is illegal to remove snow from private property and deposit it on the sidewalk, roadway or against such authorized structures such as fire hydrants.

Under Title 19, Section 1105, . . "A person other than a municipality who places or causes to be placed an obstruction or encroachment in a public highway or trail so as to hinder or prevent public travel, or to injure or impede a person traveling on the highway or trail, shall be fined not more than \$1,000 plus . . ."

***PLEASE CONSIDER THIS A WARNING.***

**Town of Essex  
Village of Essex Junction  
Department of Public Works**

Town Public Works 878-1344  
Village Public Works 878-6944  
Police Dept. 878-8331

The Public Works Dept. has determined that the damage to your mailbox was done by a Town/Village plow truck. A municipal employee will either repair your mailbox and/or post or install a standard new one, depending on the extent of the damage sometime in the next few days.

In some cases where poles/posts are damaged, a temporary fix will be made until a permanent replacement is installed in the spring.

The Selectboard and Trustees have established an upper limit for mailbox reimbursement of **\$50**.

Residents with specialty mailboxes costing more than this amount will be limited to the stated reimbursement.

To report a damaged mailbox, please call the Town or Village Public Works Office as appropriate during normal working hours Monday through Friday, 7:30 a.m. to 4:30 p.m.



**Town of Essex  
Village of Essex Junction  
Department of Public Works  
Town Public Works 878-1344  
Village Public Works 878-6944**

**MAILBOX CORRECTION NEEDED**

**Please make the following corrections to your mailbox to reduce the chance of damage during winter plowing operations. The mailbox is:**

- ☐ **Leaning forward, needs to be straightened**
- ☐ **Too close to road, move back**
- ☐ **Too low, raise to appropriate height**
- ☐ **Secure fastener(s) / Connection loose**
- ☐ **Other**

**American Association of State Highway and Transportation Officials (AASHTO) "A Guide for Erecting Mailboxes on Highways"**

- **Height - - 42" to 48" from road surface**
- **Setback - -  
with curb - - 6" to 12" from face of curb  
uncurbed - - a minimum 12" from the  
edge of pavement**

## APPENDIX 12

### Vermont Supreme Court Ruling 2010

Vermont Supreme Court: Snow and Snowplowing are Facts of life in Vermont; Trespass and Takings Claims must be Dismissed.

In a decision very favorable to Vermont municipalities, the Vermont Supreme Court has held that plowing snow onto property adjacent to a public highway is not a trespass or unconstitutional taking of property for public use. *Ondovchik Family Limited partnership v. Agency of Transportation*, 2010 VT 35

The plaintiff, Ondovchik Family Limited Partnership (OFLP), is a property owner in Shelburne. As a result of the expansion of State Route 7, a building on the property is located less than eight feet from the highway. OFLP complained that the Vermont Agency of Transportation's (VTrans) snowplows propel snow and contaminated water runoff across the sidewalk and onto OFLP's building and brought suit. The Vermont Supreme Court held that VTrans is under a lawful duty to remove snow from Vermont's highways and this duty carries with it the privilege to deposit snow on adjacent property so long as this action is reasonably necessary to performance of the duty. VTrans has discretion to choose an efficient method of removing snow, even if the method it chooses causes some intrusion into or incidental damage to adjacent property.

OFLP also asserted that VTrans' plowing activities resulted in a taking of its property for public use, in violation of the Fifth Amendment of the United States Constitution, Article 2 of the Vermont Constitution. The Supreme Court rejected this argument as well, stating, "When winter road maintenance activities result in the intermittent snow throw and water runoff, it is an incidental incursion only and does not represent the kind of invasion that would amount to a taking."

OFLP's injury was no different than those of other landowners whose property fronts on plowed roads, all of whom benefit from having the roads plowed and who must "deal with the consequential and incidental incursions and damage that snow throw and water runoff may cause." The Court noted that "snow and snowplowing are facts of life in Vermont, and we do not find a cause of action when defendant had done nothing more than protect public safety by plowing roads that it has an ongoing legal duty to plow."

Vermont municipalities maintain approximately 11,500 miles of local highways, about five times the number of miles maintained by the state. The Supreme Court's common sense approach to the inevitable consequence of winter and snowplowing is welcomed by all. A copy of the decision is at <http://info.libraries.vermont.gov/supct/current/op2009-182.html>

*Jim Barlow, Senior Staff Attorney, Municipal Assistance Center.*

***VLCT News, June 2010***

**SECTION 2**  
**WINTER OPERATIONS**  
**SPECIFIC TO THE**  
**TOWN**  
**OUTSIDE THE VILLAGE**

## SECTION 2

### WINTER OPERATIONS SPECIFIC TO THE TOWN OUTSIDE THE VILLAGE

General.....	T1
Pager Responsibility.....	T1
Determination of Operations.....	T2
Control Center.....	T2
Equipment.....	T2
Materials.....	T2
Snow plowing and Sanding/Salting Operations.....	T3
Special practices for 2019-2020.....	T9
Snow Removal on State Highways in the Town of Essex.....	T11
Use of sand/Salt from the Town Highway Garage.....	T12
Mailbox and Encroachment in the Town Public Right of Way.....	T12

#### Appendices

Appendix A	Organizational Chart of the Town Public Works Department
Appendix B	<del>Town Vehicle/Route Assignments</del> (Internal Distribution)
Appendix C	Town Equipment for Snow Operations
Appendix D	Maps of Highway Routes (Town)
Appendix E	<del>Town Notification List</del> (Internal Distribution)
Appendix F	Town Winter Materials Usage Report
Appendix G	Town Towing Ordinance

## SECTION 2

### WINTER OPERATIONS SPECIFIC TO THE TOWN

### OUTSIDE THE VILLAGE

#### General

The Town of Essex Public Works Department has the responsibility of maintaining essential services on over 75.68 miles of accepted Town roadways, 23.16 miles of which are gravel and 52.50 miles paved, as well as over 58 miles of waterline, over 53 miles of walks and paved paths, over 30 miles of sewer, over 1,700 catch basins and associated piping and maintenance of public buildings. A significant portion of the Department's overall efforts are directed towards maintaining the essential transportation and utility services during the winter season.

The Public Works Director has direct responsibility for management of the Department, acting under the general policy direction of the Unified Manager and authority of the Selectboard. The Public Works Director manages seven functional areas within the Department - Administration, Engineering, Vehicle Maintenance, Highway, Conservation, Water/Sewer and Public Buildings. The day-to-day operations of Vehicle Maintenance, Highway and Public Buildings are supervised and coordinated by the **Highway** Superintendent. The **Highway** Superintendent is responsible for winter field-crew operations. Administration is the primary responsibility of the Public Works Secretary. The Town Engineer/Utility Director is responsible for the Water/Sewer and Engineering Divisions and acts for the Public Works Director in his absence. Section 2, Appendix A contains an organizational chart identifying Department structure; section 2, Appendix B lists vehicle and route assignments; Section 2, Appendix C lists vehicles available for plowing.

The general procedures used by the Town during winter operations have been identified in Section 1. More specific details on Town operations are as follows:

#### Pager Responsibility

During the winter of **2019-2020**, the non-working-hours pager responsibility will be shared among selected Public Works Highway Level III and IV employees rotating on a published schedule. The person carrying the pager will make an initial determination on how the storm event will be handled. The employee with the pager will be temporarily in charge of operations until the Public Works Superintendent, Highway Foreman or Public Works Director arrives and takes over responsibility. A list of persons carrying the pager and dates has been published and is in effect.

If contact cannot be made with the Highway Pager, the **Highway** Superintendent should be paged followed by use of the Notification list identified in Section 2, Appendix E.

## **Winter Storm Operations**

### **Determination of Town Operations**

Using the resources available to the Town and judgment based on experience, the Public Works Superintendent or his designated representative will determine the appropriate level and timing of snow and ice control to be performed by the Department. The Superintendent of Public Works or his designee will contact employees in the Department using the alert notification list.

### **Control Center**

Upon notification, employees at the Highway Garage on Sand Hill Road complete a pre-startup check of equipment and proceed to perform the necessary snow and/or ice clearing operations. The Control Center is contacted either using the Highway Garage telephone number or the Superintendent's number.

### **Equipment**

To support the operation, the Department has equipment available as noted in Section 2, Appendix C. Three 7 cy dump trucks have automatic salt calibration devices installed (#103, #107, #105) as well as all three of the 3 cy dump trucks (low pro's #112, #104 and #123). The remaining "gravel" road 14 cy dump trucks do not have calibration devices installed. Trucks #103, #107 and #105 are equipped with liquid application tanks for use in pre-wetting the salt at the spinners using either liquid salt brine (NaCl) or Calcium Chloride.

### **Materials**

At the Highway Garage yard located on Sand Hill Road, ice and snow clearing materials are stockpiled for use during the winter season. The materials used by the Town are:

1. 5,000 to 6,000 tons of sand.
2. Approximately 500 tons of salt are maintained on-site in covered salt sheds. Usage increased last winter due entirely to winter weather conditions. In recent preceding years salt usage has generally been lower due to less severe winter weather, improved application and control equipment on more trucks, increased monitoring, supervisor direction on salt application and greater use of a variety of products, matched against the temperature, road condition and precipitation level.

As the on-site stockpile of salt is depleted, additional salt is ordered. The Town source currently being used is:

Cargill Salt Company  
c/o Barrett's Trucking  
16 Austin Drive  
Burlington, VT 05401

Other potential sources are:

American Rock Salt Co, LLC  
P.O. Box 190  
MT. Morris, NY 14510  
Contact: Christine Tandy

Apalachee LLC  
1423 Highland Ave  
Rochester, NY 14620

3. 3,500 gallons of 32% liquid calcium chloride are stockpiled in a weather-protected fiberglass storage tank at the Highway Garage. This material is utilized in connection with rock salt to speed the thawing process and depress the thaw point.

4. Salt brine may be utilized under certain conditions. The salt brine is used sparingly to pre-wet roads prior to a storm when temperatures are 32° or slightly lower and to routinely pre-wet salt distributed off the plow-truck spinner. Salt brine is only effective within a narrow range of temperatures and weather conditions, and therefore, the Town only has a stockpile of 500 to 600 gallons available for use during a given storm.

5. Other alternative chemical/organic products will be purchased and stored this year for use during low temperature situations. One product used in 2017-2018 was Ice-be-Gone (Magic Salt). It will be sprayed onto a portion of the stored salt and will be used at temperatures around 15 degrees or lower.

### **Snow Plowing and Sanding/Salting Operations**

The Public Works Department has organized the equipment into seven major routes for routine operations. During very heavy snowfalls, the road grader may be used on an eighth route in the northeast quadrant to free up one additional dump truck to assist in clearing other priority routes. In general, two heavy-duty dump trucks (14 cy capacity each) plow and spread sand on the gravel roads and certain designated paved roads, three heavy-duty dump trucks (7 cy) and three medium duty dump trucks (3 cy) plow and spread salt on the paved roads. The routes are described in section 2, Appendix D. Each complete route for a single truck is approximately 35 miles in length and takes in excess of four **to five** hours to complete, once a major snow event is over.

1. The routes have been established to provide highest priority coverage to the roads with heaviest usage (the major arterials) and history of severest conditions and/or accidents. The highest priority roads for each designated route are:

S.Wilson Paved Route (Truck 105 – 7 cy)

Susie Wilson Road  
Susie Wilson Road Bypass  
Kellogg Road  
Gardenside Lane

Susie Wilson Support Route (Truck 123 – 3 cy)

Old Colchester Road  
Gentes Road  
Pinecrest Drive

NW Gravel Roads (Truck 106 – 14 cy)

Brigham Hill Road  
Lamore to Discovery  
Chapin Road  
Lost Nation Road to Discovery Road  
Discovery Road

Central Route A (Truck 103 – 7 cy)

Essex Way  
Towers Road  
Old Stage Road  
Clover Drive  
Sydney Drive  
Hagan Drive

Central Route B (Truck 104 – 3 cy)

Billie Butler Drive/Carmichael Street  
Tanglewood Drive  
Lamell area  
Other roads within the plow route without sidewalks  
or school bus coverage

Central Route C (Truck 112 – 3 cy)

Upper Sand Hill Road area  
Foster Road  
Maplelawn Drive  
Margaret Street  
Deer Crossing  
Other roads within the plow route without sidewalks  
or school bus coverage



NE Gravel/Paved Route (Truck 108 14cy)

Weed Road  
Osgood Hill Road  
Bixby Hill Road  
Sleepy Hollow

SE Paved Route (Truck 107)

Lower Sandhill Road  
Valleyview Drive/Pinewood Drive loop  
North Williston Road  
Allen Martin Drive

2. The cycle capability of each vehicle will be maximized so that unnecessary reload trips are not made for re-supply of materials at the Highway Garage.

3. Plow routes are designed for mostly right-hand turns to avoid leaving windrows in intersections.

4. An intermediate priority will be given to collector streets with lesser traffic loads and a reduced history of accidents. (A collector street is one that is being used or will be used to carry a substantial volume of traffic from a minor street(s) to a major street or community facility, and normally includes the principal entrance street to a large subdivision or group of subdivisions, and the principal circulation streets within such subdivisions). Examples of this type of street are Greenfield Road, Greenbriar Drive, Sleepy Hollow Road, Brigham Hill Road, Indian Brook Road, Lost Nation Road, Willoughby Drive, etc.

Because of their location adjacent to collector streets, many minor streets (not including dead-end streets and cul-de-sacs) will be cleared concurrent with collector streets or immediately following the collector streets. Examples are Margaret Street, Lavigne and Perry Roads, Colonel Page Road and Pioneer Street.

Dead-end streets follow in priority.

Some collector, minor or dead-end streets may be cleared earlier in a given storm event to meet the objectives of cycling, access on steep grades and school routes/pick-up points/streets without school busing coverage.

Due to the inability of the 7 cy trucks to effectively clear many dead-end streets and cul-de-sacs, the operations plan has been revised to clear more of the dead-end roads with the intermediate plow trucks (3 cy). These trucks can clear the streets and dead-ends and not require that separate trips be made with pickups and one-tons. Clearing of cul-de-sacs and dead-end streets is extremely time-consuming. Very often these areas will not be cleared until well after all other clearing operations are completed. This also occurs when manpower is not available to man all Town equipment (extended storms, illness, etc.).

5. Within neighborhoods without school busing coverage or sidewalks, the Department will attempt to plow the neighborhood streets with at least one-pass of the road plow prior to 7 A.M. and will attempt to open these roads prior to school dismissal.

#### 6. Sidewalk plowing

a. Sidewalk plowing is limited in the Town due to a combination of available equipment, manpower and the nature of the infrastructure. Many of the sidewalks are older and at a width of 4 feet, with adjacent obstructions such as power poles, fences, rock walls and the like. Sidewalk plows cannot fit on many of these walks due to width conflicts. In a full storm situation, every truck is staffed by a single employee and one full-time employee is available for sidewalk plowing. This staffing assumes that no employees are out of work due to illness or other reasons. There is limited back-up through use of temporary help or re-assigned water-sewer employees.

b. Sidewalk plowing in designated areas will generally begin with the onset of a storm and end when the designated sidewalks are plowed. During some storm events, lack of equipment or manpower may prevent sidewalks from being plowed until after the end of the storm. When this occurs, sidewalk plowing is targeted for completion within 24 hours of the end of a major storm event.

c. The Town has 53 miles of sidewalks and paved paths. Prior to this winter, sidewalk plowing was done on 17 miles of walkways. The rationale used was based on the following statement taken from last year's winter operation plan.

*"Sidewalks have been chosen for clearing on high traffic roads where pedestrians may be at greater risk if they were to walk in the roadway and to provide at least "one side of the street" coverage from the entrance of major subdivisions to schools, commercial areas, library, etc. The intent of sidewalk plowing is to try and open sidewalk to a central point within the major developments on the main entrance road to the development."*

d. For the winter of 2019-2020, the changes made for last winter to the sidewalk plowing plan remain in place as necessitated by the Essex-Westford School District's decision to both require students within a set distance from the schools to walk and to reduce the number of bus pickup points. The Town budget has not increased sufficiently to enable expansion of the sidewalk plowing from the coverage provided in the winter of 2018-2019.

e. Given the School District's busing changes, the Town has readjusted its coverage and priority on sidewalk plowing to reflect the following:

1) The first priority is unchanged from previous years and it is articulated in paragraph 6c. The list of coverage is unchanged from previous years and the routes are listed under 6f. Pedestrian usage of the sidewalks is not exclusive to students; usage by the elderly and others must be considered as well.

2) The second priority are those walks within the radius defined by the school for 'walk to school zones'. This affects the following streets that have sidewalks that were added in the

winter of 2018-2019. Blackberry, Steeplebush, Cedar St. to the intersection with Cedar Court, Bluestem, Clover to the intersection with Bluestem, Maplelawn, Lasalle, Margaret from Lasalle to Sand Hill Road, Butternut Court to Sage, Sage to Hickory and Hickory.

3) The added sidewalk plowing will only occur on one side of the street.

