



VILLAGE OF ESSEX JUNCTION
TRUSTEES
REGULAR MEETING AGENDA

Online
Essex Junction, VT 05452
Tuesday, January 26, 2021
6:30 PM

E-mail: manager@essexjunction.org

www.essexjunction.org

Phone: (802) 878-6951

Due to the Covid-19 pandemic, **this meeting will be held remotely**. Available options to watch or join the meeting:

- **WATCH:** the meeting will be live-streamed on [Town Meeting TV](#).
- **JOIN ONLINE:** [Join Microsoft Teams Meeting](#). Depending on your browser, you may need to call in for audio (below).
- **JOIN CALLING:** Join via conference call (*audio only*): (802) 377-3784 | Conference ID: 376 426 781#
- **PROVIDE FULL NAME:** For minutes, please provide your full name whenever prompted.
- **CHAT DURING MEETING:** Please use "Chat" to request to speak, only. **Please do not use for comments.**
- **RAISE YOUR HAND:** Click on the hand in Teams to speak or use the "Chat" feature to request to speak.
- **MUTE YOUR MIC:** When not speaking, please mute your microphone on your computer/phone.

1. **CALL TO ORDER** [6:30 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. Discussion and possible action to place on the annual meeting ballot the extension of the Economic Development tax
 - b. Fiscal Year 2022 Budget Workshop and Schedule— Sarah Macy
 - c. Consider approval to hold Village meetings by Australian ballot
 - d. Discussion and possible action re: clock on village kiosk at Railroad and Main
6. **CONSENT ITEMS**
 - a. Approve minutes: January 12, 2021
 - b. Check Warrants: #17234 – 1/15/21; #17235—1/22/21
7. **READING FILE**
 - a. Board member comments
 - b. Unemployment update
 - c. Village Annual Meeting/Elections Preparation Schedule
 - d. Memo and attachment from Susan McNamara-Hill re: 2021 Candidate Information
 - e. Final version of Essex Plan of Merger and Charter as approved by Selectboard on 1/11/21
 - f. Memo and proposal from Dennis Lutz re: CCRPC/UPWP
 - g. Upcoming meeting schedule
8. **EXECUTIVE SESSION**
 - a. An executive session is not anticipated
9. **ADJOURN**

This agenda is available in alternative formats upon request. Meetings of the Trustees, like all programs and activities of the Village of Essex Junction, are accessible to people with disabilities. For information on accessibility or this agenda, call the Unified Manager's office at 878-6951.

Certification: 1/22/2021

Date Posted

Initials

Memorandum

To: Village Trustees; Evan Teich, Unified Manager
From: Sarah Macy, Finance Director/Assistant Manager
Re: Discussion and possible action to extend Economic Development Tax
Date: January 26, 2021

Issue:

The issue is for the Trustees to discuss the Economic Development tax and the treatment of Village Funds other than the General Fund in the event of merger.

Discussion:

At annual meeting 2016 voters approved establishing and economic development fund and a one cent tax to fund that fund. A summary from the minutes of that meeting:

Article 3

- Shall the voters add (1) cent to the tax rate to establish a fund for Village capital Improvement projects designated by Village Trustees.

First amendment

- A cap of \$250,000 and request of voters at the annual meeting or a special meeting-
- Motion defeated.

Second amendment

- Shall the voters add (1) cent to the tax rate to establish a fund for Village capital Improvement projects designated by Village Trustees and such tax rate be reconsidered by the voters at the Annual Meeting in 2021.
- Amendment was passed and Article 3 was passed.

This tax is set to sunset after FY21 unless brought before the voters once again. Attached to this memo is a summary of accumulated funds and projects from inception through 12/31/2020. In addition to the projects listed, there is \$100,000 designated for the purchase of public parking. Potential other projects could include a park at 1 Main Street, future parking opportunities and projects, land acquisition, beautification, and special events. Staff recommends the trustees have a discussion about whether or not voters should be asked at Annual Meeting 2021 to extend the economic development tax and for how long.

At the last meeting there was question about what would happen to these funds in the event of merger. Evan has spoken with Dan Richardson and Claudine Safar and here is the summary:

“Special Funds: we are classifying special funds as those funds that were established for a specific purpose and voted on by the Voters. A prime example is the Village’s Economic Development

Tax. This raises \$.01 on the properties within the Village for the purpose of Economic development activities within the Village's Downtown (District/area).

In merger, all assets, including special funds, are directed to the new entity. However, that transfer does not change the "rules" of the fund or the use for their intended purpose. This means that the Economic Development Fund balance would be transferred to the new entity (Town of Essex) and the Intergovernmental Board and then the Selectboard would administer that fund but its rules of use and its intended purpose stays.

Dan and I discussed this issue of the ED Fund \$.01 further as it is only a Tax on Village properties. He and I agree that this is something that gives the Village tax payers standing and any use of those funds that do not follow the voted on intended use could find a legal challenge. Dan also recommends, and I agree, that a MOU and a resolution adopted by both parties that covers all funds be drafted that spells out their rules and uses and be subsequently approved by both parties to memorialize these actions."

Other Special Funds

The Village operates multiple funds. They are summarized here with a description of how they would be handled in the event of merger.

1. General Fund – This is the primary governmental fund and would be absorbed into the new entity. This is the basis for the phase in of the tax levy and the special taxing districts. The new entities one budget will include all functions currently in this budget except debt, sidewalks, and capital transfer.
 - a. Debt – A new Debt Service fund will be established that will collect taxes and pay debt until debt is retired in 2035.
 - b. Sidewalks – a new Sidewalk District special revenue fund will be established that will collect taxes and pay for the sidewalk district over the 12 year transitional period
 - c. Capital – the existing capital fund will remain, will continue to receive Village only tax dollars and will work through those projects that it can over the next 12 years. At the end of that period it will get combined with whatever larger capital fund exists at that time
2. Capital Reserve Fund – addressed in 1c

***A NOTE ABOUT CAPITAL: It has yet to be determined how capital would be handled in a new entity – will there be one capital fund that covers everything? Will there be multiple capital funds broken out by things like buildings, equipment, parks, etc. How will the funding work? How will we prioritize projects? The notes here for numbers 3, 4, and 5 are not final – we may move all these segments into smaller funds, we may move them into one large capital fund. That work still needs to happen.*

3. Rolling Stock Reserve Fund – the money in this fund and the planned replacements it supports will be moved to the new entity and combined into a larger capital fund.
4. EJRP Capital Reserve Fund – this fund will be moved to the new entity and combined into a larger capital fund.
5. Building Maintenance – this fund will be moved to the new entity and combined into a larger capital fund
6. Land Acquisition Capital Reserve Fund – we intend to ask voters at annual meeting 2021 to release these funds into the Economic Development Fund, this fund will then be closed
7. Economic Development Fund – this is the fund that is currently holding the \$0.01 economic development tax. It would receive the balance from the land acquisition fund, collect whatever tax is still due to it, and then remain where it is until the funds are spend on related projects.
8. Enterprise Funds
 - a. Water Fund – no changes
 - b. Sanitation Fund – no changes
 - c. Wastewater Fund - no changes
 - d. Recreation Program Fund – there will be one recreation program fund in the event of merger that would account for all recreation programs.
 - e. Senior Center Fund – no changes
9. Veterans Memorial Park Fund – this is a special revenue fund that had previously received donations for the Veterans Memorial Park. It does not have any new revenue other than interest earnings and is restricted for spending on Veterans Memorial Park. Given that the park is in need of repair, it's my expectation that this will be spent down and the fund will be closed.

Cost:

No cost at this time

Recommendation:

If so desired, staff recommends the trustees place a question on the 2021 annual meeting ballot asking voters to extend the economic development tax.

Memorandum

To: Village Trustees; Evan Teich, Unified Manager
From: Sarah Macy, Finance Director/Assistant Manager
Re: FY22 Budget Workshop and Schedule
Date: January 26, 2021

Issue:

The issue is to continue working on the FY22 Village Budget and outline important dates between now and warning annual meeting.