4) The Town will make every attempt to clear the priority one and two walks before students must be at school. However, this effort will require the use of two sidewalk plows and the two sidewalk plows will take from 6 to 7 hours working together to meet this objective. **If this objective cannot be met during the winter during specific storm events, residents need to plan to provide alternate transportation of students.**

f. The areas of sidewalk for priority one plowing include the following:

- (1) The bikepath from the Town/Village line in the Countryside Development to Rt. 15, including the spur to the Commons at Essex Way
- (2) Rt. 15 in Essex Center, Alder Lane, Rt. 128 to the Elementary School and Jericho Road from the intersection with Rte 128 to Sandhill Road (new walkway section in Essex Center)
- (3) Sandhill Road from Rt. 15 to Allen Martin Parkway
- (4) Rt. 15/Susie Wilson Road (west end of Town) from Ethan Allen Avenue to Kellogg Road (both sides), Ewing Place, and the Marketplace and David Drive (one side)
- (5) Pinecrest Drive (both sides) to northern entrance to Suffolk Lane (one side), and Kimberly Drive
- (6) Essex Way from Rt. 15 to the end of bituminous path in the Woodlands Development, between Repa and Bashaw Drive (one side)
- (7) Bixby Hill Road from Rt. 128 to Iris Street
- (8) Foster Road & Founders Rd. bike path
- (9) Allen Martin Parkway to the intersection with Partridge and Laurel Drive and back to Saxon Hollow Drive to Greenbriar Drive to Alderbrook Road (one side)
- (10) The Craftsbury Court to Rt. 15 interconnecting trail
- (11) From the interconnecting trail at Craftsbury Ct. west on Craftsbury to Old Stage Rd., north on Old Stage Rd. east onto

- Peacham Lane extension (street travel only), north on Peacham Lane to Willoughby, east on Willoughby to Cavendish, west on Cavendish to Peacham Lane, north on Peacham Lane (street travel only) west on Willoughby to Old Stage, south on Old Stage to the Rt. 15 intersection.
- (12) Kellogg Road to the Colchester Town line (both sides)
  - (13) Saxon Hollow Drive and Greenbriar Drive from Saxon Hollow Drive to Alderbrook Road
  - (14) Blair Road
  - (15) Iris Street to Bobolink Circle, north on Bobolink to Clover Drive, Clover Drive to Towers Road (all one side), Bobolink Drive on the southern side and return to Rt.15 (new)
  - (16) Gauthier Drive and New England Drive (one side)
  - (17) Path adjacent to Old Colchester Rd from Rt. 2A to the Village boundary
  - (18) Carmichael Street (both sides) to the end of the accepted roads and along the paved connecting path on the unaccepted portion of future Carmichael Street.
  - (19) The path on Marion and Irene Avenues (one side)
  - (20) The path on Rt. 128 from Irene Avenue to Thomas Lane
  - (21) The sidewalk on the east side of Frederick Road, Lamell Ave between Frederick and Richard Street and Richard Street to Rt. 15.
  - (22) Laurel Drive from Allen Martin Parkway to the start of the circular portion of Laurel Drive
  - (23) The temporary gravel path from Rt. 15 (Butlers Corners) to the Town Center parking lot.
  - (24) Pioneer Drive from Pinecrest Drive to Blair Road
  - (25) Saybrook Road from Rt. 15 to the 1<sup>st</sup> driveway intersection on the west side.
  - (26) The multiuse pedestrian path on the south side of Rt.15 from Saybrook Road to Sunset Road
  - (27) The paved, multi-use path along Rt. 15 from Essex Way west to the end of the paved section in the Town green-space
  - (28) The concrete sidewalks on Carmichael Street from Essex Way to the existing and fully completed elderly housing complex
  - (29) Joshua Way from Pinecrest Drive to Susie Wilson Road
  - (30) Rt. 15 from Sunset Drive to the Shopping Center ped crossing
  - (31) Commonwealth Ave (east side) from Rt. 15 to the NBT Bank entrance road and from Commonwealth Ave (east side) over the gravel path to the Town Center parking lot.
  - (32) A new pedestrian crossing on Sand Hill Road near Founders Road will be kept open.
  - (33) North side of Freeman Woods to and around cul-de-sac.

## Special Practices for 2019-2020

1. The winter of 2018-2019 was characterized by an early start to winter conditions, many fluctuations between freezing and thawing, periods of extended and generally harsh weather, very icy conditions on gravel roads with a substantial increase in materials usage and overtime. Supply availability of salt, sand and other materials was not a problem. A comparison of overtime, sand and salt provides an indicator of activity level and conditions over the last year.

	2017-2018 (actual)	2017-2018 (budget)	2018-2019 (actual)	2018-2019 (budget)
Overtime (hours)	3,571	4,150	4,498	4,150
Sand (tons)	7,962	4,700	10,984	4,600
Salt (ton)	1,663	1,700	2,209	1,600

2. The procedures followed in the winter of 2018-2019 to reduce overtime, sand and salt use will again be used in the winter of 2019-2020.

3. Salt use will be applied at reduced application levels on flat roads and dead-end streets with cul-de-sacs, but not necessarily eliminated. At the appropriate times and weather conditions, salt and/or salt brines or sand will be applied to keep the areas trafficable. Snow may accumulate more on the flat roads than on hilly sections or on the priority routes. Salt prices escalated dramatically this year, rising by over 14%.

4. Low traffic-volume, flat development roads will also have lower salt application than other roads. Salt, salt brine and sand will be used to keep areas trafficable; salt will be used to reduce the build-up of thick snow and ice in the streets and to prevent the blockage of catch basins by ice. Some build-up of snow and ice will be allowed to accumulate. Typical streets are: Hillside Circle, Butternut Court, Patricia Place, Maplelawn Drive, Rosewood Trail, Cindy Lane, Circle Drive, Ronald Court, Sunset and Lida Drive, Colbert Street and Gauthier Drive.

5. The areas of sidewalk clearing are unchanged from last year

6. During the evening hours of a storm event between 11:00 P.M. and 3:00 A.M., unless there is a continuous heavy snowfall or continuous ice storm, the Town forces will be reduced to a minimum or no staffing.

7. Each driver is given the responsibility to make decisions regarding the blend of materials and application rates to keep the roads trafficable and reasonably safe while concurrently minimizing costs. However, the Superintendent or his designated representative will establish a general material type and application rate prior to each major storm event and employees are expected to use these settings as a starting point for the storm.

8. On paved roads, salt brine may be used in combination with salt in the 25 degree (+ or -) to 34 degree range; salt with liquid calcium and other alternative chemical/organic additives will be used generally below 25 degrees down to 15 degrees (+ or -) and below that level, either higher concentrations of salt plus additives, sand or no material will be placed. All trucks will be calibrated and all drivers will be required to report on their salt usage following each storm to the Superintendent.

9. The Town used contract plowing services last year to plow certain sidewalks and angled parking in the Town Center area (Carmichael Street), beyond the operational capability of the Town. A contract has been signed for this specific service for 2019-2020. Contractor plowing will be used for all of Carmichael Street and Commonwealth Avenue.

10. It is important to note that the plan which has been presented and the accompanying map are subject to change with each storm. Also, the time frame for clearing can vary markedly depending upon conditions and continuing effects of a storm. Other factors affecting the plan are:

- night-time plowing
- commuter traffic
- parked cars
- equipment breakdown
- assistance to the Fire or Police Departments
- assistance to school buses
- time length since the start of the storm
- availability of materials
- budget funds

11. In order to guide the Department in utilizing the best available techniques in snow and ice clearing operations, a set of guidelines (not requirements) is provided in Section 1, Appendix 4. Operator judgment and close control of materials are key elements in managing snow/ice clearing operations.

Town snow removal operations generally will not start until one hour after the initial call, because of the time factor in getting crews in, equipment checked and materials loaded. Also, with routes requiring four to five hours to plow completely, notification has to occur by 2 AM or it is not likely that the major roads will be open by 7 AM.

12. Special Safety Considerations for 2019-2020

- a) With a potential increased concentration and with the age range of students at school bus stops, all busing students need to be cognizant of Town snow plows and the inability of drivers to quickly stop a plow truck weighing in excess of 25 tons. At 30 mph, a truck will travel 103 feet before the driver can react and apply brakes and at least another 73 feet to stop on dry pavement. Students need to stay out of the roadway when plow trucks are approaching and refrain from playing in or around the snow banks. School bus stops are not playgrounds.

- b) It is important that everyone walking on or near the Town roads during the winter have some form of bright or reflective clothing so drivers of all vehicles can see them and take action to avoid those walking. This is especially an area of concern due to the shortened length of sunlit days and during periods of reduced visibility as in heavy snowfalls.

### **Snow Removal on State Highways in the Town of Essex**

Within the Town of Essex, there are over 22 miles of State highways, including:

- Rt. 15 (Center Road, Jericho Road)
- Rt. 117 (River Road)
- Rt. 128 (Browns River Road)
- Rt. 2A (Colchester Road)
- Rt. 289 (Circumferential Highway & ramps)

Snow removal on these roads is the responsibility of the State of Vermont administered by the District 5 Highway Garage, located in Fort Ethan Allen. Questions or comments on these highways are to be directed to the District Highway Administrator, Dave Blackmore, Dan Shepard or Dick Hosking.

### **Use of Sand / Salt from the Town Highway Garage**

The Town of Essex expects that homeowners and businesses will obtain sand and salt from the private sector for use in keeping their driveways and walkways clear. The clearing of private driveways / walkways is the responsibility of the individual property owner as noted in Title 24, section 2291.

The Town prohibits the taking of any amount of road salt from the Town highway garage for private use.

The Town purchases winter sand solely for use on Town roads and walks; it is not purchased for routine use by residents or businesses on private driveways or walkways.

It is understood that emergency (non-routine) situations may occur, such as during an ice storm, when residents may need sand on an emergency basis. It is not considered an emergency when local businesses that sell sand are open and sand is readily available for purchase. In emergency situations, residents and businesses may obtain no more than two (2) 5-gallon pails of sand from a stockpile outside the gate to the highway garage.

### **Mailbox Policy and Encroachment in the Public Right of Way**

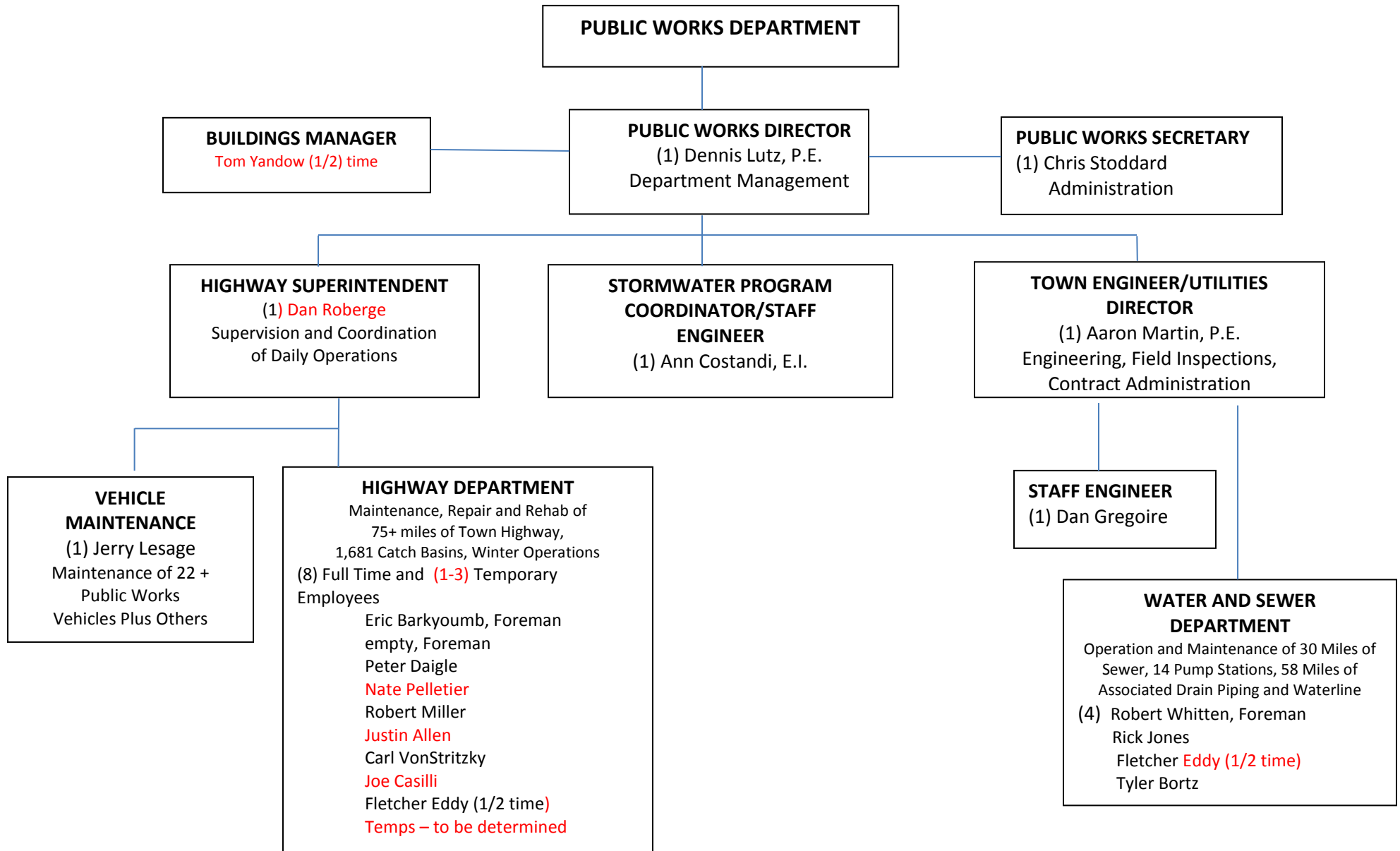
Because of the volume of complaints specific to objects in the Town right-of-way and damage to property, the following Town policy has been established:

1. Title 19, Section 1111 prohibits encroachment of the Town right-of-way without prior approval by the Selectboard. Objects in the ROW are placed there at the owner's risk and the Town assumes no responsibility for any damage to objects placed in violation of the statutes. Common items damaged are fences, flowerpots, basketball hoops, etc., (placed within the Town ROW).
2. To ensure mail delivery to all rural residents, the Town has provided blanket authorization for mailboxes located in the Town right-of-way. The Town retains control over specific location of the mailboxes and may require the homeowner to move the box to a more suitable location.
  - a) The Town will fix a damaged mailbox or replace a mailbox (up to a monetary limit of \$45 per mailbox per event) only when the Department determines that a plow physically hit the mailbox. This determination is made by observation of cut marks, paint off the plow blades, etc.
  - b) Heavy snow coming off the plow blade will often knock over and damage mailboxes which have not been adequately mounted or braced or those mailboxes whose doors have been left open. Also, mailboxes are damaged by private contractors and homeowners during driveway clearing operations. The Town will not fix or replace mailboxes in these situations.
  - c) Owners of mailboxes have a responsibility to contact Public Works at 878-1344 during daytime hours within 72 hours of damage to a mailbox if they intend to seek repairs, a new mailbox or reimbursement from the Town. The Town will inspect the mailbox to determine if it is the Town's responsibility for the mailbox damage. No payment of the \$45 to replace a mailbox will be made by the Town until the replacement has been completed and verified as being in place by the Town.
  - d) The clearing around mailboxes is the sole responsibility of the owner and not the Town. With the large number of streets to plow and limited municipal resources, Town plows cannot provide a level of service that clears the road to every mailbox.
  - e) The Town will notify residents prior to the start of winter regarding mailboxes that need repair or movement. The Town will not repair mailboxes that are noted as being damaged or inoperative prior to winter.
3. The Town will restore or replace objects located on private property damaged as a result of its snow or ice clearing operations, when it has been determined that the Town was responsible for the damage, consistent with the Supreme Court Ruling in 2010.
4. Recovery of damages will be pursued by the Town, if Town equipment is damaged due to objects placed in the Town ROW.



SECTION 2, APPENDIX A  
2019-2020

ORGANIZATIONAL CHART OF THE TOWN PUBLIC WORKS DEPARTMENT



**SECTION 2, APPENDIX B**

**2019-2020**

**VEHICLE AND ROUTE ASSIGNMENTS**

**NOT AVAILABLE IN PUBLIC VERSION**

**SECTION 2, APPENDIX C**  
**2019-2020**  
**TOWN EQUIPMENT FOR SNOW OPERATIONS**

**PRIMARY ROUTES**

2010 Int'l 14 cy dual axle D/T with 1-way, 11' snow plow and 10' wing with under carriage discharge (#106) - gravel roads  
2018 Int'l 7 cy D/T with one-way, 11' snow plow & 10' wing and liquid brine dispenser (paved roads) (#105)  
2009 Int'l 7 cy D/T with one-way, 11' snow plow & 10' wing liquid brine dispenser with under carriage discharge (Truck #107)  
2012 Int'l 7 cy D/T with one-way, 11' snow plow & 10' wing with liquid brine tank (paved roads) (#103)  
2017 Int'l 14 cy D/T with one-way, 11' snow plow & 10' wing, under carriage discharge (gravel roads) (#108)  
2014 Freightliner, 3 cy with angle 9' 8" snow plow and 9' wing plow (#123-partial time)  
2015 Int'l 3 cy D/T with angle 9' 8" snow plow and 9' wing plow (#104 – partial time)  
2016 Int'l 3 cy D/T with angle 9' 8" plow and 9" wing plow (#112 – partial time)

**CUL-DE-SACS, PARKING AREAS, SCHOOL TURNAROUNDS**

2015 Int'l 3 cy D/T, 9' 8" all angle plow, with 9' wing plow (#104) primary route (partial time)  
2014 Freightliner 3 cy D/T, 9' 8" plow with 9' wing (#123) primary route (partial time)  
2016 Int'l 3 cy D/T, 9' 8" plow with 9' wing (#112)  
2017 Chevrolet 4x4 Crew Cab all-angle, 9' hydraulic snow plow (#102) (as needed to fill in)  
2016 Ford F350 1-ton pickup with plow and drop-in sander (#25)

**SUPPORT EQUIPMENT**

2010 Case backhoe/loader (emergency loading/digging) (#113)  
2001 Trackless Sidewalk Snow Plow (#120)  
2006 Caterpillar 143H grader (emergency plowing use only or for gravel roads) (#116)  
2015 John Deere 524 Bucket Loader (#219)  
2012 MB MSV Sidewalk Snow Plow (#119)  
2018 Trackless M7 Sidewalk Plow (#118)




**SECTION 2, APPENDIX D**  
**2019-2020**

**MAPS OF HIGHWAY ROUTES (TOWN)**





Plow Routes 2019-2020  
**Sidewalk Plow**  
**Route 1**  
**Town Center Area**

-  Plow Route
-  Contractor Plow
-  Road

*paved path*

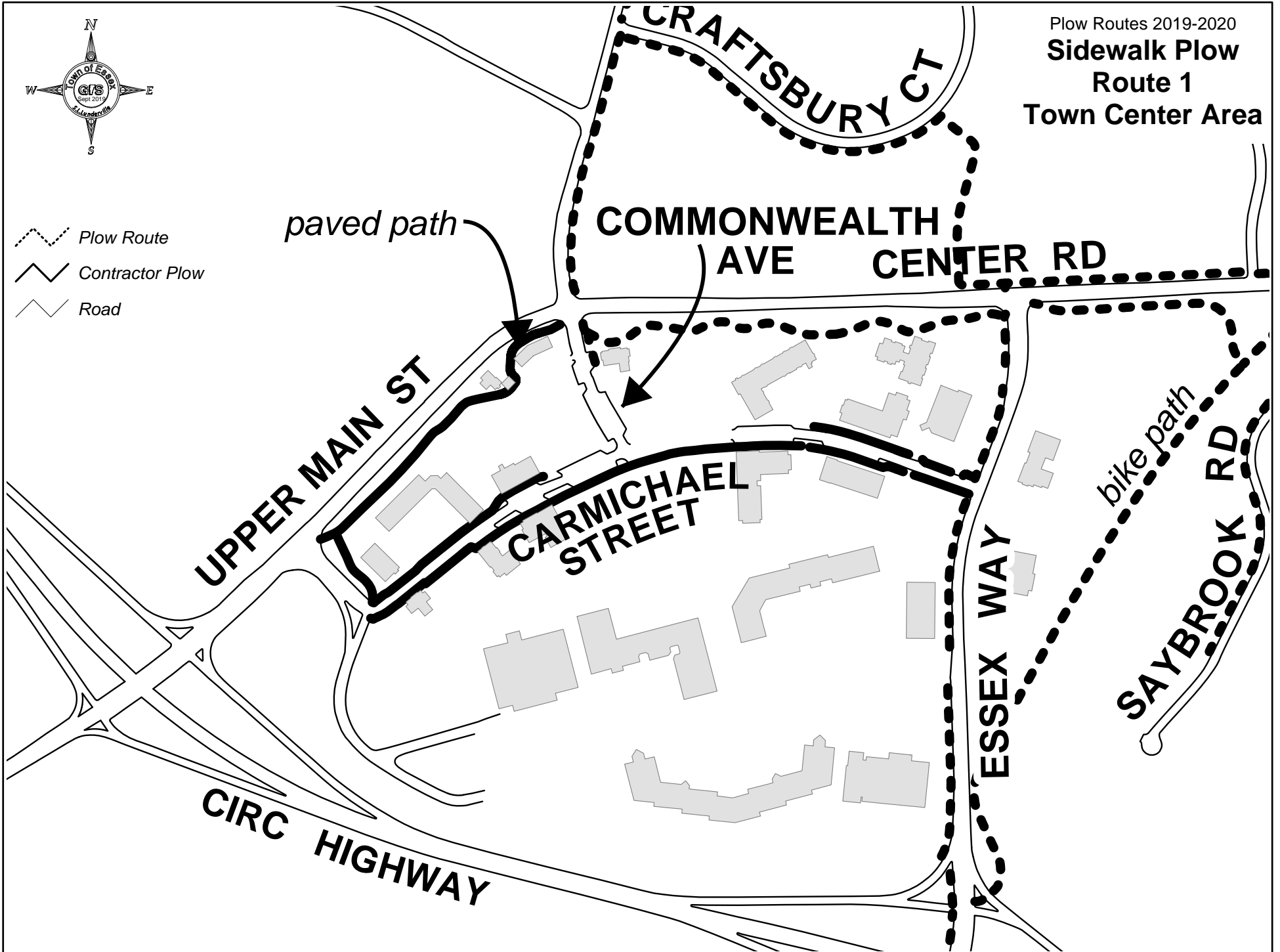
CRAFTSBURY CT  
COMMONWEALTH  
AVE CENTER RD

UPPER MAIN ST

CARMICHAEL  
STREET

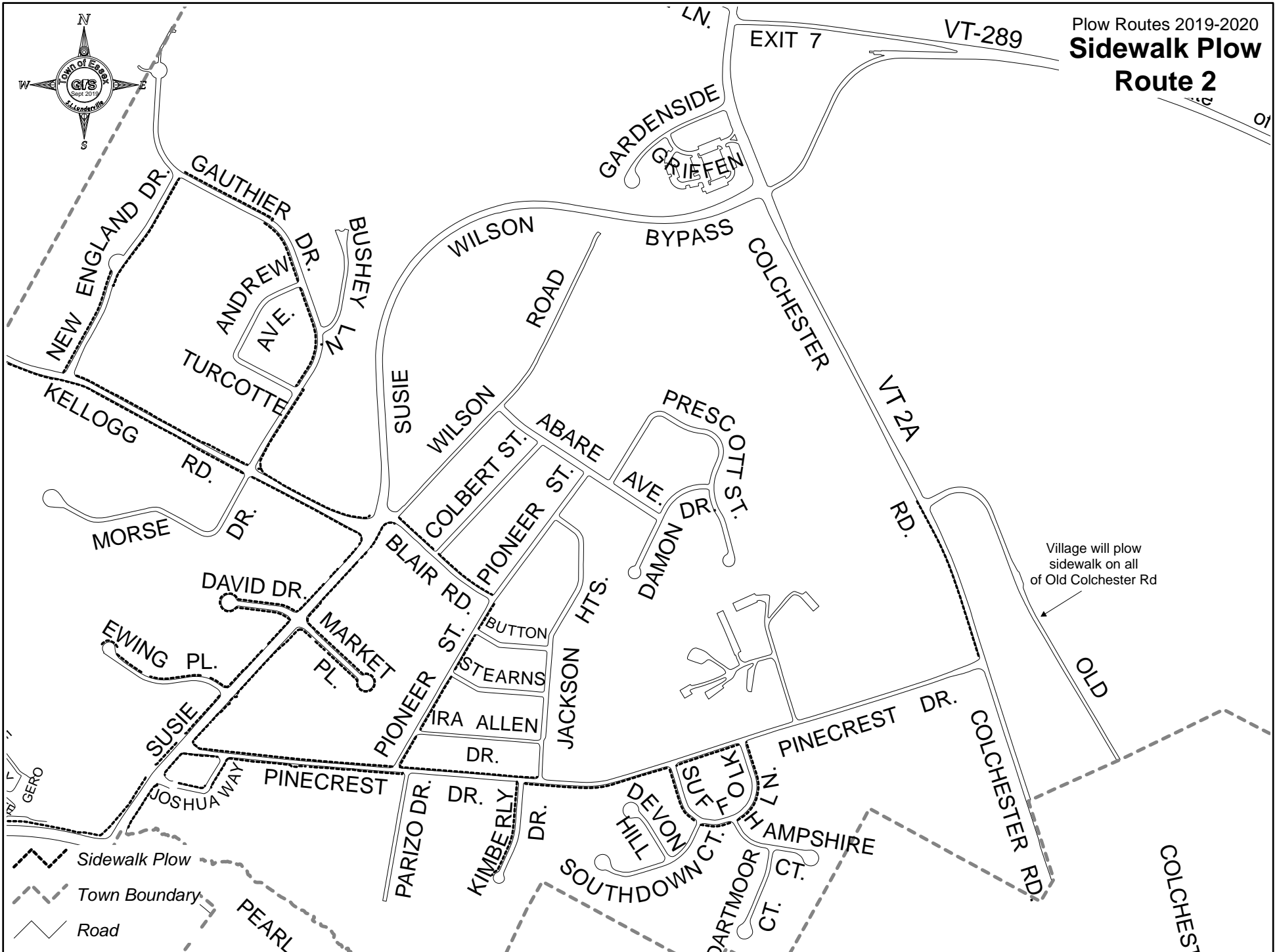
bike path  
ESSEX WAY  
SAYBROOK RD

CIRC HIGHWAY





Plow Routes 2019-2020  
**Sidewalk Plow**  
**Route 2**



Plow Routes 2019-2020

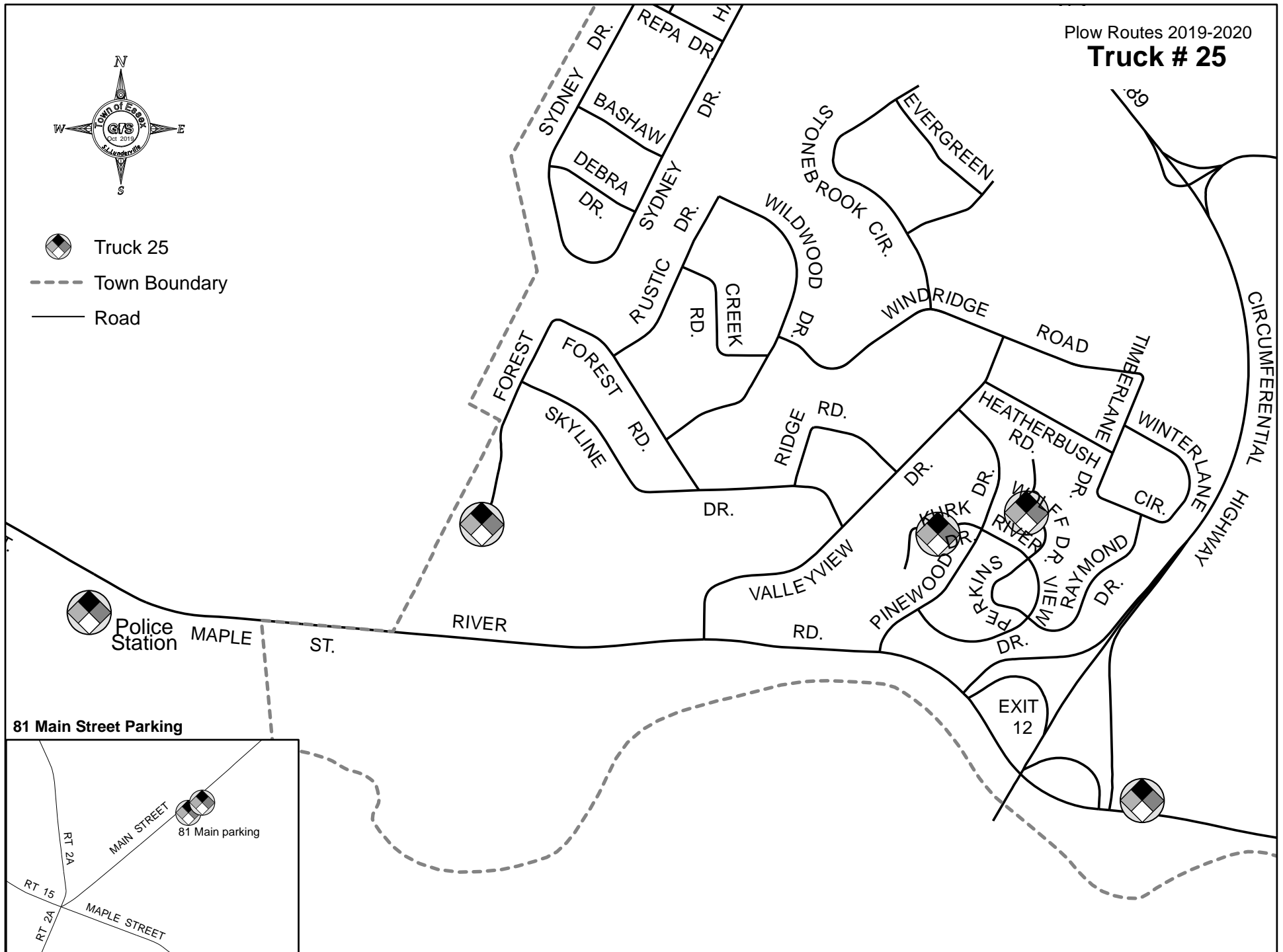
## Truck # 25



Truck 25

----- Town Boundary

—— Road












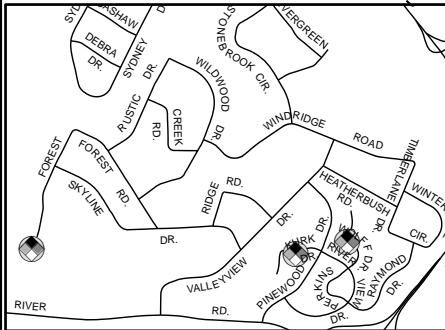
Plow Routes 2019-2020  
**Truck # 102**  
 Assists Trucks 25 & 34

**TRUCK**

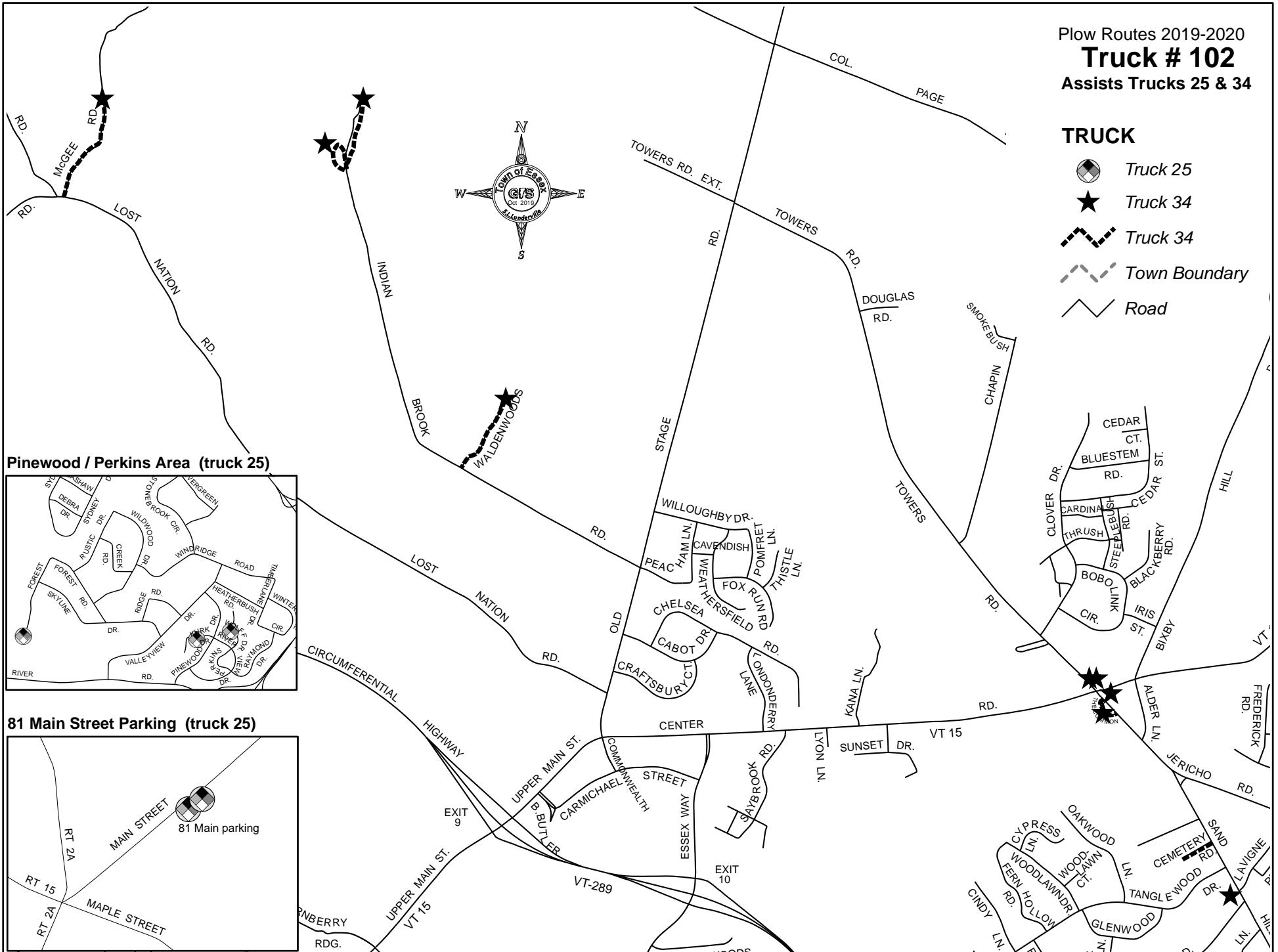
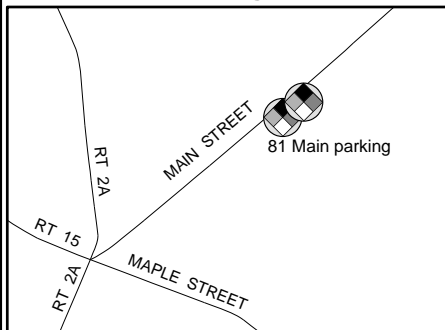
-  Truck 25
-  Truck 34
-  Truck 34
-  Town Boundary
-  Road