Discussion:

There have been no additional changes to the budget since budget day at the beginning of December. Here is a summary of General Fund:

Total Expenditures: \$5,629,978 which is a \$262,324 or 4.9% increase over FY21

Total Tax Levy: \$3,737,566 which is a \$67,527 or 1.8% increase over FY21

Estimated Tax Rate: \$0.3327 which is \$0.0025 or 0.76% over FY21; estimated annual taxes for \$280k home of \$931.56 which would be \$7 increase from FY21 level of \$924.56.

The following items address specific questions I have noted and items I think we need to discuss.

Stipends for all boards and committees:

It was requested to see what the cost of stipends would be for a 100% acceptance rate. Here is what I've come up with. We currently have \$10,000 in the budget for stipends assuming a lower than 100% acceptance rate and possibly fewer than the number of estimated meeting and vacancies. The following table shows 100% acceptance cost:

Proposed payments to Village boards and committees				
	Members	Stipend per meeting	estimated meetings per year	total cost (with taxes)
Capital Program Review Committee	5	\$ 50.00	10	\$ 2,691.25
Board of Library Trustees	5	\$ 50.00	12	\$ 3,229.50
Permanent Library Trustees	5	\$ 50.00	12	\$ 3,229.50
Moderator	1	\$ 50.00	1	\$ 53.83
Tree Advisory Committee	5	\$ 50.00	12	\$ 3,229.50
Bike Walk Advisory Committee	6	\$ 50.00	12	\$ 3,875.40
				\$ 16,308.98

The Trustees, Zoning Board of Adjustment and Planning Commission are already paid a flat amount per quarter regardless of number of meetings. We discussed doubling the payments to the ZBA and PC from \$300/year to \$600/year.

I have also received clarification that these would have to be paid through payroll (I can't remember which board asked this question) from VLCT. "Generally, every individual who serves as a town official, even if they receive nominal compensation such as a stipend, is considered by the IRS to be an "employee" of the town for whom they serve for income tax purposes, unless a specific exception applies. Therefore, the town is responsible for withholding and paying Federal income tax, social security and Medicare taxes, and issuing Form W-2, Wage and Tax Statement, to every public official."

Stipend increase for Trustees:

After talking with the Village attorney, we have confirmed that in order to change the stipend paid to the Trustees we would need to include those dollars in the budget AND have a separate question on the ballot. At the last meeting we had landed at increasing the stipends from \$500/year to \$750/year.

Building Fund:

We have been talking about two priority projects the Brownell Roof and the Electrical Distribution. We increased the FY22 transfer from the general fund to the buildings fund from \$50k to \$75k to be able to do one of these in FY22 and the second in FY23. However, since then, we allocated fund balance and transferred fund balance assigned for buildings from the general fund to the buildings fund totaling \$62,774 additional funding going to the buildings fund. This means that the buildings fund has enough money to tackle both of these priority projects in FY22.

Budget Schedule:

Please decide if you would like to hold one or two public hearings on the budget. The Town has decided to hold two since voters no longer have the opportunity to make budget amendments from the floor.

Tuesday 1/26	budget workshop
Tuesday 2/9	budget workshop; warn public hearing for 2/23 (if not already done)
Tuesday 2/23	hold public hearing on budget; <i>possibly adopt budget if only having one public hearing</i>
Tuesday 3/9	hold second public hearing if trustees want two; adopt budget; adopt warning for annual meeting

Cost:

Cost of publishing warnings

Recommendation:

If holding one public hearing:

It is recommended the Trustees warn a public hearing on the FY22 General Fund budget for Tuesday February 23, 2021

If holding two public hearings:

It is recommended the Trustees warn a public hearing on the FY22 General Fund budget for Tuesday February 23, 2021 and a second public hearing on the FY22 General Fund budget for Tuesday March 9, 2021

Village of Essex Junction - General Fund Budget Summary								
								1/22/2021
Department Name:	FY19 Budget	FY19 Actual	FY20 Budget	FY20 Actual	FY21 Budget	FY22 Budget Proposal	Dollar Change from Prior Year	Percent Change from Prior Year
Revenues								
Property Taxes	3,423,606	3,423,627	3,556,422	3,556,878	3,670,039	3,737,566	67,527	1.8%
PILOT Payments	7,000	11,220	11,200	10,419	11,200	11,200	-	0.0%
Licenses and Permits	58,000	16,318	35,000	40,795	25,000	25,000	-	0.0%
Funding from Town of Essex	1,160,126	1,160,126	1,259,376	1,296,855	1,341,811	1,545,880	204,069	15.2%
Intergovernmental Revenues	1,500	17,268	1,000	151,852	1,000	2,000	1,000	100.0%
Funding from Enterprise Funds	235,035	235,035	269,995	269,995	286,685	281,412	(5,273)	-1.8%
Miscellaneous	43,520	59,624	9,020	38,809	9,020	9,520	500	5.5%
Fees for Service	25,900	24,430	22,900	18,849	22,900	17,400	(5,500)	-24.0%
Total General Fund	4,954,687	4,947,648	5,164,913	5,384,452	5,367,655	5,629,978	262,323	4.9%
Expenditures								
Administration	467,906	530,688	465,314	439,097	486,997	503,491	16,494	3.4%
Buildings	205,196	196,413	240,375	244,117	253,191	281,300	28,109	11.1%
Community Development	243,310	217,065	245,294	216,323	251,288	279,840	28,552	11.4%
Debt Service	317,983	317,983	313,560	313,561	202,734	199,325	(3,409)	-1.7%
Economic Development	118,429	70,001	50,350	20,093	49,500	49,250	(250)	-0.5%
Finance	79,835	88,892	160,503	169,766	181,414	187,481	6,067	3.3%
Fire	331,369	332,297	351,860	345,430	346,880	460,623	113,743	32.8%
Highways	1,145,126	1,214,370	1,182,376	1,137,166	1,264,811	1,468,880	204,069	16.1%
Library	703,635	684,070	731,684	727,540	751,850	778,306	26,456	3.5%
Recreation	634,823	640,424	657,867	634,304	690,879	725,654	34,775	5.0%
Transfers and Misc.	707,075	725,863	765,730	936,806	888,110	695,828	(192,282)	-21.7%
Total General Fund	4,954,687	5,018,065	5,164,913	5,184,203	5,367,654	5,629,978	262,324	4.9%

[illegible]

Costing Center		210-16-10 - Community Development, Village							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	030.008-License and Zoning Fees	58,000	16,318	35,000	40,795	25,000	28,000	3,000	12.0%
Total Revenues		58,000	16,318	35,000	40,795	25,000	25,000	-	0.0%
Expenditure									
	110.000-Regular Salaries	145,419	146,044	151,846	153,596	157,800	165,243	7,443	4.7%
	130.000-Overtime	-	125	-	-	-	-	-	n/a
	190.000-Board member payments	3,600	3,450	3,600	3,450	3,600	6,000	2,400	66.7%
	210.000-Group Insurance	32,128	19,853	23,680	20,560	24,636	24,260	(376)	-1.5%
	220.000-Social Security	11,454	11,726	11,616	12,311	12,072	13,153	1,081	9.0%
	230.000-Retirement	14,542	14,544	15,185	15,262	15,780	16,524	744	4.7%
	290.000-Other Employee Benefits	-	-	-	-	-	700	700	n/a
	320.000-Legal Services	12,000	740	12,000	(490)	6,000	6,000	-	0.0%
	330.000-Professional Services	7,500	12,831	8,000	1,008	12,000	27,000	15,000	125.0%
	340.000-Technical Services	-	-	-	-	-	-	-	n/a
	500.000-Training, Conferences, Dues	3,000	918	2,000	492	4,000	3,000	(1,000)	-25.0%
	530.000-Communications	567	575	567	1,158	600	1,260	660	110.0%
	540.000-Advertising	-	-	-	-	-	-	-	n/a
	550.000-Printing and Binding	3,000	1,128	3,000	2,884	2,500	3,000	500	20.0%
	560.000-Postage	700	156	700	40	700	100	(600)	-85.7%
	580.000-Travel	2,400	2,496	2,600	2,527	2,600	2,600	-	0.0%
	610.000-General Supplies	2,000	1,019	2,000	548	2,000	1,000	(1,000)	-50.0%
	750.000-Machinery and Equipment	-	-	1,500	-	-	-	-	n/a
	810.111-Bike/Walk Committee	5,000	1,461	7,000	2,977	7,000	10,000	3,000	42.9%
Total Expenditure		243,310	217,065	245,294	216,323	251,288	279,840	28,552	11.4%
Net Village General Fund		(185,310)	(200,747)	(210,294)	(175,528)	(226,288)	(254,840)	(28,552)	12.6%

[illegible]

[illegible]

Costing Center		210-13-10 - Finance, Village							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Expenditure									
110.000-Regular Salaries	-	-	52,327	56,625	56,246	59,668	3,422	6.1%	
130.000-Overtime	-	-	2,500	877	2,750	-	(2,750)	-100.0%	
210.000-Group Insurance	-	-	6,334	5,989	6,365	5,699	(666)	-10.5%	
220.000-Social Security	-	-	4,221	4,758	4,513	4,901	388	8.6%	
230.000-Retirement	-	-	5,283	5,557	5,625	5,967	342	6.1%	
250.000-Unemployment Insurance	3,672	2,181	1,520	3,757	1,520	1,720	200	13.2%	
260.000-Workers Comp insurance	11,950	16,336	6,154	14,618	16,500	18,500	2,000	12.1%	
290.000-Other Employee Benefits	-	-	-	-	-	350	350	n/a	
335.000-Audit	6,160	7,315	6,256	7,505	7,500	7,500	-	0.0%	
500.000-Training, Conferences, Dues	-	-	170	56	250	250	-	0.0%	
505.000-Technology Subscription, Licenses	-	-	-	-	-	6,901	6,901	n/a	
520.000-Insurance	58,053	63,060	74,720	68,548	75,000	75,725	725	1.0%	
570.000-Other Purchased Services	-	-	768	1,265	4,895	-	(4,895)	-100.0%	
580.000-Travel	-	-	100	-	100	100	-	0.0%	
610.000-General Supplies	-	-	150	211	150	200	50	33.3%	
Total Expenditure		79,835	88,892	160,503	169,766	181,414	187,481	6,067	3.3%
Net Village General Fund		(79,835)	(88,892)	(160,503)	(169,766)	(181,414)	(192,981)	(11,567)	6.4%

Costing Center		210-25-10 - Fire, Village							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	098.000-Miscellaneous Revenue	20	950	20	-	20	20	-	0.0%
Total Revenues		20	950	20	-	20	20	-	0.0%
Expenditure									
	120.000-Part Time Salaries	189,000	192,350	206,000	179,540	186,000	194,250	8,250	4.4%
	210.000-Group Insurance	3,600	3,549	3,600	3,527	3,600	3,600	-	0.0%
	220.000-Social Security	14,510	14,095	15,392	11,866	14,436	14,859	423	2.9%
	260.000-Workers Comp insurance	32,130	30,760	28,624	24,076	30,050	26,000	(4,050)	-13.5%
	290.000-Other Employee Benefits	864	864	864	864	864	864	-	0.0%
	330.000-Professional Services	6,600	3,060	6,800	7,291	9,500	9,000	(500)	-5.3%
	430.000-R&M Vehicles and Equipment	19,800	28,011	24,000	52,707	32,250	32,250	-	0.0%
	431.000-R&M Buildings and Grounds	15,480	16,311	15,480	9,209	15,480	15,000	(480)	-3.1%
	500.000-Training, Conferences, Dues	4,000	4,281	4,000	989	4,000	4,000	-	0.0%
	530.000-Communications	1,885	1,916	2,600	2,522	2,600	2,600	-	0.0%
	610.000-General Supplies	1,000	1,232	1,000	1,985	1,000	1,000	-	0.0%
	611.000-Small Tools and Equipment	1,500	910	1,500	2,602	1,500	1,500	-	0.0%
	612.000-Uniforms	23,000	18,641	24,000	22,759	25,000	26,000	1,000	4.0%
	613.000-Program Supplies	3,000	2,830	3,000	963	3,100	3,600	500	16.1%
	750.000-Machinery and Equipment	15,000	13,488	15,000	24,530	17,500	17,500	-	0.0%
	920.000-Transfer between funds (capital)	-	-	-	-	-	108,600	108,600	n/a
Total Expenditure		331,369	332,297	351,860	345,430	346,880	460,623	113,743	32.8%
Net Village General Fund		(331,349)	(331,347)	(351,840)	(345,430)	(346,860)	(460,603)	(113,743)	32.8%

Costing Center		210-40-12 - PW, Highways Village							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	090.000-Transfer between Town/Village	1,080,759	1,080,759	1,113,329	1,149,130	1,192,960	1,392,627	199,667	16.7%
	098.000-Miscellaneous Revenue	4,000	4,157	4,000	2,670	4,000	4,000	-	0.0%
Total Revenues		1,084,759	1,084,916	1,117,329	1,151,800	1,196,960	1,396,627	199,667	16.7%
Expenditure									
	110.000-Regular Salaries	173,146	173,522	182,235	185,390	190,202	196,303	6,101	3.2%
	120.000-Part Time Salaries	23,573	16,729	26,981	15,229	27,388	29,614	2,226	8.1%
	130.000-Overtime	17,278	15,754	17,300	16,994	18,300	17,418	(882)	-4.8%
	210.000-Group Insurance	72,154	69,711	75,918	69,855	78,989	87,740	8,751	11.1%
	220.000-Social Security	16,448	15,935	17,328	16,729	18,046	18,705	659	3.7%
	230.000-Retirement	17,315	17,486	18,235	11,958	19,020	19,632	612	3.2%
	250.000-Unemployment Insurance	300	199	100	136	300	375	75	25.0%
	260.000-Workers Comp insurance	13,985	13,963	20,275	19,255	20,275	18,350	(1,925)	-9.5%
	290.000-Other Employee Benefits	-	-	-	-	-	1,190	1,190	n/a
	330.000-Professional Services	10,000	17,448	15,000	8,301	16,000	17,000	1,000	6.3%
	410.000-Water and Sewer Charges	2,100	2,317	2,000	2,319	2,500	2,500	-	0.0%
	422.000-Snow Removal	20,000	35,895	20,000	6,113	20,000	20,000	-	0.0%
	425.000-Trash Removal	8,000	9,139	8,500	8,339	9,000	9,000	-	0.0%
	430.000-R&M Vehicles and Equipment	25,000	33,502	26,500	37,537	28,000	32,000	4,000	14.3%
	431.000-R&M Buildings and Grounds	5,000	6,274	10,000	14,024	10,000	10,000	-	0.0%
	441.000-Rental of Land or Buildings	12,472	11,922	12,890	11,785	12,890	13,000	110	0.9%
	442.000-Rental of Vehicles or Equipment	8,000	2,211	2,500	4,323	3,000	3,000	-	0.0%
	451.000-Summer Construction Services	225,000	188,895	210,000	141,697	255,800	270,000	14,200	5.6%
	500.000-Training, Conferences, Dues	500	339	500	872	500	1,000	500	100.0%
	520.000-Insurance	12,288	11,840	11,667	13,023	13,750	14,000	250	1.8%
	521.000-Insurance Deductibles	1,000	1,096	1,000	2,189	1,000	1,000	-	0.0%
	530.000-Communications	4,000	3,308	3,500	3,714	3,800	4,000	200	5.3%
	540.000-Advertising	500	343	500	200	500	500	-	0.0%
	571.000-Streetscape Maintenance	13,500	17,072	18,500	22,713	11,500	18,500	7,000	60.9%
	572.000-Traffic Control	13,000	21,087	13,500	27,038	16,000	17,000	1,000	6.3%
	573.000-Sidewalk and Curb Maintenance	5,000	5,338	5,000	5,604	5,500	6,000	500	9.1%
	575.000-Storm Sewer Maintenance	30,000	24,002	15,000	14,301	15,000	20,000	5,000	33.3%
	600.000-Salt, Sand and Gravel	118,000	179,055	121,000	140,754	125,000	135,000	10,000	8.0%
	605.000-Summer Construction Supplies	9,000	13,295	24,000	42,468	24,000	24,000	-	0.0%
	610.000-General Supplies	24,000	37,786	24,000	25,744	26,000	30,000	4,000	15.4%