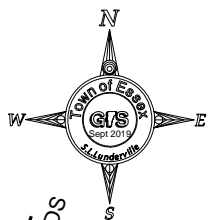
**Pinewood / Perkins Area (truck 25)**



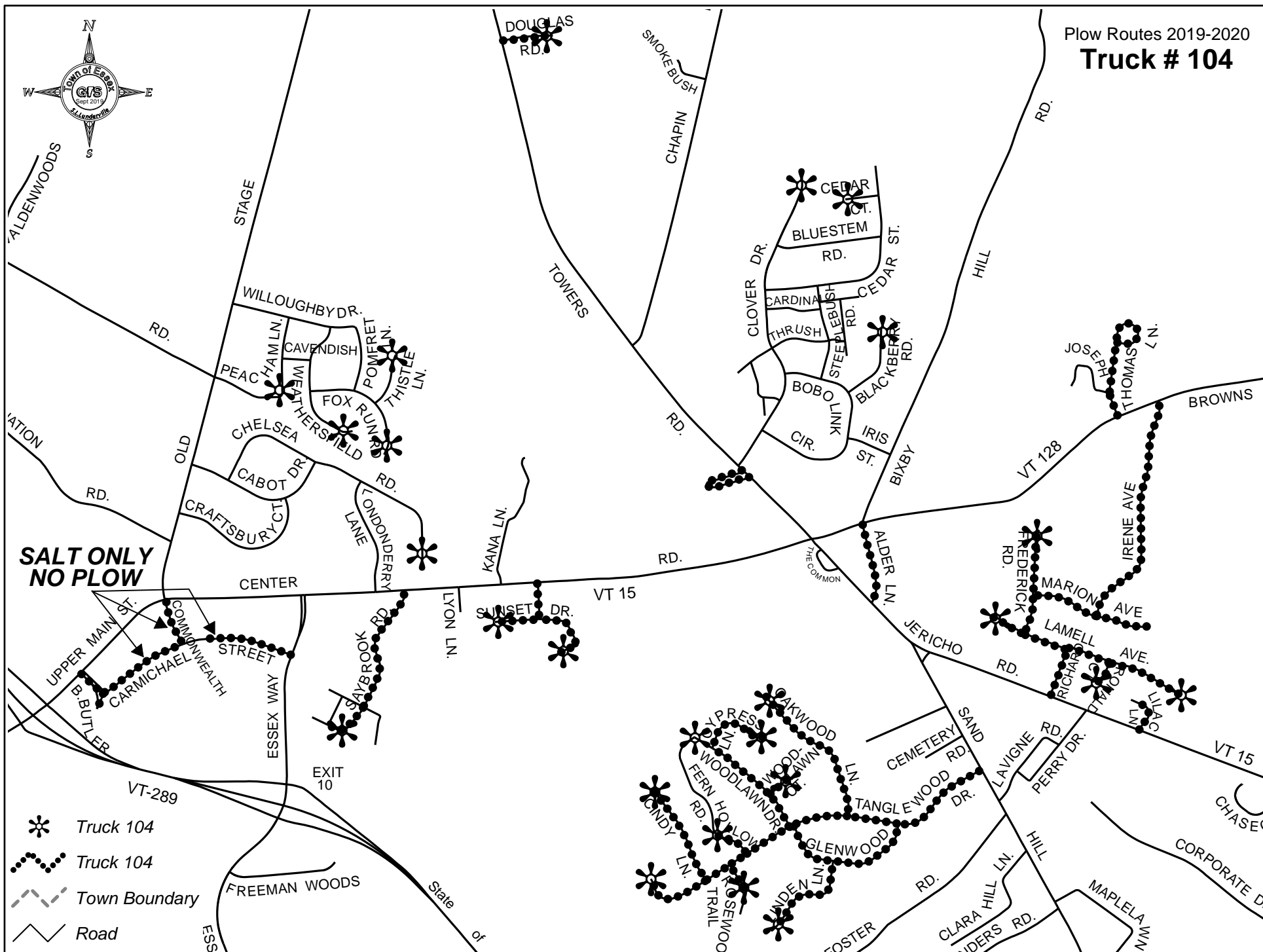
**81 Main Street Parking (truck 25)**



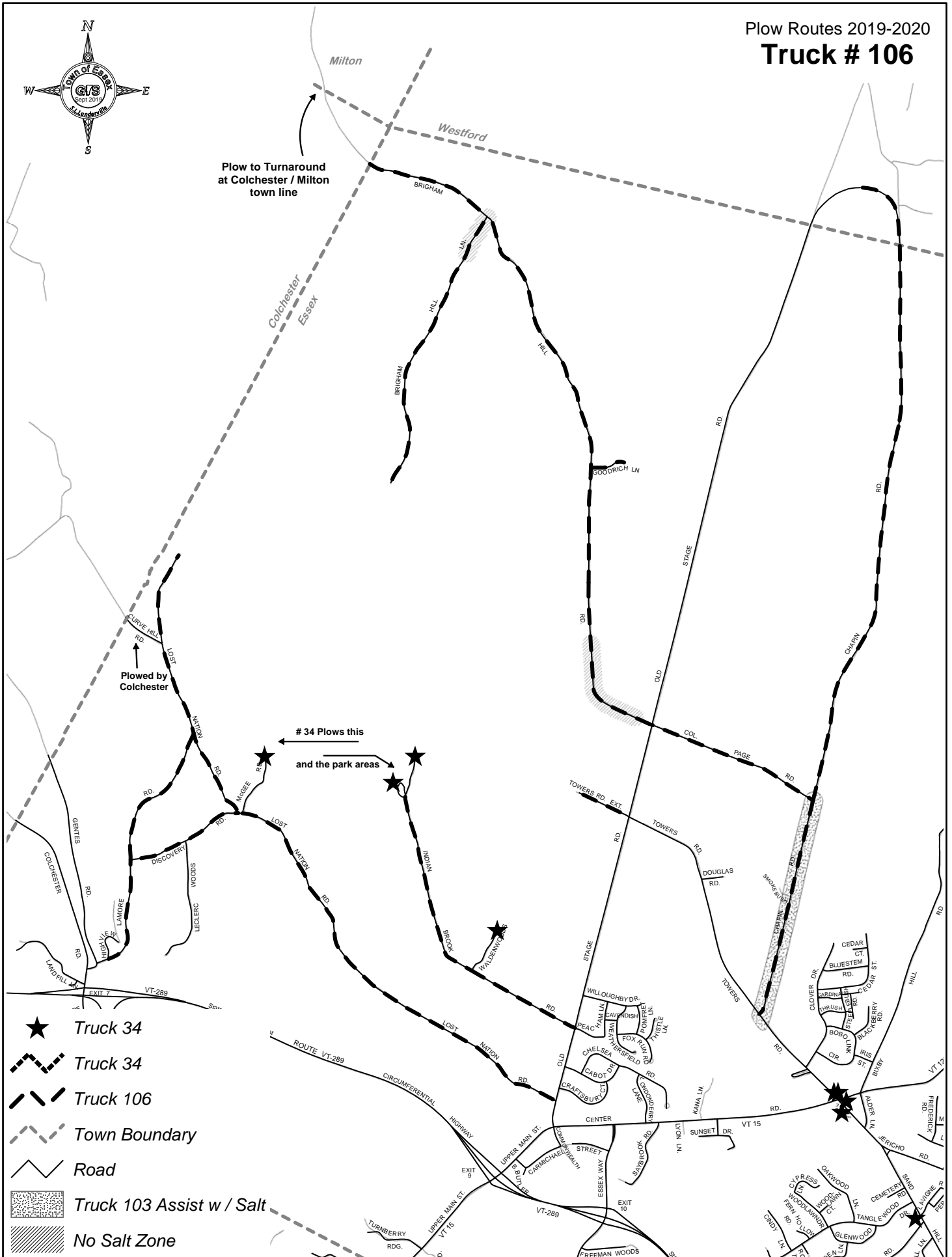




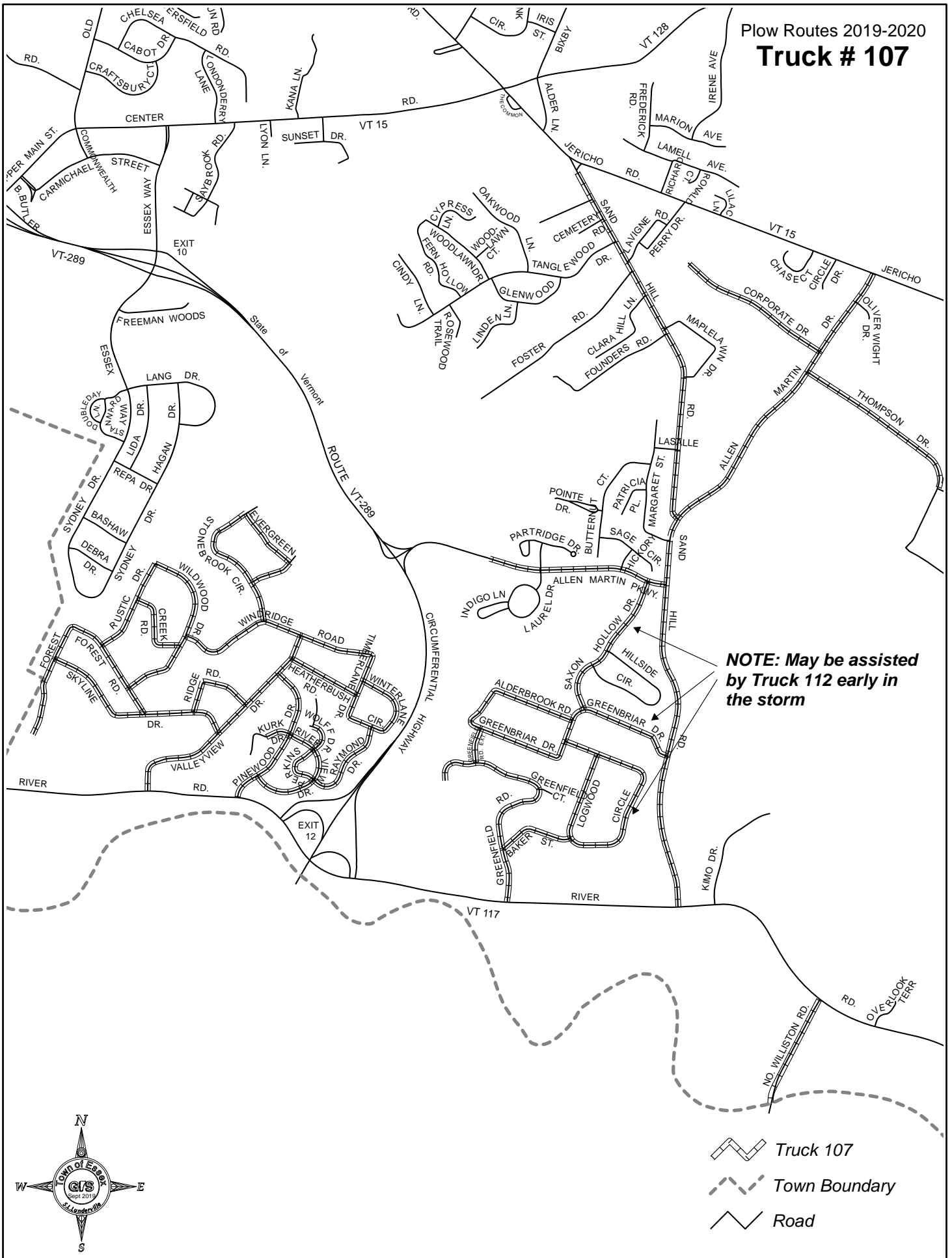
Plow Routes 2019-2020  
**Truck # 104**



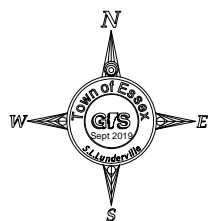







# Plow Routes 2019-2020 Truck # 107



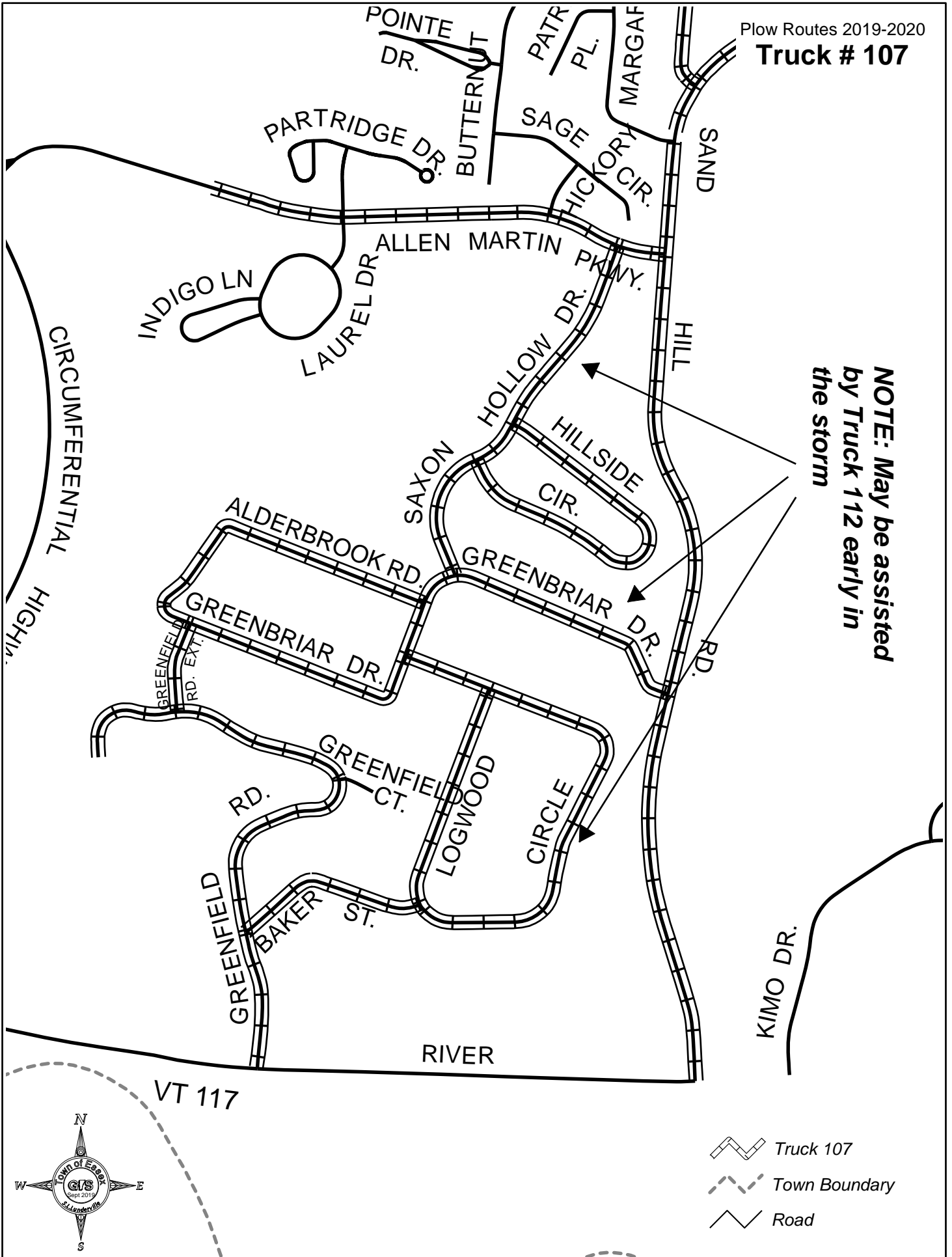
**NOTE: May be assisted  
by Truck 112 early in  
the storm**