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Costing Center		210-35-10 - Brownell Library							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	050.000-Donation Revenue	-	-	-	-	-	-	-	n/a
	090.000-Transfer between Town/Village	15,000	15,000	15,000	15,000	15,000	15,000	-	0.0%
	098.000-Miscellaneous Revenue	500	678	500	856	500	500	-	0.0%
Total Revenues		15,500	15,678	15,500	15,856	15,500	15,500	-	0.0%
Expenditure									
	110.000-Regular Salaries	319,700	317,940	328,509	356,167	328,850	335,788	6,938	2.1%
	120.000-Part Time Salaries	103,632	104,045	107,654	94,135	108,415	113,490	5,075	4.7%
	210.000-Group Insurance	107,125	101,842	119,148	110,384	134,104	134,740	636	0.5%
	220.000-Social Security	32,458	32,331	33,336	34,519	33,451	34,532	1,081	3.2%
	230.000-Retirement	31,970	31,446	32,537	32,980	32,580	33,256	676	2.1%
	290.000-Other Employee Benefits	-	-	-	-	-	2,100	2,100	n/a
	340.000-Technical Services	4,000	3,878	4,000	3,917	4,000	4,000	-	0.0%
	442.000-Rental of Vehicles or Equipment	-	-	-	1,871	1,500	1,900	400	26.7%
	500.000-Training, Conferences, Dues	4,000	1,408	4,000	3,156	4,000	4,000	-	0.0%
	505.000-Technology Subscription, Licenses	7,700	5,332	6,200	7,034	7,700	10,000	2,300	29.9%
	540.000-Advertising	500	434	500	-	700	700	-	0.0%
	560.000-Postage	3,500	1,654	3,500	1,633	2,500	2,500	-	0.0%
	610.000-General Supplies	13,000	9,481	14,000	9,178	13,500	13,500	-	0.0%
	640.201-Adult Collection	38,500	38,492	40,000	37,742	41,500	44,000	2,500	6.0%
	640.202-Juvenile Collection	19,250	19,984	20,000	17,503	20,750	22,000	1,250	6.0%
	651.000-Technology Supplies	-	-	-	-	-	-	-	n/a
	730.000-Buildings and Improvements	-	-	-	-	-	-	-	n/a
	735.000-Technology: Hardware, Software, Equipment	8,000	6,373	8,000	7,653	8,000	8,000	-	0.0%
	750.000-Machinery and Equipment	4,000	3,767	4,000	4,307	4,000	7,500	3,500	87.5%
	755.000-Furniture and Fixtures	-	-	-	-	-	-	-	n/a
	840.201-Adult Programs	1,000	922	1,000	200	1,000	1,000	-	0.0%
	840.202-Childrens Programs	4,500	4,118	4,500	4,419	4,500	4,500	-	0.0%
	845.000-Employee/Volunteer Recognition	800	623	800	742	800	800	-	0.0%
Total Expenditure		703,635	684,070	731,684	727,540	751,850	778,306	26,456	3.5%
Net Village General Fund		(688,135)	(668,392)	(716,184)	(711,684)	(736,350)	(762,806)	(26,456)	3.6%

Costing Center		210-30-10 - EJP, Administration							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	020.000-Charges for Services	22,000	18,379	20,000	14,699	20,000	15,000	(5,000)	-25.0%
	090.000-Transfer between Town/Village	-	-	12,000	12,000	12,000	12,000	-	0.0%
Total Revenues		22,000	18,379	32,000	26,699	32,000	27,000	(5,000)	-15.6%
Expenditure									
	110.000-Regular Salaries	217,566	220,090	234,240	234,243	244,792	264,146	19,354	7.9%
	120.000-Part Time Salaries	7,076	3,811	8,800	3,726	-	-	-	n/a
	210.000-Group Insurance	107,123	100,476	112,676	98,264	125,468	118,163	(7,305)	-5.8%
	220.000-Social Security	17,185	17,328	18,593	18,511	18,727	20,308	1,581	8.4%
	230.000-Retirement	24,234	24,503	26,003	26,341	27,182	26,415	(767)	-2.8%
	290.000-Other Employee Benefits	-	-	-	-	-	1,312	1,312	n/a
	330.000-Professional Services	8,220	11,155	8,220	12,406	21,742	18,622	(3,120)	-14.4%
	500.000-Training, Conferences, Dues	9,988	10,796	10,288	2,838	8,453	8,147	(306)	-3.6%
	505.000-Technology Subscription, Licenses	9,120	9,995	9,540	11,901	6,000	4,440	(1,560)	-26.0%
	530.000-Communications	16,100	14,875	11,960	5,728	9,831	9,831	-	0.0%
	540.000-Advertising	-	-	-	-	-	3,000	3,000	n/a
	550.000-Printing and Binding	3,639	2,602	3,500	1,702	3,000	-	(3,000)	-100.0%
	561.000-Credit Card Processing Fees	-	-	-	324	-	-	-	n/a
	610.000-General Supplies	5,000	5,374	5,000	4,890	5,000	5,000	-	0.0%
	735.000-Technology: Hardware, Software, Equipment	-	-	-	-	-	6,000	6,000	n/a
	832.000-Scholarships	4,000	4,000	4,000	4,000	4,000	4,000	-	0.0%
Total Expenditure		429,251	425,007	452,820	424,874	474,195	489,384	15,189	3.2%
Net Village General Fund		(407,251)	(406,628)	(420,820)	(398,175)	(442,195)	(462,384)	(20,189)	4.6%

[illegible]

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Costing Center		210-90-00 - Transfers and Misc							
		2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
Revenues									
	050.000-Donation Revenue	-	12,151	-	11,247	-	-	-	n/a
	Grant Revenue	-	14,365	-	149,149	-	-	-	n/a
	098.000-Miscellaneous Revenue	-	-	-	-	-	-	-	n/a
Total Revenues		-	26,516	-	160,396	-	-	-	n/a
Expenditure									
	750.000-Machinery and Equipment	-	-	-	-	80,000	40,000	(40,000)	-50.0%
	Grant Expenses	-	8,800	-	161,301	-	-	-	n/a
	Donation Expenses	-	9,988	-	9,851	-	-	-	n/a
	920.000-Transfer between funds (capital)	702,075	702,075	760,730	760,654			-	n/a
	Capital					401,955	462,248	60,293	15.0%
	Rolling Stock					238,700	-	(238,700)	-100.0%
	Buildings					50,000	75,000	25,000	50.0%
	EJRP					112,455	113,580	1,125	1.0%
	922.000-Contribution to Fund Balance/Reserves	5,000	5,000	5,000	5,000	5,000	5,000	-	0.0%
Total Expenditure		707,075	725,863	765,730	936,806	888,110	695,828	(192,282)	-21.7%
Net Village General Fund		(707,075)	(699,348)	(765,730)	(776,410)	(888,110)	(695,828)	192,282	-21.7%
						FY21 balance	FY22 balance	FY23 balance	
						100,000	150,000	50,000	
					Add	50,000	75,000	75,000	
					Spend	-	175,000	75,000	FY22 Roof; FY23 Electrical
						150,000	50,000	50,000	
						FY21 balance	FY22 balance	FY23 balance	
						100,000	150,000	150,000	
					Add	50,000	75,000	75,000	
					Spend	-	75,000	175,000	FY22 Electrical; FY23 Roof
						150,000	150,000	50,000	

MEMORANDUM

TO: Board of Trustees and Evan Teich, Unified Manager
FROM: Susan McNamara-Hill, Village Clerk
DATE: January 20, 2021
SUBJECT: 2021 Village Meeting(s)

Issue

The issue is whether or not the Board of Trustees will approve holding all village meetings in 2021 by Australian ballot.

Discussion

“Act 162 allows municipalities to hold their Annual Meetings by Australian ballot. In order to do this, the Trustees must vote, by approval of a majority of its total membership, at a duly warned meeting to adopt the Australian ballot system of voting. Under current law, only the municipality’s voters may vote to allow the switch to the Australian ballot system. However, Act 162 temporarily allows a municipality to apply the Australian ballot system to any or all of its meetings (e.g., special and annual) held in the year 2021 by vote of its Trustees.”

<https://www.vlct.org/town-meeting-covid-19-faqs>

The voters, at the special village election held on November 3rd, approved voting on the budget by Australian ballot going forward. There may be other questions that are voted on from the floor at annual meeting. Act 162 allows the Board of Trustees to approve holding the entire Annual (and any special meetings) by Australian ballot. Taking this action would allow residents to safely vote by mail (by request) and reduce the number of people that will be coming to the polling place on Village Election day (April 13th). If the Annual Meeting (or a possible special meeting) is held by Australian ballot, the Trustees would need to warn and hold an informational meeting within the 10 days before the vote. For the Annual meeting, the informational meeting could be held on Wednesday, April 7th which is the traditional time for the Annual meeting.

Cost

Officers and budgets are already being voted on by Australian ballot. Staff does not anticipate additional costs for adding questions to the ballots. If a special election needs to be held there would be additional costs for ballots, programming, and mailing. If the Governor signs the bill approved by the legislature authorizing municipalities to mail ballots to all active voters, the cost could increase substantially depending on the Board’s preference.

Recommendation

Staff recommends that the Trustees vote to hold the Annual meeting and any other special village meetings during 2021 entirely by Australian ballot.

Memorandum

To: Village Trustees; Evan Teich, Unified Manager
Cc: Robin Pierce, Community Development Director
From: Tammy Getchell, Assistant to the Manager
Re: Clock on Village kiosk at Railroad and Main
Date: January 22, 2021



Issue

The issue is for the Trustees to discuss and possibly act on the disrepair of the clock on the Village kiosk.

Discussion

The clock in the Village downtown kiosk needs repair. The Trustees may want to discuss options for either repairing the clock or updating the kiosk.

Between 2010 and 2012, the Chittenden County Regional Planning Commission (CCRPC) provided financing of design work for municipal signs. I have attached a memo with the details as presented to the Trustees in 2012.

Also attached are current photos of the sign and the damaged clock piece. Sparky Potter Design Group out of Waitsfield, Vermont provided the original clock.

Cost

N/A

Recommendation

The Trustees may want to discuss options for either repairing or replacing the existing clock and make recommendations to staff on how to proceed.



David A. Crawford
Village Manager
dave@essexjunction.org

Village Manager's Office
2 Lincoln Street
Essex Junction, VT 05452
www.essexjunction.org

Office: (802) 878-6944
Fax : (802) 878-6946
Cell : (802) 881-9599

MEMORANDUM

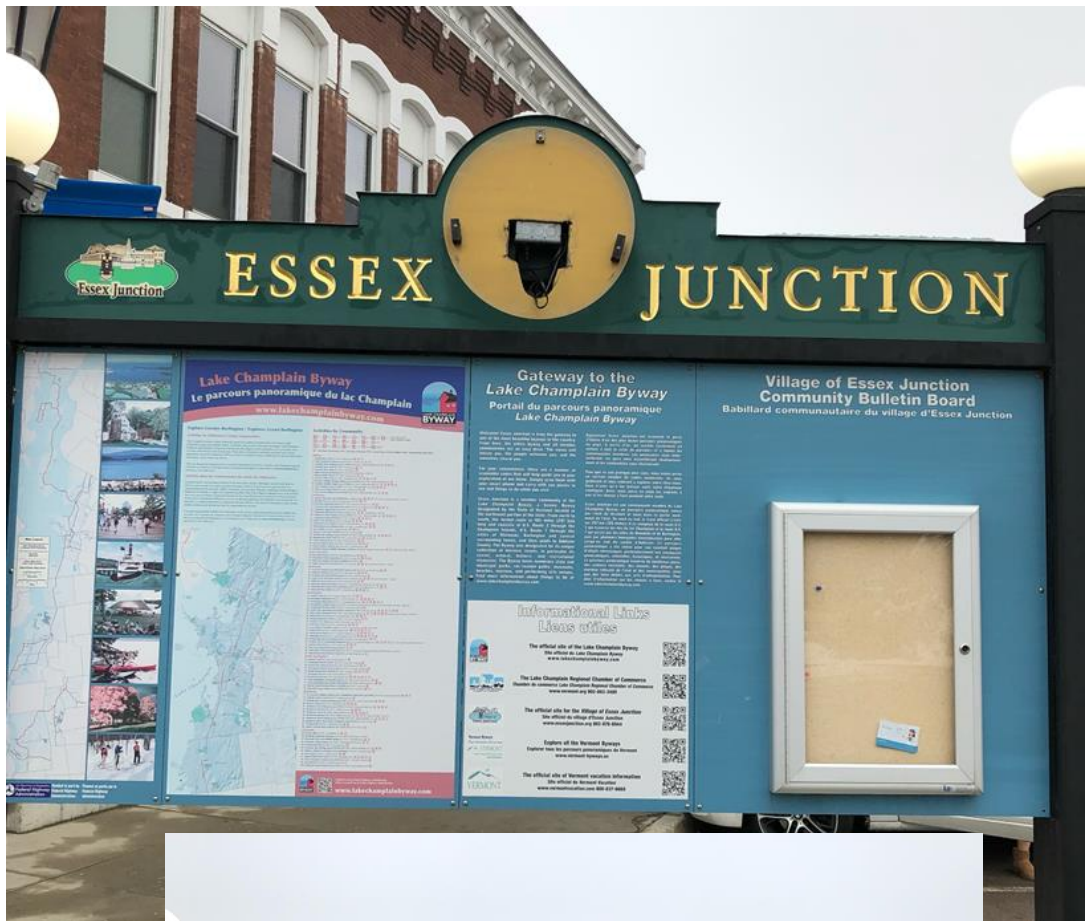
TO: Village Trustees
FROM : Robin Pierce, Development Director
THROUGH: David A. Crawford, Village Manager
DATE: May 2, 2012
SUBJECT: Community Notice Board with Clock

The CCRPC have a program that has the ability to provide financing of design work for municipal signs. Working with the CCRPC the Village designed a sign that they had specified by a sign company. The sign was put out to bid by the CCRPC and the following proposals were received. Because the Village did the schematic design of the sign the CCRPC saved \$2,000 on design fees. They are willing to give the \$2,000 to the Village to be used towards fabrication and erection of the sign. (See previous board discussion and action on the sign in 2010 and 2011.)

The sign will be placed close to the intersection of Main Street and Railroad Avenue. It is a three part, two sided sign; the center portion on each side will be a community forum board that will be changed as events are proposed, the outside portion on each side will contain fixed information on Essex Junction and the region in general. One side will have this information in English; the other side could have the same information in French.

We will need to pay an electrician to run a power line to the sign and we need funds to install the sign. The bids received for the sign are in a range from \$7,575 to \$13,925. Staff requests that the Trustees permit staff to negotiate the best price for the Notice Board.

Staff estimates that the total to complete the project will not exceed \$12,500 with the additional funds coming from the Economic Development budget. Staff recommends the Trustees authorize approval of the funds for the byway sign.



VILLAGE OF ESSEX JUNCTION
TRUSTEES MEETING MINUTES
January 12, 2021

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

ADMINISTRATION and STAFF: Evan Teich, Unified Manager; Tammy Getchell, Assistant to the Manager; Rick Jones, Public Works Superintendent; Jim Jutras, WWTF Water Quality Superintendent; Sarah Macy, Finance Director / Assistant Manager; Robin Pierce, Community Development Director; Harlan Smith, EJRP Grounds & Facilities Director

OTHERS PRESENT: Annie Cooper; Tim Shea; Ken Signorello; Carl Wermer

1. CALL TO ORDER

Mr. Brown called the Village of Essex Junction Board of Trustees meeting to order at 6:31 PM.

2. AGENDA ADDITIONS/CHANGES

- Mr. Teich requested the addition of item 5f: Consider approval of Fiscal Year 2020 Fund Balance Assignments, and to change the former 5f to 5g, and the former 5g to 5h.
- Mr. Teich requested the addition of new agenda item 7g to the reading file, Letter from Andrew Brown, President to Town of Essex Selectboard re: Please Vote Yes on Merger Plan.
- Mr. Teich requested the addition of a handout for new item 5f, Memo from Sarah Macy, Finance Director/Assistant to the Manager re: FY2020 Fund Balance Assignments; and a handout for new item 7g, Letter from Andrew Brown sent by email on 1/9/2021 to Town of Essex Selectboard re: Please Vote Yes on Merger Plan.