-  Truck 107
-  Town Boundary
-  Road

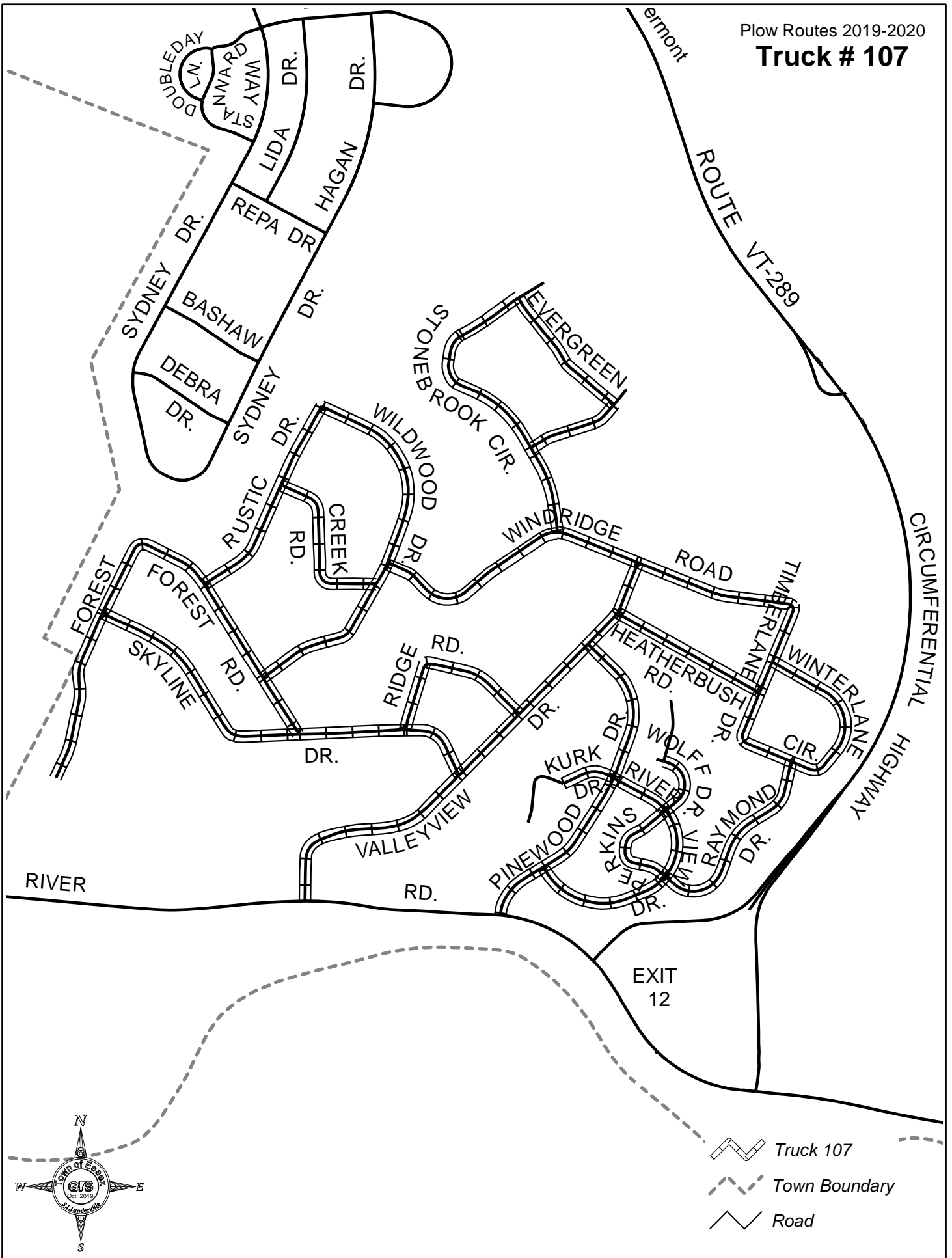
# Truck # 107

**NOTE: May be assisted  
by Truck 112 early in  
the storm**

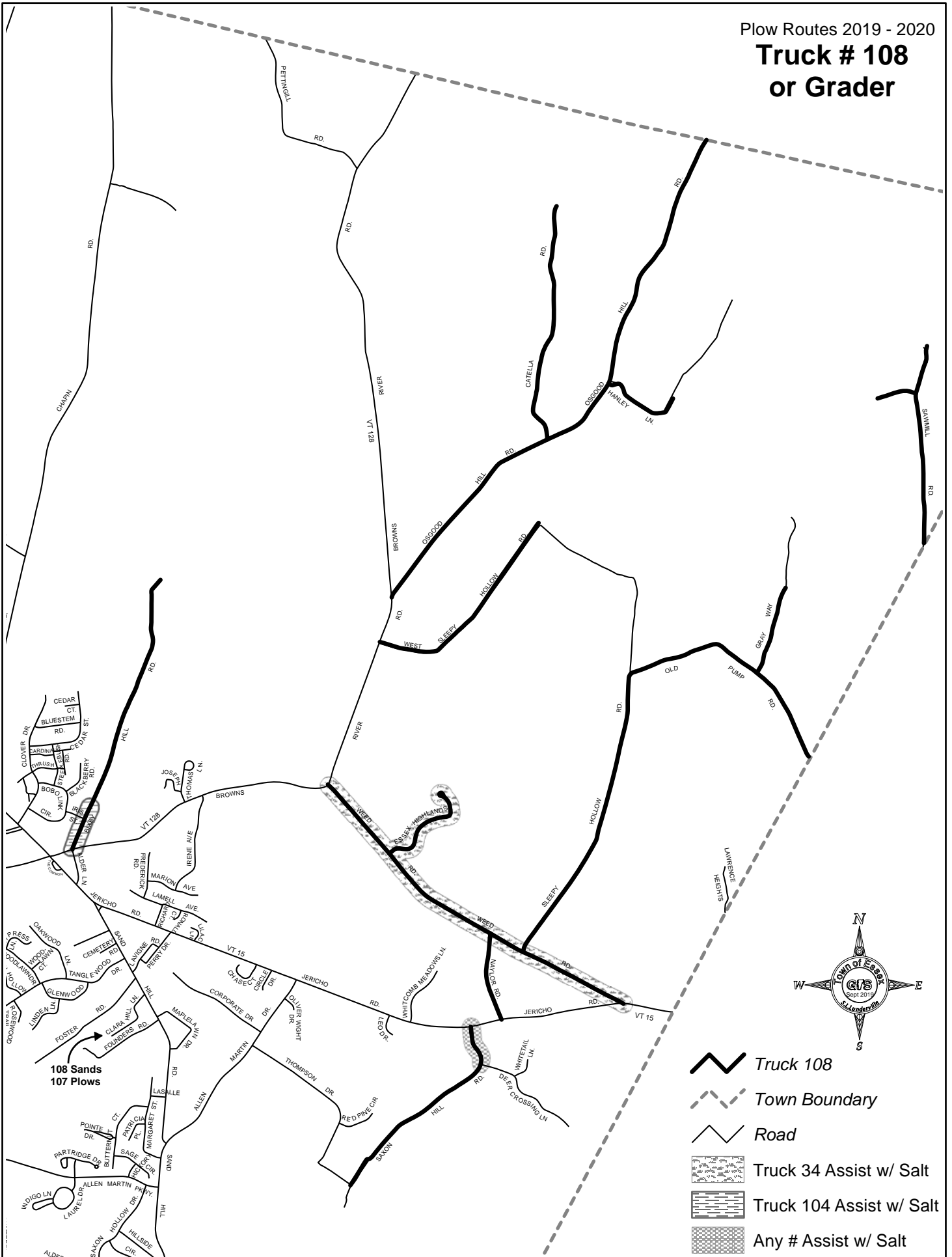




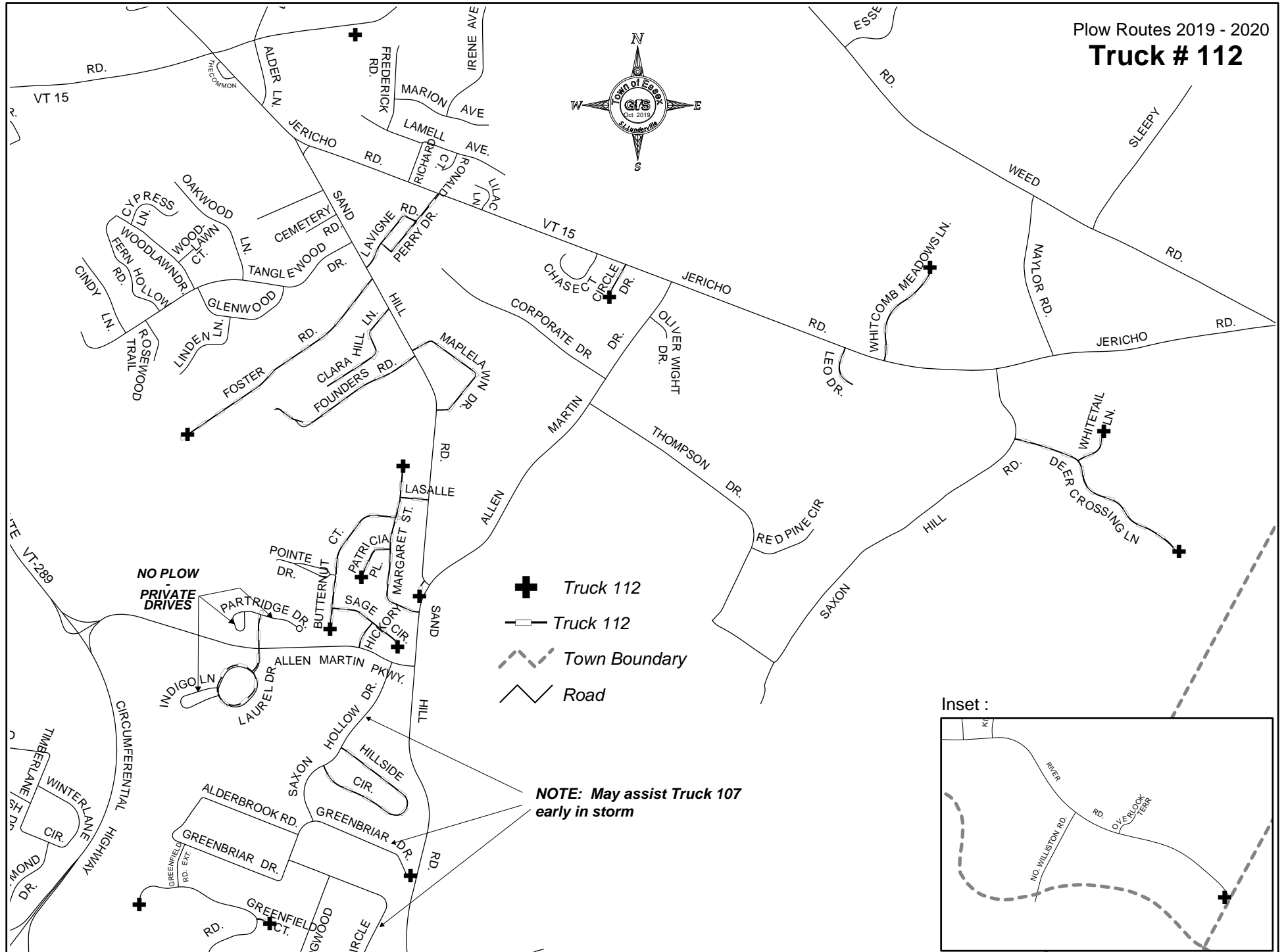
# Truck # 107



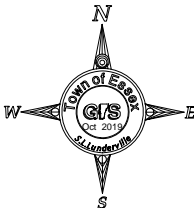
# Truck # 108 or Grader



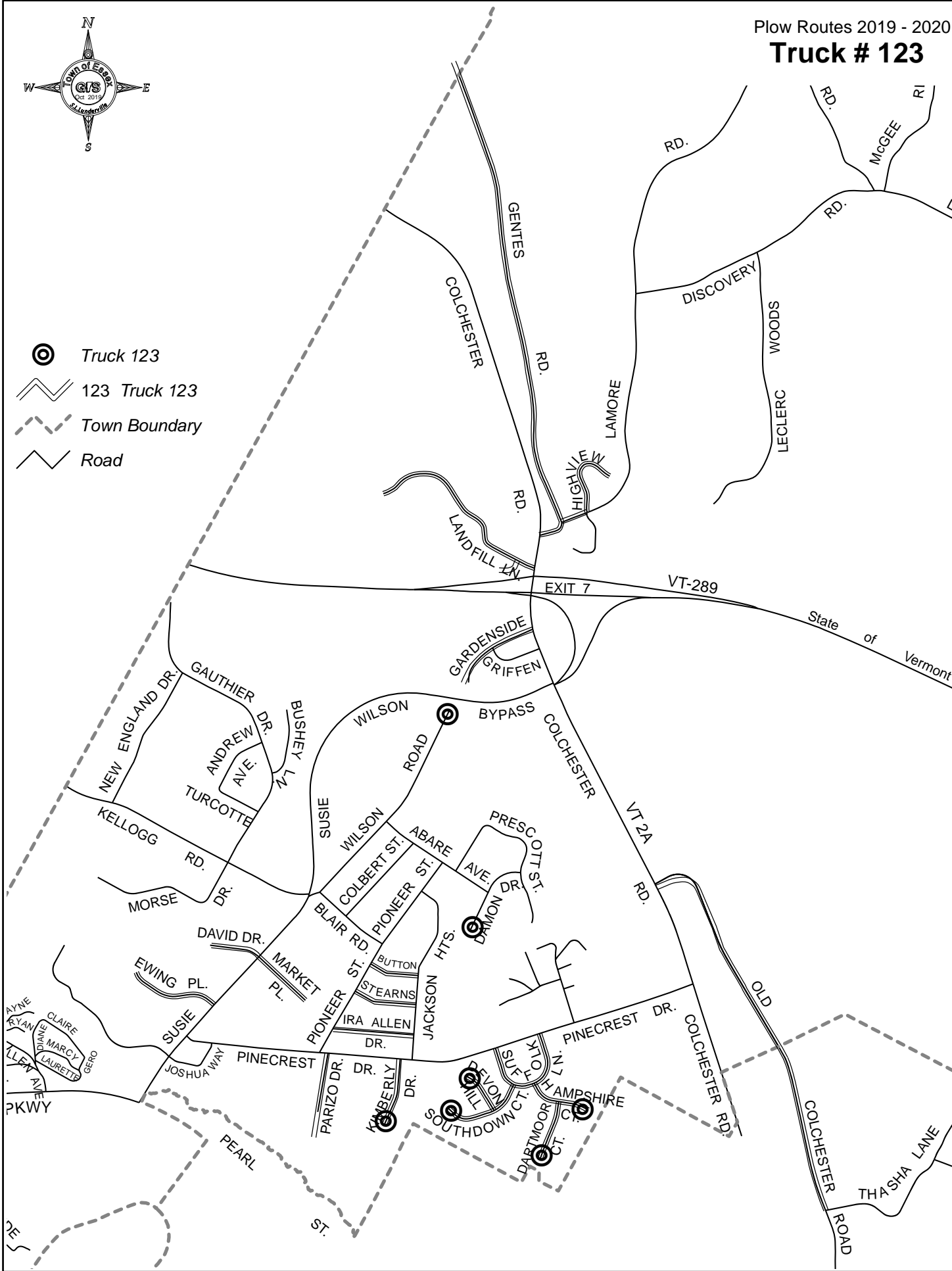
# Truck # 112



Truck # 123



- ⊙ Truck 123
- 123 Truck 123
- - - Town Boundary
- Road



**SECTION 2, APPENDIX E**

**TOWN OF ESSEX  
PUBLIC WORKS NOTIFICATION LIST**

**NOT AVAILABLE IN PUBLIC VERSION**

## SECTION 2, APPENDIX F

Date Day	From	Time To	Hrs	Air Cond.	Ground Cond.	Total Hrs.	Sand CY	Salt CY	Sand/Salt CY	CaCl <sub>2</sub>	Other Material	Fuel Gal.	Comments
Mon													
Tues													
Wed													
Thurs													
Fri													
Sat													
Sun													
Week Totals													

Ending Mileage \_\_\_\_\_

Starting Mileage \_\_\_\_\_

Total \_\_\_\_\_

Operators \_\_\_\_\_

### Air Conditions

1. Clear
2. Fog/Mist
3. Rain
4. Sleet
5. Light Snow
6. Heavy Snow
7. High Winds

### Weather Conditions

- A. Dry
- B. Icy/Freezing
- C. Black Ice
- D. Dusting of Snow
- E. Light Snow Cover (less than 1")
- F. Moderate Snow Cover (1" to 3")
- G. Heavy Snow Cover ( over 3")
- H. Drifting/Blowing on Road

**SECTION 2, APPENDIX G**  
**2019-2020**  
**TOWN TOWING ORDINANCE**

**Chapter 7.24**

**TOWING**

**Sections:**

- 7.24.010 Findings.**
- 7.24.020 Seasonal hours when parking prohibited.**
- 7.24.030 Unattended or obstructing vehicles prohibited.**
- 7.24.040 Removal of Vehicles authorized when.**
- 7.24.050 Towed vehicles – Registered owner responsibility.**
- 7.24.060 Commercial towing service authorized when.**
- 7.24.070 Redemption of towed and stored vehicles – Costs.**
- 7.24.080 Citing in addition to towing when.**
- 7.24.090 Chapter provisions not exclusive.**

**7.24.010 Findings.**

It has been determined that motor vehicles parked in such a manner as to create or constitute an impairment to traffic or to interfere with the removal of snow or ice, of the sanding or salting of public streets and highways or to delay or preclude the delivery of emergency services, police, fire and ambulance, constitute a hazard contrary to the public health, safety and welfare, and therefore the selectmen of the town of Essex ordain

as set out in this chapter (Preamble of Ord. Passed 2/27/78)

**7.24.020 Seasonal hours when parking prohibited.**

Any person who shall park or leave unattended a vehicle of any type on any street, road or highway during the period beginning December 1<sup>st</sup> through April 1<sup>st</sup> of the following year after midnight and before seven a.m. shall be in violation of this chapter (§ 4 of Ord. Passed 2/27/78)

**7.24.030 Unattended or obstructing vehicles prohibited**

Any person who shall leave parked of unattended a vehicle of any type which is a hazard to the safe flow of traffic, blocks the use of fire hydrants, or obstructs the movement of emergency vehicles, shall be in violation of this chapter. (§ 6 of Ord. passed 2/27/78)

**7.24-040 Removal of vehicles authorized when.**

In time of actual emergency, the fire department or ambulance crews may remove vehicles as described in Section 7.24.030 above by operating, pushing, using other vehicles or manpower, or by towing or pushing by other vehicles and may enlist person and vehicles or others to assist in such removal without the assistance of police officer as required by Section 7.24.060, when life or property

would be jeopardized by the delay of summoning police officers. (§ 6 of Ord. passed 2/27/78)

**7.24.050 Towed vehicles – Registered owner responsibility.**

Any vehicle found in violation of this chapter and towed shall be deemed under the control of the registered owner at the time of parking. (§ 3 of Ord. passed 2/27/78)

**7.24.060 Commercial towing service authorized when.**

Any vehicle found in violation of this chapter may be removed by a commercial towing service upon the orders of any state or local police officers, constable or deputy sheriff.  
(§ 1 of Ord. passed 2/27/78)

**7.24.070 Redemption of towed and stored vehicles – Costs.**

Any vehicle removed to storage under this chapter may be redeemed by the owner of the vehicle upon payment of all towing charges, storage charges or other expenses incurred in the moving of the vehicle, except that the charge of towing and storage for each vehicle shall not exceed an amount as established by the town manager. (Ord. passed 9/08/03 (part); Ord. passed 5/15/89; § 2 of Ord. passed 2/27/78)

**7-24-080 Citing in addition to towing when.**

Any person who parks or leaves unattended any vehicle contrary to this chapter may, in addition to having such vehicle towed, be cited by any police officer, in an action returnable to the district court, where upon conviction a fine not to exceed fifty dollars may be imposed. (§ 7 of Ord. passed 2/27/78)

**7.24.090 Chapter provisions not exclusive.**

The ordinance codified in this chapter is in addition to and separate from any other ordinance of the Town of Essex, and Vermont Statutes regulating parking or interference with traffic or emergency services. (§ 9 of Ord. passed 2/27/78)



**SECTION 3**  
**WINTER OPERATIONS**  
**SPECIFIC TO THE**  
**VILLAGE OF ESSEX JUNCTION**

## SECTION 3

### WINTER OPERATIONS SPECIFIC TO THE VILLAGE OF ESSEX JUNCTION

General.....	V1
Pager Responsibility.....	V1
Determination of Operations.....	V2
Control Center.....	V2
Equipment.....	V2
Materials.....	V2
Snow plowing and Sanding/Salting Operations.....	V3
Special practices for 2019-2020.....	V5
Use of sand/Salt from the Village Highway Garage.....	V7
Mailbox and Encroachment in the Village Public Right of Way.....	V7

#### Appendices

Appendix A	Organizational Chart of the Village Public Works Department
Appendix B	<del>Village Vehicle and Route Assignments</del> (Internal Distribution)
Appendix C	Village Equipment for Snow Operations
Appendix D	Maps of Highway Routes (Village)
Appendix E	<del>Village Notification List</del> (Internal Distribution Only)
Appendix F	Village Materials Usage Report
Appendix G	Village Towing Ordinance/General Regulation of Public Streets

# **SECTION 3**

## **WINTER OPERATIONS SPECIFIC TO THE VILLAGE**

### **OF ESSEX JUNCTION**

#### **General**

The Village of Essex Junction Public Works Department has the responsibility of maintaining essential services on over 35 miles of accepted Village roads, all of which are paved, 38 miles of paths/sidewalk, of which 32 are plowed, as well as over 40 miles of waterline, over 40 miles of sewer, over 1,700 catch basins and associated piping and maintenance of public buildings. A significant portion of the Department's overall efforts are directed towards maintaining the essential transportation and utility services during the winter season.