3. APPROVE AGENDA

DAN KERIN made a motion, seconded by GEORGE TYLER, to approve the agenda as amended. The motion passed 5-0.

4. PUBLIC TO BE HEARD

a. Comments from public on items not on the agenda

There were no comments from the public at this time

5. BUSINESS ITEMS

a. Consider approval of Champlain Valley Expo Sound Indemnification Agreement

Mr. Teich introduced Mr. Shea, Executive Director of the Champlain Valley Expo (CVE) to discuss the proposed Sound Indemnification Agreement for 2020 to 2023. He explained that no changes were made to the agreement from the one that expired December 31, 2021. Mr. Shea explained that a third party sound engineer engages with CVE for sound monitoring during some concerts and shows, in accordance with the agreement with the Village. He and Mr. Teich said that the municipality and CVE have a good working relationship. The Trustees discussed the terms of the agreement with Mr. Shea. They talked about how the timing of a three-year agreement could accommodate a smooth transition if the Town merger vote passes. Mr. Tyler said that existing contracts will be honored during a merger.

Ms. Cooper thanked Mr. Shea for his help with the Out and About event and expressed gratitude to the Trustees for discussing the Sound Indemnification Agreement.

RAJ CHAWLA made a motion, seconded by DAN KERIN, that the Trustees approve the Champlain Valley Expo Sound Indemnification Agreement as amended to expire December 31, 2023. The motion passed 5-0.

Mr. Shea talked with the Trustees about how the CVE has been operating during the COVID pandemic and the toll it has taken on their budget. He said 75% of the CVE's employees were laid off and all events were canceled. He said they are hoping to host the fair in 2021 but are budgeting a \$1Million dollar loss. He described the important role the CVE has played in COVID response including: hosting hospital overfill; administering 13,000 tests between March and August; and currently, administering~500 vaccines per day. Mr. Tyler offered Mr. Shea an invitation to discuss what type of support he thinks the municipality could provide to the CVE going forward.

b. Consider approval to amend the Wastewater facility FY2021 Capital Plan for pump station odor control

Mr. Jutras explained that the Wastewater Facility typically treats odor control at pump stations with chemicals and bacteria. He described a recurring odor in the West Street Extension area. After evaluating the situation, they determined a new method is needed for this section. He described how the proposed aeration system would solve the odor problem. Mr. Brown spoke with Mr. Jutras about the approach of phasing-in the system, and they discussed neighborhoods currently affected by the odor.

GEORGE TYLER made a motion, seconded by RAJ CHAWLA, that the Trustees amend the Wastewater facility FY2021 Capital Plan for pump station odor control in the amount of \$100,000. Mr. Brown tabled the motion to hear a public comment.

Mr. Signorello asked if the funds allocated were in the water bill or budget. Mr. Jutras said funding is from the Wastewater Facility budget.

Mr. Brown resumed consideration of the motion, and the motion passed 5-0.

c. Consider authorization of revised Warranty Deed of Easement on 14 Corduroy Road

Mr. Jutras explained that the request to release a spring easement originally came from a homeowner at 14 Corduroy Rd. The easement had been for a spring that was actually found to be a stormwater outfall. Mr. Jutras said the public process for posting and hearing the revision resulted in no comments or concerns.

GEORGE TYLER made a motion, seconded by RAJ CHAWLA, that the Trustees sign the attached "Authorizing Resolution and Consent of the Village of Essex Junction Board of Trustees" document and that the Trustees authorize the Unified Manager to sign the revised Warranty Deed of Easement once received from the Village's attorney. The motion passed 5-0.

d. Discussion and possible action on postcard mailer to Village residents re: Town merger vote information

Mr. Teich asked the Trustees whether they wanted to send a postcard to Village residents, clarifying that they do vote again on Merger this March. Mr. Brown said a \$1600 investment in this strategy could help eliminate confusion when Village residents see the question about merger again on their ballot. Mr. Chawla agreed this is important. Mr. Brown said the postcard should remind people that they are residents of the Village AND the Town. Mr. Kerin said there was a discussion at the previous night's Selectboard meeting, of a mailing to all Town residents about the plan for merger. He and Mr. Tyler said a postcard mailing from the Trustees should be in sync with the Selectboard mailing, coordinated with the Selectboard's messaging and timing. Mr. Chawla and Ms. Thibeault agreed to review the draft postcard from staff.

Ms. Cooper said the previous night's suggestion was for the Town to send out a summary about the Merger and explain how residents can get a copy of the Charter. Ms. Cooper said the Village's postcard is a good idea and encouraged them to carefully consider the postcard's color so it does not look like an emergency and it stands out as interesting but not scary. She suggested green. She said the postcard should have a clear message that tells Village residents that they do live in the town and will vote on a certain day/time, etc.

e. Discussion and possible action to repurpose residual miscellaneous funds for downtown development

Mr. Teich explained the history of the Land Acquisition Capital reserve fund, established in 1997. He said in 2012 a ballot initiative moved some of the fund to Economic Development around five corners. He suggested that the balance of \$82,248 be moved to the Economic Development Fund as well, which would require a ballot vote. The Trustees discussed how moving these funds would maintain alignment with the spirit of the original fund. Mr. Teich said this year the funds have been used for: park designs, a charrette, beautification, events, and could be used for Memorial Fountain repair. Mr. Chawla suggested this ballot item also be mentioned on the postcard discussed in 5d. Mr. Teich and Mr. Pierce discussed the timeline for Pocket Park's remediation, redesign and completion.

RAJ CHAWLA made a motion, seconded by GEORGE TYLER, that the Trustees place a question on the 2021 Annual Meeting ballot asking voters to transfer the remaining balance in the Land Acquisition Capital Reserve Fund to the Economic Development Fund for downtown development. The motion passed 5-0.

f. Consider approval of Fiscal Year 2020 Fund Balance Assignments

Ms. Macy reviewed the memo of FY2020 Fund Balance assignments. She reminded the Trustees that the Village has a 10% voter approved fund balance assignment policy. She said the currently assigned fund balance is \$129,816 for: the Library, Termination Benefits, Health Reimbursement Arrangement, Governance, and Building Maintenance. This leaves unassigned fund balance of \$642,877, which is over the \$106,121 voter approved fund balance limit. She suggested assigning the remaining fund balance to FY2021 paving projects, building projects and into the building maintenance fund.

The Trustees discussed the fund balance assignments with Ms. Macy. Ms. Macy clarified the Termination Benefits category, which addresses potential liability if long-standing employees cash out accrued time. She said the potential compensation pay-out is approximately \$260,000. Mr. Teich explained that building expenses include two roof projects and long-term issues needing repair. Mr. Chawla wondered if any of the fund balance could go to taxpayers. Ms. Macy stressed that paving and other projects are essential. She said the property tax rate could be decreased with funds but it would result in a need to make that amount up with future tax increases because future surpluses are not guaranteed. Mr. Brown said, if money is not spent on projects, the costs of these projects will go up and be more expensive the next year. He said it is wise to fix deterioration issues with this money.

GEORGE TYLER made a motion, seconded by AMBER THIBEAULT, that in addition to the amounts already assigned, the Trustees assign \$68,303 for paving, an additional \$37,818 for building maintenance, and transfer the balance in the building maintenance line to the Buildings Maintenance Fund. The motion passed 5-0.

f. g. Discussion and possible action to extend the Economic Development Tax

Mr. Teich introduced the issue that the Village's Economic Development Tax will expire this year if no action is taken to continue it. He gave examples of how funds from this tax have been used including: the purchasing downtown parking spaces, land for a park, beautification, lighting, and special events. He said there is currently a balance of unexpended funds for projects that are not yet finished.