The Village Public Works Superintendent has direct responsibility for management of the Department, acting under the general policy direction of the Unified Manager and authority of the Village Trustees. The Public Works Superintendent manages six functional areas within the Department - Administration, Vehicle Maintenance, Highway, Conservation, Water/Sewer and Public Buildings. The Public Works Superintendent is responsible for winter field-crew operations. Section 3, Appendix A contains an organizational chart identifying Department structure; Section 3, Appendix B lists vehicle and route assignments; Section 3, Appendix C lists vehicles available for plowing.

The general procedures used by the Village during winter operations have been identified in Section 1. More specific details on Village operations are as follows:

#### **Pager Responsibility**

During the winter of 2019-2020 the non-working-hours on-call responsibility will be shared among selected Public Works Highway employees rotating on a published schedule. The person on-call will make an initial determination on how the storm event will be handled. The on-call employee will be temporarily in charge of operations until the Public Works Superintendent, arrives and takes over responsibility. A list of persons being on-call and dates has been published and is in effect.

If contact cannot be made with the on-call employee, the Public Works Superintendent should be called followed by use of the Notification list identified in Section 3, Appendix E.

## **Winter Storm Operations**

### **Determination of Village Operations**

Using the resources available to the Village and judgment based on experience, the Public Works Superintendent, or his designated representative, will determine the appropriate level and timing of snow and ice control to be performed by the Department. The Superintendent of Public Works, or his designee, will contact employees in the Department using the alert notification list.

### **Control Center**

Upon notification, employees at the Village Highway Garage off Jackson Street complete a pre-startup check of equipment and proceed to perform the necessary snow and/or ice clearing operations. The Control Center is contacted either using the Highway Garage telephone number or the Superintendent's number.

### **Equipment**

To support the operation, the Department has equipment available as noted in Section 3, Appendix C. Three 7 cy dump trucks have automatic salt calibration devices installed (#34, #6, #5) as well as 1 of the 3 cy dump trucks (low pro #7).

### **Materials**

At the Highway Garage yard located off Jackson Street, ice and snow clearing materials are stockpiled for use during the winter season. The materials used by the Village are:

250 tons of sand.

Approximately 800 tons of salt are maintained on-site in covered salt sheds. Other alternative chemical/organic products will be purchased and stored this year for use during low temperature situations.

As the on-site stockpile of salt is depleted, additional salt is ordered. The primary Village source currently being used is:

Cargill Salt Company  
c/o Barrett's Trucking  
16 Austin Drive  
Burlington, VT 05401

Other ~~Another~~ potential sources are is:

American Rock Salt Co, LLC  
P.O. Box 190  
MT. Morris, NY 14510  
Contact: Christine Tandy

Apalachee Rock Salt Co, LLC  
1423 Highland Ave  
Rochester, NY 14620

Alternative deicing agents such as Magic Salt or Ice-Be-Gone, are utilized under certain conditions. It is rock salt treated with a liquid, agricultural by-product of the distilling process blended with magnesium chloride. It is applied in combination with straight rock salt as a material that is effective at lower temperatures. It is less corrosive than calcium chloride, biodegradable and has less impact on the environment. The product is sprayed onto rock salt and then mixed to create a semi-homogeneous mixture. The Ice-Be-Gone is obtained through the following distributor:

Magic Salt of Vermont  
9 Oak Street  
St Albans VT 05478

### **Snow Plowing and Salting Operations**

The Public Works Department has organized the equipment into three subareas of the Village for routine operations. The areas are designated red, green and blue. The red area covers the northwestern part of the Village; the green area covers the central and northwestern area and the blue area covers the southern and southwestern portion. The smaller Low Pro and pic-up trucks are generally used to plow the smaller, less travelled routes and for clearing of the municipal parking lots. Each complete route for a single truck takes in excess of 3.5 hours to complete, once a major snow event is over.

1. The Village plan for clearing of roads generally follows the priority of State road classification:  
The three classes in the Village are:
  - a. Class 1 Town highways are those town highways which form the extension of a State highway route and which carry a State highway route number.

- b. Class 2 town highways are those town highways selected as the most important highways in each town. As far as practicable they shall be selected with the purposes of securing trunk lines of improved highways from town to town and to places which by their nature have more than the normal amount of traffic. The Trustees, with the approval of the Agency of Transportation, shall determine which highways are to be Class 2 highways.
  - c. Class 3 town highways are all traveled town highways other than Class 1 or 2 which meet certain standards by the Agency of Transportation.
  - d. Class 4 town highways are all those highways that are not Class 1, 2 or 3. There are none in the Village.
2. The routes have been established to provide highest priority coverage to the designated Class 1 roads with heaviest usage (the major arterials) and history of severest conditions and/or accidents. The highest priority roads are:

Trucks 5 and 6 Plow the Class 1 roads in tandem

Park Street  
Maple Street  
Lincoln Street  
Pearl Street  
Main Street

3. Other high traffic volume roads, including all of the Class 2 roads follow shortly after the Class 1 roads or in conjunction with the plowing on the Class 1 roads:

Trucks 5 and 6 Plow independently:

West Street  
South Street (east of West Street)  
South Summit Street  
Iroquois Road

Truck 34

Brickyard Road/Mansfield Avenue  
Assists with salting the Class 1 and 2 roads  
Other critical Red Zone roads

Truck 7

Prospect St.  
Hillcrest Road  
West Hillcrest Road  
Other critical Green Zone roads

4. The next priority of plowing is the collector roads and lesser traffic volume roads within each color zone. Typical collector roads are Cascade Street, Fairview Drive, Rivendell Drive, Central Street, etc. Because of their location adjacent to collector streets, many minor streets (not

including dead-end streets and cul-de-sacs) will be cleared concurrent with collector streets or immediately following the collector streets. Dead-end streets follow in priority, although many may be cleared earlier in the process to meet the objectives of cycling and access on steep grades. In general, the trucks plow in the following areas:

Truck 5 and 6: Blue Zone

Truck 7: Green Zone

Truck 34: Red Zone

5. The cycle capability of each vehicle will be maximized so that unnecessary reload trips are not made for re-supply of materials at the Highway Garage.

6. Plow routes are designed for mostly right-hand turns to avoid leaving windrows in intersections.

7. Sidewalk clearing throughout the Village begins concurrent with street plowing. It is an important and critical element of the overall snow clearing operation due to the absence of school busing and the significant number of people who use the sidewalks in the winter. Only during periods of continuous heavy snowfall over an extended time frame will sidewalk clearing be delayed for clearing of streets.

8. The general plan for clearing of sidewalks is for all Class 1 and Class 2 roads with sidewalks or paths to be cleared on both sides of the road with the sidewalks on Class 3 roads cleared on only one side. Sidewalk clearing is performed concurrent with road clearing.

9. Sidewalk clearing is performed by both permanent and temporary employees using two sidewalk plows. A one-pass coverage of the sidewalks designated for plowing takes from 3.5 hours (v-plow) to 15 hours (blower) to accomplish with the two employees and two sidewalk plows.

10. Sidewalk clearing will be reduced and generally stopped in late spring when conditions indicate the sidewalks are useable and the sidewalk plows will do damage to private property and lawns.

### **Special Practices for 2019-2020**

1. The winter of 2018-2019 was characterized by an early start to winter conditions, many fluctuations between freezing and thawing, periods of extended and generally harsh weather, with a substantial increase in materials usage and overtime. Supply availability of salt, sand and other materials was not a problem.

A comparison of overtime and materials provides an indicator of activity level and conditions over the last year (note that overtime is estimated at 80% of total overtime hours).

	2017-2018 (actual)	2017-2018 (budget)	2017-2018 (actual)	2017-2018 (budget)
Overtime (hours)	1,100	1,000	912	1,000
Materials (salt/tons)	1,500	1,400	2,200	1,400

2. Significant changes are not planned for the winter of **2019-2020**. Public Works will purchase the deicing agent directly and fill storage tanks onsite. Public Works will then mix the product with the road salt, saving costs. In addition, the trucks will be calibrated both before the season and partially through the season to ensure more accurate application rates.

3. Salt use will be applied at reduced levels where possible on flat roads and cul-de-sacs, but not eliminated.

4. The areas of sidewalk clearing are unchanged from last year. With the sidewalk on the eastern portion of Maple Street linking to the sidewalk on River Road in the Town, the Village will plow the sidewalk out to the general area of JP's Restaurant. The location is too isolated and far for the Town sidewalk plow to cover and there is a demonstrated need to keep the sidewalk in this area open due to the influx of new businesses along River Road.

5. During the evening hours of a storm event between 9:00 P.M. and 3:00 A.M., unless there is a continuous heavy snowfall or continuous ice storm, Village forces will be reduced to a minimum or no staffing.

6. Each driver is given the responsibility to make decisions regarding the blend of materials and application rates to keep the roads trafficable and reasonably safe while concurrently minimizing costs. However, the Superintendent, or his designated representative, will establish a general material type and application rate prior to each major storm event, and employees are expected to use these settings as a starting point for the storm.

7. The Village used contract plowing services last year to plow the area of Railroad Ave., Lincoln Place, Lincoln Hall, the Fire Station and a portion of Main Street. The call for contract services generally occurs when the projected snowfall accumulation is on the order of 3 to 4 inches. In the past this request for assistance has been handled informally and the intent is to formalize this service through a more formal services agreement.

8. It is important to note that the plan which has been presented and the accompanying map are subject to change with each storm. Also, the time frame for clearing can vary markedly, depending upon conditions and continuing effects of a storm. Other factors affecting the plan are:

- night-time plowing
- commuter traffic
- parked cars



equipment breakdown  
assistance to the Fire or Police Departments  
time length since the start of the storm  
availability of materials  
budget funds

11. In order to guide the Department in utilizing the best available techniques in snow and ice clearing operations, a set of guidelines (not requirements) is provided in Section 1, Appendix 4. Operator judgment and close control of materials are key elements in managing snow/ice clearing operations.

Village snow removal operations generally will not start until one hour after the initial call, because of the time factor in getting crews in, equipment checked and materials loaded. Also, with routes requiring three to four hours to plow completely, notification has to occur by 2 AM or it is not likely that the major roads will be open by 7 AM.

### **Use of Sand / Salt from the Village Highway Garage**

The Village of Essex Junction expects that homeowners and businesses will obtain sand and salt from the private sector for use in keeping their driveways and walkways clear. The clearing of private driveways / walkways is the responsibility of the individual property owner as noted in Title 24, section 2291.

The Village prohibits the taking of any amount of road salt from the Village highway garage for use on private driveways.

It is understood that emergency (non-routine) situations may occur, such as during an ice storm, when residents may need sand on an emergency basis. It is not considered an emergency when local businesses that sell sand are open and sand is readily available for purchase. In emergency situations, residents and businesses may obtain sand from a stockpile inside the gate to the highway garage. It is intended that the “public stockpile” will not be accessed or used by any commercial venture engaged in snow clearing operations.

### **Mailbox Policy/Encroachment in the Public Right of Way/Lawn Restoration**

Because of the volume of complaints specific to objects in the Village right-of-way and damage to property, the following policy has been established:

1. Title 19, Section 1111 prohibits encroachment of the Village right-of-way without prior approval by the Trustees. Objects in the ROW are placed there at the owner's risk and the Village assumes no responsibility for any damage to objects placed in violation of the statutes. Common items damaged are fences placed within the Village ROW, flowerpots, basketball hoops, etc.

2. To insure mail delivery to all residents, the Village has provided blanket authorization for mailboxes located in the Village right-of-way. The Village retains control over specific location of the mailboxes and may require the homeowner to move the box to a more suitable location.

The Village will fix a damaged mailbox or replace a mailbox (up to a monetary limit of \$50 per mailbox per event) only when the Department determines that a plow physically hit the mailbox. This determination is made by observation of cut marks, paint off the plow blades, etc.

Heavy snow coming off the plow blade will often knock over and damage mailboxes which have not been adequately mounted or braced or those mailboxes whose doors have been left open. Also, mailboxes are damaged by private contractors and homeowners during driveway clearing operations. The Village will not fix or replace mailboxes in these situations.

Owners of mailboxes have a responsibility to contact Public Works during daytime hours within 72 hours of damage to a mailbox if they intend to seek repairs, a new mailbox or reimbursement from the Village. The Village will inspect the mailbox to determine if it is the Village's responsibility for the mailbox damage. No payment of the \$50 to replace a mailbox will be made by the Village until the replacement has been completed and verified as being in place by the Village.

The clearing around mailboxes is the sole responsibility of the owner and not the Village. With the large number of streets to plow and limited municipal resources, Village plows cannot provide a level of service that clears the road to every mailbox.

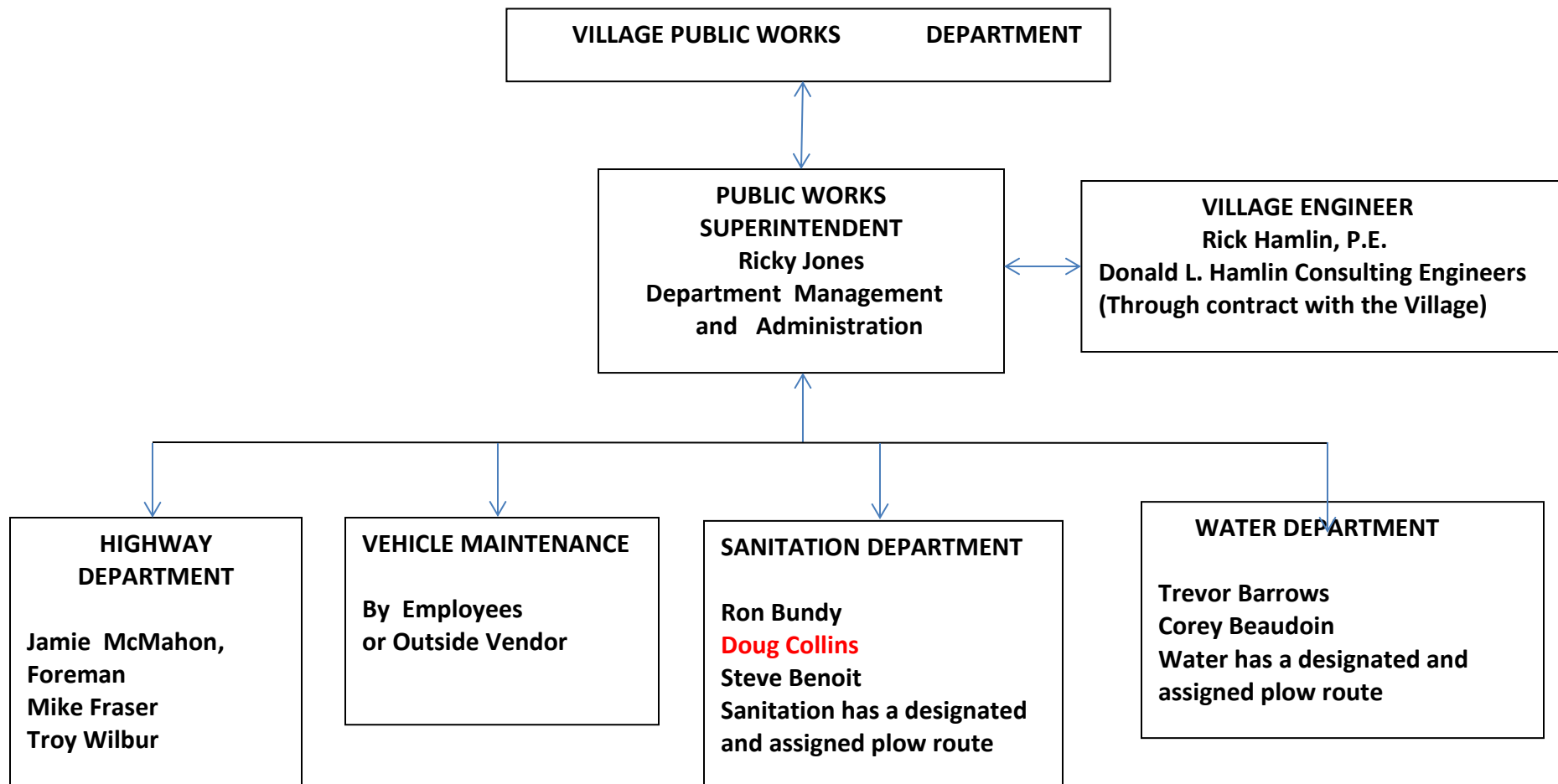
The Village will notify residents prior to the start of winter regarding mailboxes that need repair or movement. The Village will not repair mailboxes that are noted as being damaged or inoperative prior to winter.

3. The Village will restore or replace objects outside the Village road right of way damaged as a result of its snow or ice clearing operations, only when it has been determined that the Village was responsible for the damage, consistent with the State Supreme Court Ruling in 2010.

4. Recovery of damages will be pursued by the Village, if Village equipment is damaged due to objects placed in the Village ROW.
5. Lawns damaged by municipal sidewalk plowing or municipal road plowing will be restored by the Village following the winter season.