The Trustees discussed whether or not to put a question of continuing this tax on the 2021 Annual Meeting ballot. Mr. Brown said that the tax was a successful venture but in light of the upcoming merger question, it may not be a good idea to put on the ballot at this time. Mr. Tyler suggested that the extension be for only one year, if it is extended, so the Village has more money in the Economic Development Fund if it enters into a merged community. He said the tax equates to about \$28 on an average \$280,000 home. Mr. Tyler and Mr. Pierce detailed multiple downtown projects that the funds could be used for including: leveraging for green space, supporting crescent connector efforts, parking spots, trees, benches, and lights. Mr. Chawla said if the merger fails, it would be good to have the tax in place so they do not lose momentum on projects. He asked Mr. Teich to consult legal council to see if the Economic Development funds would be still guaranteed for downtown projects if the community is merged. Mr. Kerin said he is not opposed to continuing the tax for a year or so and he wants to ensure the current fund balance will be able to be used for the Village center if merger passes. Mr. Smith wondered how the Town would raise money for Economic Development if not with this tax and Mr. Teich explained that the Town currently does not have a specific plan for Economic Development to revitalize the Village center. Mr. Smith expressed concern that the future of funding for Economic Development in the Village center may be at risk, considering that downtowns need constant and consistent investment from private and public sources. He said he would prefer the tax be extended for 5 years, so the question does not need to be voted on multiple times. He asked Mr. Teich to also consult legal council about if the tax would automatically terminate if the merger vote passed. Mr. Teich explained that in a merged community, districting will play a roll with how to develop Village center improvements. He said he would bring questions from this discussion to the Village lawyer.

g. h. Discussion and possible action on expansion of sidewalk plowing during COVID pandemic

Mr. Brown spoke with the Trustees and staff about the possibility of expanding sidewalk plowing during the COVID-19 Pandemic. He referenced Mr. Jones' memo on the topic, which details costs associated with this proposal. The Trustees discussed the financial costs of the proposal. Mr. Tyler expressed concern with staff well-being in Public Works, noting that increased plowing may be a strain during this time when the crew's health is priority. Mr. Jones said that although he would be willing to try, the Trustees and staff should be prepared for complaints from residents who may not be used to having snow blown into their driveways or snowblowers scraping up sod. He talked with the Trustees about how to roll out the idea. The Trustees agreed that the plowing expansion should be based on the expertise of Mr. Jones and his team, considering which sidewalks tend to be more travelled. They agreed that the timing of extra plowing after a storm could be flexible and based on staff capacity. Mr. Chalwa suggested that the public should be made aware of the change and that it is only through the COVID months because some may want it to continue in future years. Mr. Teich summarized some of the limitations to this effort including: some sidewalks have not been plowed for years; sod may be removed at narrow sidewalks; potential complications with messaging with people who want or do not want plowing; and accumulation of ice that cannot be plowed. Based on the discussion, Mr. Jones agreed to consult with his team to identify which streets they would like to plow; recognizing that this request can be flexible and does not need to include the entire Village.

Ms. Cooper said she is confident that Mr. Jones and Mr. Teich know the sidewalks well and she said she was glad they were on board with the idea. She said it will improve Essex walkability. She predicted high phone call volume from Villagers about the change and said this strategy may set a precedent for walkability. She encouraged messaging that when lawns get damage people can connect with the municipality for help fixing them.

GEORGE TYLER made a motion, and DAN KERIN seconded, that the Trustees approve for both sides of sidewalks plowed on those roads identified by Village staff based upon traffic patterns, staffing and conditions allow for the Winter during the COVID pandemic. The motion passed 5-0.

6. CONSENT ITEMS

- a. Approve Annual Report dedication
Approval of a joint dedication with the Town Selectboard of the Town Annual Report and the Village of Essex Junction Annual Report in memory of those who died from the COVID pandemic and in honor of those who are essential to our economy and society and continue to sacrifice daily for our nation's safety and wellbeing.
- b. Approve minutes: December 22, 2020, December 28, 2020 Joint
- c. Check Warrants: #17231 – 12/18/20; #17232 – 12/31/20; #17233 – 1/8/21

AMBER THIBEAULT made a motion, seconded by RAJ CHAWLA, to approve the Consent Agenda. The motion passed 5-0.

7. READING FILE

- a. Board member comments
 - Mr. Brown said that the list of CVE events for this meeting should have also included the Wolfsgart event.
- b. Memo from Robin Pierce re: Village Center Development
- c. Memo from Robin Pierce re: 1 Jackson Street Ground Lease and Possible GMP Easement
- d. Proposed Town merger vote informational materials
- e. Village Budget Status Report December 2020
- f. Upcoming meeting schedule

8. EXECUTIVE SESSION

- a. **An executive session is not anticipated**
An executive session did not take place.

9. ADJOURN

RAJ CHAWLA made a motion, seconded by DAN KERIN, for the Trustees to adjourn the meeting. The motion passed 5-0 at 9:08 PM.

Respectfully Submitted,
Cathy Ainsworth
Recording Secretary

01/15/21

Town of Essex / Village of EJ Accounts Payable

Page 1 of 4

12:09 pm

Check Warrant Report # 17234 Current Prior Next FY Invoices For Fund (GENERAL FUND)

HPackard

For Check Acct 01(GENERAL FUND) All check #s 01/15/21 To 01/15/21 & Fund 2

Vendor		Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
05290	ADVANCE AUTO PARTS	01/08/21	ELECTRICAL TAPE 552100851057	210-43110.610 SUPPLIES	7.42	32308	01/15/21
05290	ADVANCE AUTO PARTS	01/11/21	PLSTC WELD 552101151219	210-43110.610 SUPPLIES	7.35	32308	01/15/21
02420	AUTOZONE	01/11/21	HOOK AND LOOP 3236862005	210-43110.432 R&M Services - Vehicles	9.83	32313	01/15/21
16030	BROWN ELECTRIC	01/05/21	Park st bridge LED 35367	210-43115.610 Street Lights Supplies/Ma	4498.00	32316	01/15/21
03000	CARGILL SALT EASTERN INC	01/05/21	salt 2905912514	210-43125.610 WINTER MAINTENANCE	2217.23	32317	01/15/21
23525	CLARK'S TRUCK CENTER INC	01/11/21	DEF2.5,FLE 442011	210-43110.626 Vehicle Fuels	26.97	32321	01/15/21
25120	CLICKTIME.COM	01/07/21	Town Online Timesheets De 334984	210-41510.570 Other Purchased Services	80.00	32322	01/15/21
04940	COMCAST	12/27/20	Internet EJFD 1/4-2/3/21 0179210 1220	210-41945.022 Telephone - Fire Station	168.40	32324	01/15/21
V9941	COMMERCIAL CARD SVCS	01/04/21	Red pulltite 010421D	210-42220.610 SUPPLIES	27.97	32325	01/15/21
V9941	COMMERCIAL CARD SVCS	12/15/20	Air Needle scale 034987	210-43110.610 SUPPLIES	215.97	32325	01/15/21
V9941	COMMERCIAL CARD SVCS	12/22/20	RYOBI FOGGER 122220D	210-43110.610 SUPPLIES	99.00	32325	01/15/21
V9941	COMMERCIAL CARD SVCS	12/24/20	Sales tax credit 122420D	210-42220.889 ROUTINE EQUIPMENT PURCHAS	-3.06	32325	01/15/21
17025	COONRADT AMY	12/27/20	Recording Secretary 0046	210-41320.530 COMMUNICATIONS	149.24	32326	01/15/21
17025	COONRADT AMY	01/07/21	Recording Secretary 0047	210-41320.530 COMMUNICATIONS	37.52	32326	01/15/21
35260	EAST COAST PRINTERS INC	01/08/21	uniforms 01072113	210-42220.612 UNIFORMS,BOOTS,ETC	25.00	32330	01/15/21
24045	EMPIRE JANITORIAL SUPPLY	01/07/21	Trash Bags 207299	210-45220.610 SUPPLIES	148.00	32331	01/15/21
23215	ESSEX EQUIPMENT INC	01/08/21	uniforms 10775607-000	210-43110.612 UNIFORMS,BOOTS,ETC	195.13	32332	01/15/21
34895	GAUTHIER TRUCKING, INC.	01/01/21	MSP Trash Removal 1531695	210-41943.026 Contractual Svcs - Maple	392.33	32340	01/15/21
04035	GOT THAT RENTAL & SALES I	01/07/21	BROOM 24" 81656	210-43110.610 SUPPLIES	19.99	32341	01/15/21
04035	GOT THAT RENTAL & SALES I	01/11/21	Lobby Renovations 81665	210-45220.610 SUPPLIES	198.00	32341	01/15/21
04035	GOT THAT RENTAL & SALES I	01/08/21	GLOVES 81694	210-43110.612 UNIFORMS,BOOTS,ETC	17.55	32341	01/15/21
24250	IMPACT FIRE	12/28/20	Services EJFD 8338093	210-42220.570 MAINTENANCE OTHER	441.00	32346	01/15/21
11710	INVEST EAP	01/04/21	EAP 01/04/2021	210-42220.200 EMPLOYEE ASSISTANCE PROGR	216.00	32348	01/15/21
V10347	J.C. EHRLICH	12/17/20	RODENT MAINTENANCE CONTRO 46450	210-41941.023 W/S - Park St School	105.00	32349	01/15/21
03525	KITTELL BRANAGAN & SARGEN	12/23/20	Audit services 78706	210-41510.335 Audit	1155.00	32352	01/15/21