**SECTION 3, APPENDIX A  
2019-2020**

**ORGANIZATIONAL CHART OF THE VILLAGE PUBLIC WORKS DEPARTMENT**



**SECTION 3, APPENDIX B**  
**2019-2020**

**VILLAGE VEHICLE AND ROUTE ASSIGNMENTS**

<u>VEHICLE</u>	<u>PRIMARY OPERATOR</u>
Truck 5 (DT)	
Truck 6 (DT)	
Truck 7 (DT)	
Sidewalk Plow 10	
Sidewalk Plow 11	
Truck 34	
Loader #9	
Pick-up	

**SECTION 3, APPENDIX C**  
**2019-2020**

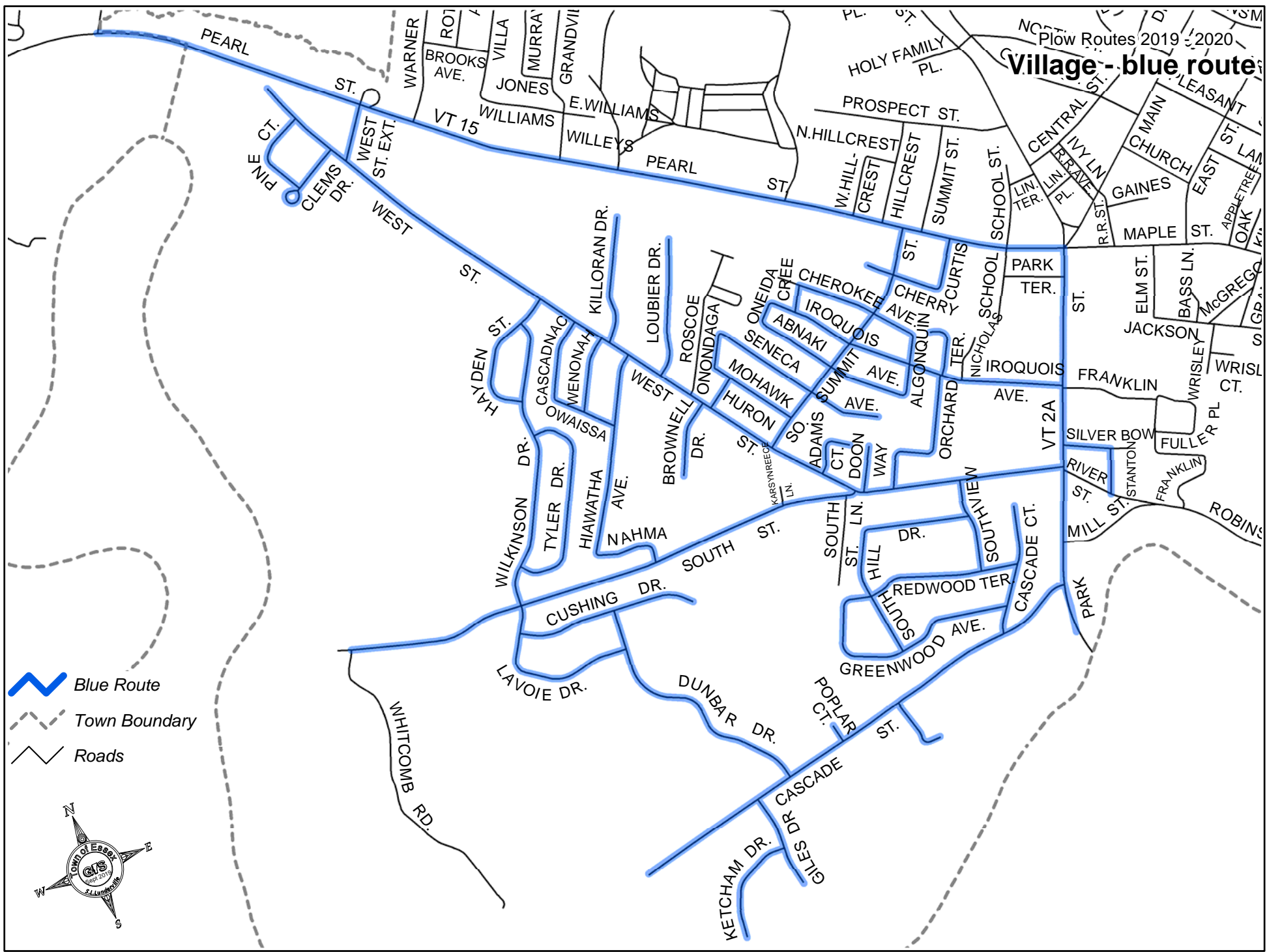
**VILLAGE EQUIPMENT FOR SNOW OPERATIONS**

Truck #5	2014 Freightliner 7 cy. Dump Truck with tailgate sander, wing and all directional front plow
Truck #6	2015 Freightliner 7 cy. Dump Truck with tailgate sander, wing and all directional front plow
Truck #34	2016 Freightliner 7cy. Dump truck with multi-directional front plow, tailgate sander and wing
Truck #7	2012 International 3 cy. Low Pro Dump Truck with all-directional front plow, tailgate sander and wing
Truck #1	2011 Chevrolet Pickup with v-plow and sander.
Truck #15	2011 Chevrolet Pickup with v-plow and sander.
Sidewalk Plow #10	2015 Trackless
Sidewalk Plow #11	2016 Prinoth
Loader #9	2013 Caterpillar 924K
Skid Steer #12	2001 Cat 228, Back-up for sidewalk plowing

**SECTION 3, APPENDIX D**

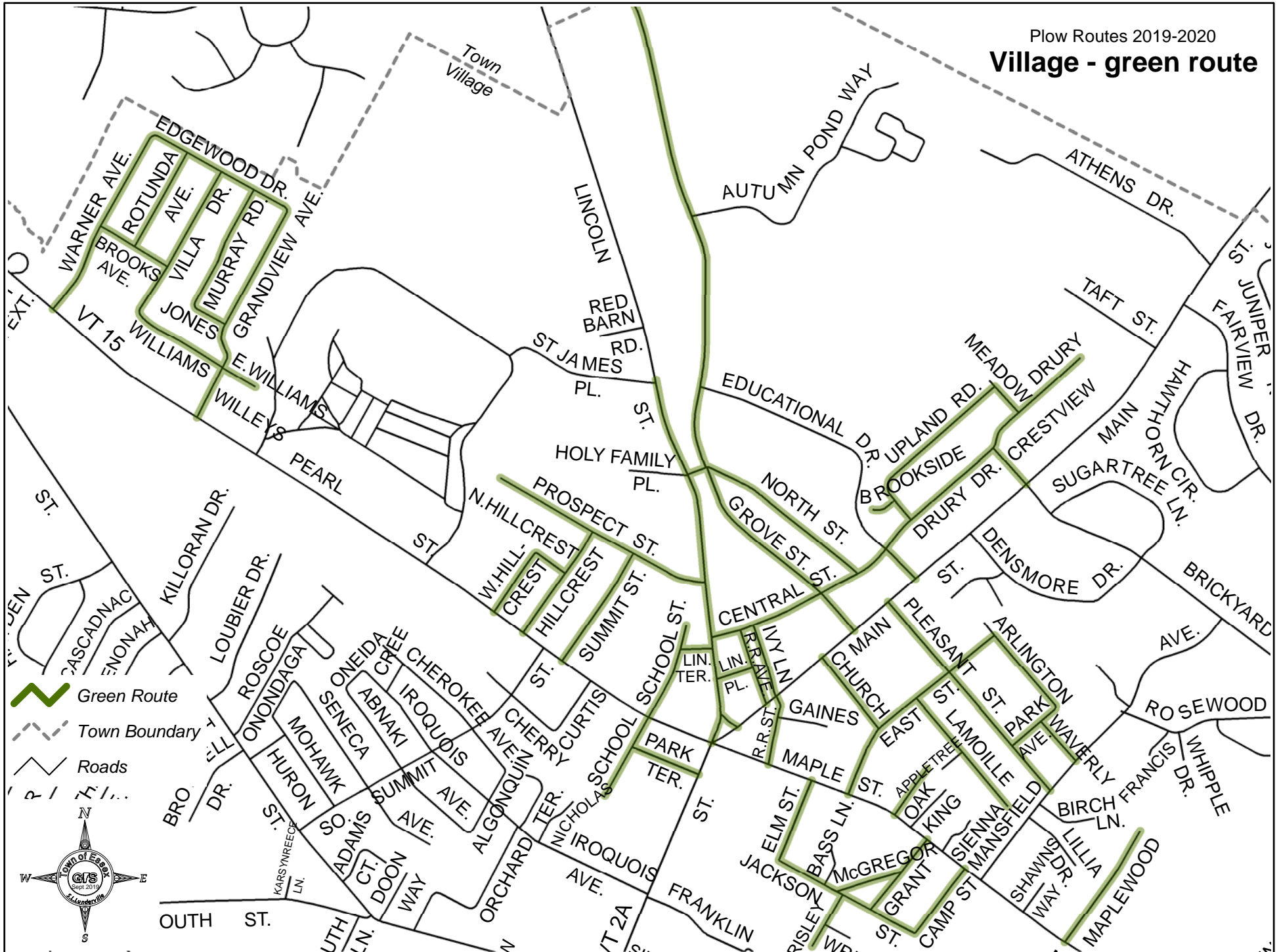
**2019-2020**

**MAPS OF HIGHWAY ROUTES (VILLAGE)**

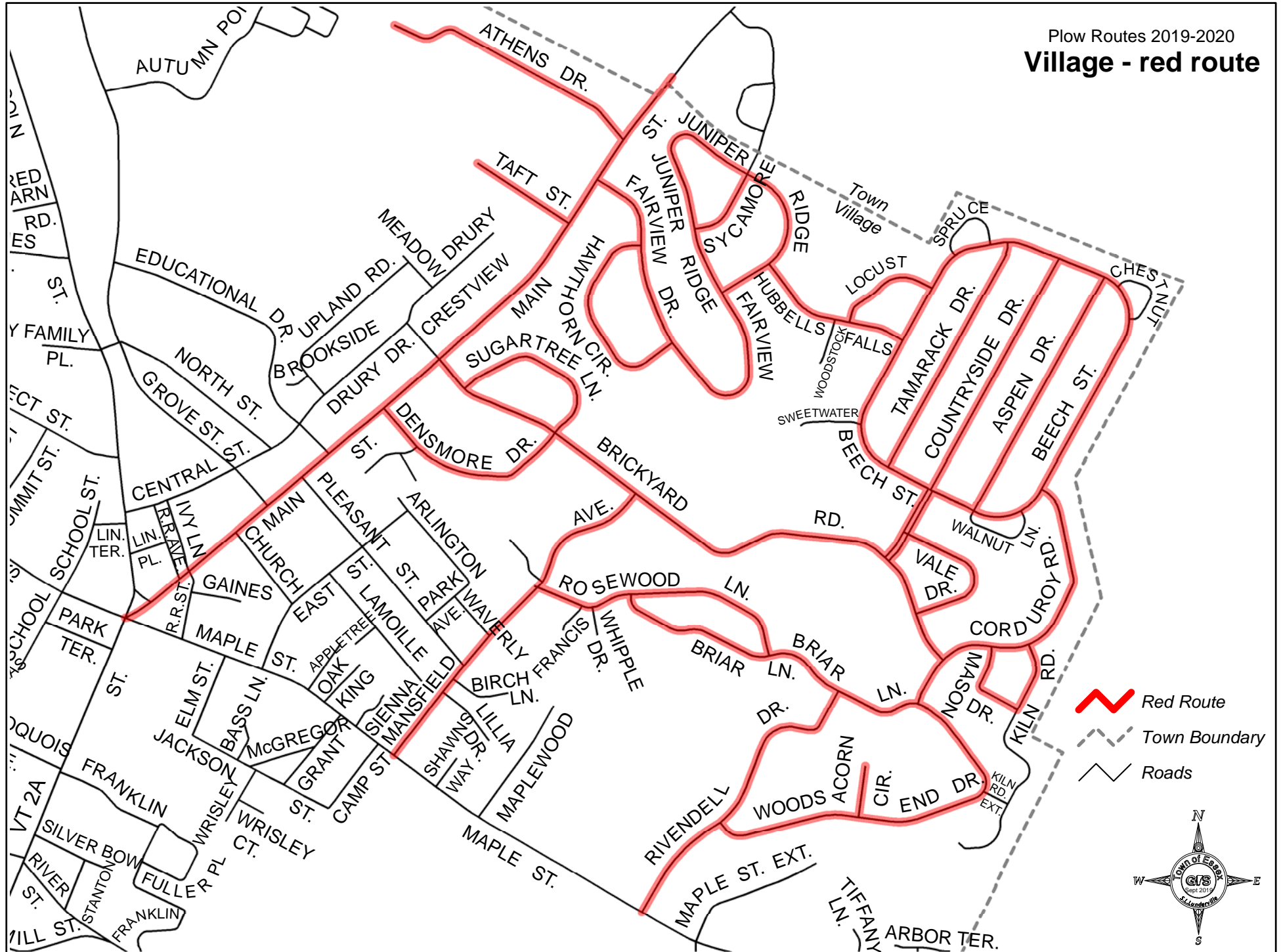




## Village - green route



Plow Routes 2019-2020  
**Village - red route**



**SECTION 3, APPENDIX E**  
**2019-2020**

**VILLAGE OF ESSEX JUNCTION CALL LIST**

**NOT AVAILABLE IN PUBLIC VERSION**

### SECTION 3, APPENDIX F

Date Day	From	Time To	Hrs	Air Cond.	Ground Cond.	Total Hrs.	Sand CY	Salt CY	Sand/Salt CY	CaCl <sub>2</sub>	Other Material	Fuel Gal.	Comments
Mon													
Tues													
Wed													
Thurs													
Fri													
Sat													
Sun													
Week Totals													

Ending Mileage \_\_\_\_\_

Starting Mileage \_\_\_\_\_

Total \_\_\_\_\_

Operators \_\_\_\_\_

#### Air Conditions

1. Clear
2. Fog/Mist
3. Rain
4. Sleet
5. Light Snow
6. Heavy Snow
7. High Winds

#### Weather Conditions

- A. Dry
- B. Icy/Freezing
- C. Black Ice
- D. Dusting of Snow
- E. Light Snow Cover (less than 1")
- F. Moderate Snow Cover (1" to 3")
- G. Heavy Snow Cover ( over 3")
- H. Drifting/Blowing on Road

## **SECTION 3, APPENDIX G**

**2019-2020**

### **VILLAGE TOWING ORDINANCE**

**Village of Essex Junction, VT**

**Municipal Code**

#### **SECTION 825. VIOLATION DEEMED NUISANCE – NOTICE, TOWING & CHARGES:**

- (a) The parking or leaving any vehicle in violation of this chapter is hereby declared to be a public nuisance.
- (b) The fact that a vehicle which is illegally parked is registered in the name of the person, rental agency or company shall be prima facie proof that such person, rental agency or company was in control of the automobile at the time of such notice.
- (c) It shall be sufficient notice of violation for a law enforcement officer to leave written notice on an official form securely on the vehicle indicating the violation, the time and date of the violation, the location of the violation, and the registration number of the vehicle, and such other information as seems appropriate.
- (d) "Parking," for these purposes, shall mean leaving the vehicle at rest with or without an operator in attendance unless otherwise provided.
- (e) The Public Works Department, the Fire Department of the Village of Essex Junction, or any lawful police official of the State of Vermont, are hereby authorized to remove and tow away, or have towed away, by commercial towing service, any vehicle illegally parked in any place where such parked vehicle violates this chapter, creates or constitutes a public nuisance, creates or constitutes a traffic hazard, blocks the use of fire hydrants, obstructs or may obstruct the movement of emergency vehicles, or interferes with the free flow of traffic, or has three or more unpaid violations. In addition to towing, a police officer may issue a ticket in accordance with Section g.
- (f) A vehicle so towed away to storage under the provision of this chapter may be redeemed by the owner of the vehicle upon payment of all towing charges, storage charges, or other expenses incurred in the moving of the vehicle, except that the charge of towing each vehicle shall not exceed an amount as established by the Village Manager. The operator of the commercial towing service may hold such vehicle until such charges have been paid. In addition, any vehicle towed due to three or more outstanding violations shall be required to pay all fines prior to the vehicles being released to them by the commercial towing service.
- (g) Any person who violates the provisions of this chapter may be ticketed for such offense by any lawful police official of the state of Vermont as listed below:
  - Twenty-five dollars per violation.
- (h) The Village may choose to have a vehicle towed to a location other than a commercial storage facility and may choose to bear the cost of such towing (i.e. to clear streets for special events).
- (i) The provisions of this chapter are declared to be separable in that any provision declared to be invalid shall not affect the validity of the remaining provisions.

**VILLAGE OF ESSEX JUNCTION  
MUNICIPAL CODE**

**CHAPTER 2.  
GENERAL REGULATION OF PUBLIC STREETS**

**SECTION 201: ENACTMENT AUTHORITY:**

This article is adopted by the Trustees of the Village of Essex Junction pursuant to the authority granted them under Sec. 1.07 (d) and (e) of the Village Charter.

**SECTION 202:**

- (a) No person shall throw or put, or cause to be thrown or put, snow or ice in any street, road park or public ground without first having secured permission of the Public Works Superintendent or his designee.
- (b) No person shall sprinkle any salt, or chloride in any street, road or public ground without first having secured permission of the Public Works Superintendent or his designee.
- (c) No person shall slide on a sled or sleigh in any street, road, walk, lane or alley.

**VILLAGE OF ESSEX JUNCTION TRUSTEES  
TOWN OF ESSEX SELECTBOARD  
DRAFT SPECIAL MEETING MINUTES  
Monday, September 24, 2019**

**SELECTBOARD:** Elaine Haney, Chair; Max Levy; Andrew Watts; Annie Cooper; Patrick Murray

**TRUSTEES:** Andrew Brown, President; George Tyler; Dan Kerin; Amber Thibeault; Raj Chawla

**ADMINISTRATION and STAFF:** Evan Teich, Unified Manager; Greg Duggan, Deputy Manager; Sarah Macy, Finance Director/ Assistant Manager

**OTHERS PRESENT:** Diane Clemens; John Sheppard; Ken Signorello; Irene Wrenner

**1. CALL TO ORDER**

Andrew Brown called the Village of Essex Junction Trustees back to order from recess, and Elaine Haney called the Essex Selectboard to order, and entered the Special Joint Meeting of the Village of Essex Junction Trustees and the Town of Essex Selectboard at 7:39 PM.

**2. AGENDA ADDITIONS/ CHANGES**

No changes or additions to the Agenda were proposed.

**3. AGENDA APPROVAL**

With no changes to the agenda, approval was not required.

**4. PUBLIC TO BE HEARD**

**a. Comments from Public on Items Not on Agenda**

**Ken Signorello** shared his opinion that if a merger takes place, the Village will be expected to sacrifice services. He spoke about the fiscal constraints of service levels and conjectured that it is unlikely that the levels of service will remain the same after a merger.

**Irene Wrenner** stated that a merger is inadequate for achieving five goals of government: appropriate representation, access, identity, transparency and fair taxation. She shared her opinion that pushing the two municipalities together would result in collateral damage of four of these five goals. She asserted that separating the Village and the Town outside the Village would be a more appropriate solution for achieving the goals, but this idea was not given enough consideration in the beginning of the research process by the Trustees and Selectboard. She suggested that the strategy be reconsidered now that one of the two options, "special districting" is no longer on the table. She said that the time is right for this because once the surveys and public input is collected it may reveal the need for a re-vetted approach to the process.

**5. BUSINESS ITEMS**

**a. Discussion of Joint Budget Initiatives and Goals – Sarah Macy**

Ms. Macy presented administration's goals for crafting the FY21 budget. She and Mr. Teich requested that the board members discuss the items and identify priorities.

Mr. Murray requested clarification on how the goal of not approving new full-time positions would affect the understaffing situation at the Police Department. Mr. Teich explained that



their understaffing is due to vacant, already approved positions, so this should not affect them. He added that this goal would not limit the option of adding part-time employees.

The board members discussed how a goal of no more than a 2.5% increase in department budgets would contribute to the overarching theme of “do no harm,” considering the cost of health insurance. Mr. Tyler suggested that the goal should instead be to maintain level services. He also suggested flexibility with the 2.5 % to protect smaller departments, for which this would equate to a smaller amount of money than in larger departments. Ms. Macy explained that the 2.5% increase would not equate to an overall 2.5% budget increase, after calculating health insurance, capital expenses, wage increases and other influences outside of the control of individual departments.

The board members discussed and debated whether or not to transfer \$165,000 from the Town budget to the Village budget for recreation. Ms. Macy explained this goal was included to continue moving toward equal access and equalized funding now that Essex Junction Recreation and Parks (EJRP) and Essex Parks and Rec (EPR) are co-located. She said that this suggestion continues the discussion of how to address resident and non-resident fee structures. Mr. Watts clarified that this would be a new line item in the Town budget to offset the amount it would cost Town outside the Village residents to have equal access to the EJRP programs. Mr. Kerin pointed out that the \$165,000 would be from taxes collected from all Essex residents (Town outside the Village and Village). Ms. Haney said that this transfer could be beneficial for tax relief if there is a vote to merge but would still be beneficial if there is no vote to merge. Mr. Chawla asserted that he does not believe a transfer such as this should take place before the 2020 vote because the perceptions for why it is happening could get muddled. He stated his opinion that all consolidation work should be on hold until after the vote. Mr. Levy agreed that it would be hasty to proceed with any new cost sharing strategies at this time. Ms. Cooper pointed out that it makes sense to have all recreation co-located, as it makes the programs stronger and agreed and stated her opinion that this is a good step forward no matter the results of the merger vote. Ms. Macy requested a sense of the rest of board members on this item. Mr. Watts and Ms. Haney both expressed interest in the strategy and believed it warranted more information and exploration of what effect it would have. The Trustees showed interest in further exploration. Ms. Haney requested that the Rec. Directors attend the next joint meeting and that staff provide clear recommendations on action steps, expected outcomes and justifications for why this should happen at this time.

The board members discussed the importance of working on how the Town and Village can address capital expenses together. They agreed that incorporating Space Study needs into the budget should be low priority this year unless the items are essential for safety. Mr. Murray pointed out that that the exhaust system replacement at the fire department should be prioritized. Mr. Tyler agreed, describing this as a dire need. Mr. Levy, Mr. Kerin and Ms. Thibeault also agreed. Mr. Watts suggested that the Town's 2 cent capital tax and transfer of operating funds into capital should be more standardized and transparent this year. Mr. Brown reiterated that strategizing capital expenses together would be beneficial.

Mr. Watts clarified, with Ms. Macy and Mr. Teich, how the goal of providing funding to the Community Justice Center (CJC) would change current practices. Mr. Teich explained that



currently the Essex CJC has its own grant-funded budget and the employees work for the Town of Essex. The program is funded primarily by a state grant with the Department of Corrections and the Judiciary, which is shared with Milton and Colchester. He said their grant ends next year but the Essex Police Department and administration believe that the Essex CJC program should be sustained whether or not the state renews funding. Mr. Teich explained that the CJC is a separate program from the Street Outreach Team, which is a contracted service of the Police Department through the Howard Center.

Mr. Chawla clarified with Ms. Macy and Mr. Teich what would be included in the IT and security upgrades goal. Ms. Macy explained this would include updating door access controls and phone systems and aligning IT systems across services, except for the libraries and rec departments, which each have their own unique tech needs. Mr. Chawla and Mr. Murray suggested that the Selectboard and Trustee IT processes also be standardized so they do not need to use multiple programs to manage information.

Mr. Watts wondered how the Cemetery goal would play out between the two municipalities. Mr. Duggan explained that this goal would align and increase maintenance budgets. He also explained that once a Village cemetery is full, ownership is transferred to the Town, so this will play a role in the budget review.

Mr. Levy wondered if the goal related to reviewing fees structures would include fines. Mr. Teich said, more importantly, it would analyze impact and other fee structures to determine appropriate amounts. Mr. Duggan clarified that an impact fees study is not scheduled at this time but it is on staff's radar to be addressed.

**b. Discussion of FY2020 budget schedule – Sarah Macy**

Mr. Teich presented the FY2021 budget calendar, which he said adheres to the Vermont League of Cities and Towns rules. He pointed out that the Village is scheduled to engage in a full-day budget meeting from 8:30-3:30, and the Selectboard is scheduled to hold a series of special budget sessions in the evenings. He asked for feedback or suggestions on this schedule.

Ms. Haney requested that the Selectboard budget meeting on January 6 be changed, or one of the other two meetings scheduled that day change, so meeting times can be reasonable. She discussed either putting shorter, admin items on the budget agenda, cancelling the Joint meeting or cutting the Selectboard meeting short.

Mr. Murray suggested an agenda item on the next Selectboard meeting be a discussion of interest of the board members in trying to fit the whole budget meeting process onto one day. Mr. Brown suggested an agenda item at the next Trustees meeting be a discussion of whether they want to still do a full day budget meeting or if it should be broken out into multiple meetings.

**c. Update from Governance Subcommittee and Next Steps in Possible Merger**

Mr. Duggan recapped for the board members that the Governance Subcommittee met on September 12<sup>th</sup> and finalized the mostly quantitative survey, currently being administered. He said there are 370 responses so far. KSV is scheduled to present the analyzed data to the

board members at the October 29 joint meeting. After this, he said, the boards need to have a strategy for how to move forward. Mr. Duggan suggested either charging the Subcommittee with the task of creating a draft plan, proceeding as a joint board effort or creating some other type of process that includes multiple stakeholders.

Mr. Tyler clarified that, once the data is presented to the boards, it is their responsibility to consider the information and discern an effective process forward. He said he plans to compile all of the Governance Subcommittee's completed legal, finance and researched legwork to help interpret the results. Mr. Tyler gave credit to Mr. Duggan and Mr. Teich for all of their work on securing information along the way. He said that because subcommittee members are well informed at this point, consulting with Mr. Richardson, legal counsel, would be premature.

Ms. Haney suggested that the boards have reached a new plateau in the process which requires a decision to construct a plan, merger or otherwise. She said that they need to come up with a list of topics to be covered and suggested disbanding the Governance Subcommittee in order to form a Charter Committee, if they discover that they need to strategize a merger. The board members appeared to agree with this strategy. Mr. Teich encouraged them to think about how many people would be included, what their charge and scope of work would be and how to keep the committee small enough to ensure effectiveness on the quick timeline. Mr. Duggan suggested that they discuss this at their next meetings and Mr. Tyler cautioned that they should not plan the new committee too soon because they may discover that they do not have a go-ahead on a merger, based on survey responses. Mr. Chawla wondered if there could be a hybrid committee that could address whatever direction they find themselves going in.

The board members discussed the pros and cons of possibly having community members on the new committee. Mr. Watts pointed out that the Governance Subcommittee has been repeatedly stating that there will be continued opportunities for community input on the process. Ms. Haney suggested including local State Representatives on the committee but Mr. Murray expressed that this may not be acceptable to the public. Ms. Cooper stated that public input does not necessarily mean public participation. She and Mr. Kerin discussed the option of conducting hearing sessions to have conversations with the public and also use these opportunities to clear up misinformation. Mr. Murray added that community feedback could also be collected on written document discussions. They suggested that bringing all of these conversations to the committee may a good solution.

Ms. Haney suggested that the board members determine who would be on the new Committee at their next joint meeting.

## **6. CONSENT AGENDA**

### **a. Approve minutes: September 9, 2019 – Joint Meeting**

**GEORGE TYLER made a motion, seconded by AMBER THIBEAULT, that the Trustees approve the Consent Agenda. The motion passed 5-0.**

## **7. READING FILE**

a. **Board Member Comments**

- There were no board member comments at this time.

b. **Letter from Joyce Stannard, Passionate About Pickleball**

**8. EXECUTIVE SESSION**

- a. An executive session is not anticipated  
No Executive Session took place.

**9. ADJOURN**

**MAX LEVY made a motion, seconded by PATRICK MURRAY, for the Selectboard to adjourn the meeting. The motion passed 5-0 at 9:30 p.m.**

**DAN KERIN made a motion, seconded by RAJ CHAWLA, for the Trustees to adjourn the meeting. The motion passed 5-0 at 9:30 p.m.**

Respectfully Submitted,  
Cathy Ainsworth  
Recording Secretary

# FISCAL YEAR 2019 REPORT

## WHO WE ARE

**We are a municipality** created in 1987 to oversee and manage solid waste in Chittenden County.

We are governed by a Board of Commissioners. Each of the communities in Chittenden County appoints a volunteer Commissioner to the Board.

**Our mission** is to reduce and manage the solid waste generated within Chittenden County in an environmentally sound, efficient, effective and economical manner.

## HOW WE'RE FUNDED

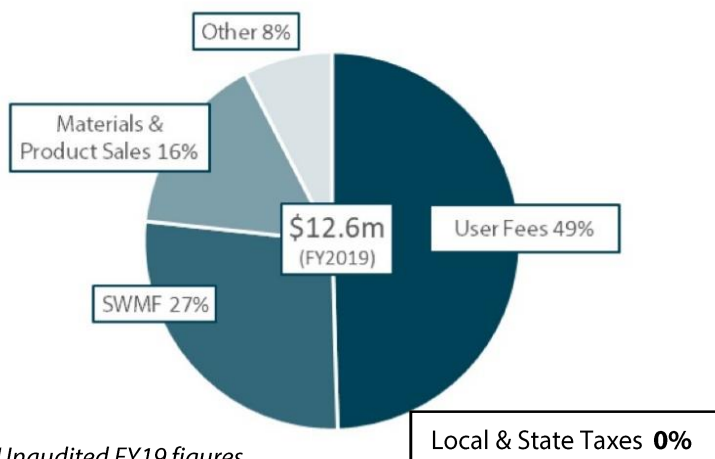
**Our revenue** comes from three primary sources:

**User Fees** on materials we manage at our facilities;

The **Solid Waste Management Fee (SWMF)**, a per-ton fee on material sent to the landfill;

**Sales** of materials and products that we collect, sort, or process at our facilities.

We do not receive any state or local tax funding.



Unaudited FY19 figures

## BOARD OF COMMISSIONERS

As of July 1, 2018

### BOLTON

Rep: Duncan Galbraith

### BURLINGTON

Rep: Rob Green  
Alt: Jennifer Green

### CHARLOTTE

Rep: Abby Foulk  
Alt: Rachel Stein

### COLCHESTER

Rep: Tim Moran  
Alt: Jeffrey Bartley

### ESSEX

Rep: Alan Nye  
Alt: Max Levy

### ESSEX JUNCTION

Rep: Alan Nye  
Alt: George Tyler

### HINESBURG

Rep: Lynn Gardner  
Alt: Doug Taff

### HUNTINGTON

Rep: Roman Livak  
Alt: Landel Cochran

### JERICO

Rep: Leslie Nulty  
Alt: Bert Lindholm

### MILTON

Rep: Ken Nolan  
Alt: Vacant

### RICHMOND

Rep: Adam Sherman  
Alt: Logan Hegg

### ST. GEORGE

Rep: Maggie Kerrin

### SHELBURNE

Rep: Timothy Loucks  
Alt: Lee Krohn

### SOUTH

### BURLINGTON

Rep: Paul Stabler

### UNDERHILL

Rep: Dan Steinbauer  
Alt: Paul Ruess

### WESTFORD

Rep: Michelle DaVia

### WILLISTON

Rep: Craig Abrahams  
Alt: Caylin McCamp

### WINOOSKI

Rep: Bryn Oakleaf  
Alt: Candice Holbrook

## ADMINISTRATION & FINANCE

The FY19 General Fund expenditures were \$11.5 million and the revenues were \$12.4 million, representing a \$200,000 increase in expenditures (2%) and a \$700,000 increase in revenues (6%) compared with FY18. *(Figures are unaudited.)*

Increases in expenditures were largely due to higher fees for sludge and trash disposal and normal increases in salaries, wages, and benefits. The continued decline in revenue from the sale of recyclables was offset by higher user fees and increased Solid Waste Management Fee income generated from more tonnage going to landfill vs. FY18.

## FACILITIES & OPERATIONS

**DROP-OFF CENTERS (DOCS):** *Owned & operated by CSWD.* Convenient, one-stop facilities for household quantities of blue-bin and special recycling, food scraps, trash, and more. Blue-bin recycling collected at Drop-Off Centers dropped 2.2% to 2,900 tons, and household trash increased 8.3% to 6,612 tons over FY18.

**ENVIRONMENTAL DEPOT:** *Owned & operated by CSWD.* Safe drop-off for almost all types of household hazardous waste. 11,037 households and 720 businesses brought in 784,929 lbs. of hazardous waste for processing in FY19, a 3% decrease from FY18. This included 7,803 gallons of latex paint re-blended and sold in Vermont as *Local Color*.

**GREEN MOUNTAIN COMPOST:** *Owned & operated by CSWD.* We turn community food scraps, leaves, and yard debris into high quality compost products to improve soil in lawns and gardens. We composted 14,488 tons of material in FY19, including 5,763 tons of food scraps, a decrease of 2% from FY18.

**MATERIALS RECOVERY FACILITY (MRF):** *Owned by CSWD; operated by Casella.* The MRF sorts and prepares large loads of blue-bin recyclables -- paper, cardboard, and clean single-use containers -- for sale to processors. The MRF received 45,365 tons of material in FY19, a 4% decrease from FY18. Roughly 7% was landfilled as contaminated or otherwise non-recyclable material. The weighted average sale price was \$52 per ton in FY19, a 40% decrease over the FY18 average.

## OUTREACH & COMMUNICATIONS

**COMMUNITY OUTREACH** included 23 backyard composting workshops, 25 tours of CSWD facilities and 33 presentations to a total of 909 people in addition to on-site assistance at multi-residential sites.

**BUSINESS OUTREACH** directed two waste audits, conducted 23 workplace presentations, and led 25 facility tours for local businesses and institutions. Staff provided direct assistance to more than 220 other businesses and distributed over 250 deskside recycling bins and 75 food scrap buckets to business and non-profit workplaces at no charge.

**EVENT OUTREACH** engaged with 81 events through on-site support/training, bin loans, and direct technical assistance. Waste Warrior volunteers spent 444 hours educating guests at 28 events. Thirty-seven events borrowed 118 containers to keep 5.7 tons of recyclables and 6.8 tons of compostables out of the landfill.

**SCHOOL AND YOUTH OUTREACH** programs reached more than 5,900 students and staff via 157 presentations, six waste audits, and 71 facility tours. Staff had direct contact at 38 of the District's 75 public and private K-12 schools.

## OTHER PROGRAMS

**RESEARCH AND DEVELOPMENT:** CSWD research and development efforts targeted recycling markets for hard-to-recycle products and packaging, MSW disposal trends, and consolidated collection of food scraps, recyclables, and trash.

**COMPLIANCE:** CSWD licensed 61 haulers (394 vehicles), 14 processing facilities, and three transfer stations. Staff completed 36 load check events (400 vehicle checks at three facilities) and assessed Banned Materials Fees on 43 loads. We conducted 31 construction site visits to provide educational outreach and investigated two complaints of combined trash and recycling collection by haulers, and eight incidents involving management of food residuals and recyclables.

**BIOSOLIDS:** CSWD brokered 14,984 wet tons of sewage sludge for our member communities in FY19, which is 2.4% less material than FY18. CSWD staff is continually investigating options for local treatment of sewage sludge from District members with a focus on removing phosphorus from wastewater treatment plants. CSWD is in the first year of a 5-year sewage sludge disposal contract with Casella Organics.

**MEMBER GRANTS:** CSWD provided \$7,083 in grant funding to member towns via the Community Cleanup Fund and \$11,267 in waived Green Up Day disposal fees and financial support to Green Up Vermont. We awarded matching grants of \$5,523.69 to 13 businesses, institutions, and municipalities for recycling bins and food scrap collection containers.