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Vendor		Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
V9454	LENNY'S SHOE & APP	05/05/20	uniforms 3336231	210-43110.612 UNIFORMS,BOOTS,ETC	79.98	32354	01/15/21
25625	LOWE'S - 1080	01/02/21	EJRP Lowes December 4191080 1220	210-45220.610 SUPPLIES	298.06	32355	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/21/20	saw blades 01428	210-43110.610 SUPPLIES	40.78	32356	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/03/20	supplies for shop 02131	210-43110.610 SUPPLIES	493.75	32356	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/03/20	lumber 02172	210-43110.610 SUPPLIES	36.00	32356	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/16/20	trash bags 02348	210-43110.610 SUPPLIES	32.25	32356	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/04/20	saw blades 09896	210-43110.610 SUPPLIES	30.37	32356	01/15/21
V10130	LOWE'S BUSINESS ACCOUNT	12/02/20	returned cable 120120D	210-42220.889 ROUTINE EQUIPMENT PURCHAS	-34.19	32356	01/15/21
37430	R R CHARLEBOIS INC	12/21/20	vehicle parts ID90398	210-43110.432 R&M Services - Vehicles	114.61	32366	01/15/21
18010	REYNOLDS & SON, INC.	12/07/20	Roof Ladder 14 foot 3382506	210-42220.889 ROUTINE EQUIPMENT PURCHAS	643.57	32368	01/15/21
18010	REYNOLDS & SON, INC.	12/08/20	Credit Inv 3380153 3382518	210-42220.889 ROUTINE EQUIPMENT PURCHAS	-130.29	32368	01/15/21
18010	REYNOLDS & SON, INC.	01/04/21	Shop Compressor 3383751	210-42220.889 ROUTINE EQUIPMENT PURCHAS	586.90	32368	01/15/21
18010	REYNOLDS & SON, INC.	01/04/21	Shop Compressor 3383752	210-42220.889 ROUTINE EQUIPMENT PURCHAS	44.94	32368	01/15/21
18010	REYNOLDS & SON, INC.	01/05/21	Probationary helmet front 3383798	210-42220.612 UNIFORMS,BOOTS,ETC	225.00	32368	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-41947.026 Electricity - Maple St	306.77	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-41947.023 Electricity - Park St Sch	52.60	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-41947.021 Electricity - Brownell	105.07	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-41947.022 Electricity - Fire Statio	61.13	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-41947.020 Electricity - 2 Lincoln S	61.13	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-43115.622 Electricity - St/Traffic	118.42	32374	01/15/21
17505	SAND HILL SOLAR LLC	01/11/21	Village Solar 225	210-43110.622 ELECTRICAL SERVICE	33.45	32374	01/15/21
29835	SHERWIN-WILLIAMS	01/12/21	paint brushes 17490	210-43110.610 SUPPLIES	20.71	32375	01/15/21
23855	SOUTHWORTH-MILTON, INC.	12/28/20	Switch INV2141690	210-43110.432 R&M Services - Vehicles	57.97	32376	01/15/21
23855	SOUTHWORTH-MILTON, INC.	11/17/20	Generator Maintenance scinv516100	210-42220.432 VEHICLE MAINTENANCE	680.00	32376	01/15/21
23855	SOUTHWORTH-MILTON, INC.	11/17/20	Generator Maintenance scinv516101	210-42220.432 VEHICLE MAINTENANCE	707.00	32376	01/15/21

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Vendor	Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
23855	11/17/20	SOUTHWORTH-MILTON, INC. Generator Maintenance scinv516102	210-42220.578 EMERGENCY GENERATOR MAINT	651.00	32376	01/15/21
37680	12/31/20	TARRANT, GILLIES & RICHAR Richardson legal bil 14583	210-41320.330 OTHER PROFESSIONAL SERVIC	130.00	32378	01/15/21
36130	12/18/20	VERIZON WIRELESS Verizon shared 11/19-12/1 986937587512	210-41970.535 TELEPHONE SERVICES	40.01	32382	01/15/21
36130	12/18/20	VERIZON WIRELESS Verizon shared 11/19-12/1 986937587512	210-42220.535 TELEPHONE SERVICES	160.04	32382	01/15/21
23395	01/08/21	VILLAGE HARDWARE - WILLIS NUTS-BOLTS-SCREWS 512438	210-43110.610 SUPPLIES	1.79	32383	01/15/21
19815	01/05/21	AMAZON CAPITAL SERVICES SLS Wed Supplies 179THVVXNCG3	226-45120.610 SUPPLIES	233.94	32312	01/15/21
19815	01/05/21	AMAZON CAPITAL SERVICES RK Westford Supplies 1N74VR19677L	226-45120.610 SUPPLIES	22.49	32312	01/15/21
24830	01/05/21	REINHART FOODSERVICE RK Hiawatha Snack 417855	226-45120.610 SUPPLIES	113.59	32367	01/15/21
24830	01/05/21	REINHART FOODSERVICE RK Hiawatha Wed Snack 417866	226-45120.610 SUPPLIES	17.98	32367	01/15/21
24830	01/04/21	REINHART FOODSERVICE RK Westford Snack 417951	226-45120.610 SUPPLIES	73.25	32367	01/15/21
24830	01/04/21	REINHART FOODSERVICE RK Fleming Snack 418630	226-45120.610 SUPPLIES	57.75	32367	01/15/21
24830	01/04/21	REINHART FOODSERVICE RK FMS Snack 419019	226-45120.610 SUPPLIES	186.87	32367	01/15/21
24830	01/04/21	REINHART FOODSERVICE RK EES Snack 419105	226-45120.610 SUPPLIES	172.66	32367	01/15/21
24830	01/05/21	REINHART FOODSERVICE RK Summit Snack 419211	226-45120.610 SUPPLIES	83.57	32367	01/15/21
24830	01/05/21	REINHART FOODSERVICE RK MSP Snack 420105	226-45120.610 SUPPLIES	55.41	32367	01/15/21
25715	12/18/20	DONALD L. HAMLIN CONSULT VEJ-Crescent Connector Pr 12833 121820	230-46801.008 CRESCENT CONNECTOR	2211.25	32329	01/15/21
37965	01/05/21	S D IRELAND CONCRETE Cosntruction PR 1 Winteri 927901 1	230-46801.022 Densmore Dr, FEMA	33125.00	32372	01/15/21
03525	12/23/20	KITTELL BRANAGAN & SARGEN Audit services 78705	254-43200.335 AUDIT	1680.00	32352	01/15/21
03525	12/23/20	KITTELL BRANAGAN & SARGEN Audit services 78706	254-43200.335 AUDIT	690.00	32352	01/15/21
07465	01/11/21	BIBENS ACE HARDWARE INC shovels, heaters etc 40249	255-43200.570 MAINTENANCE OTHER	160.93	32314	01/15/21
38955	01/06/21	F W WEBB COMPANY PVC supplies 69981836	255-43200.570 MAINTENANCE OTHER	12.80	32334	01/15/21
V10347	01/06/21	J.C. EHRLICH GENERAL Pest Ctrl SERVICE 1069870	255-43200.570 MAINTENANCE OTHER	74.00	32349	01/15/21
03525	12/23/20	KITTELL BRANAGAN & SARGEN Audit services 78706	255-43200.335 AUDIT	810.00	32352	01/15/21
24540	04/03/20	N A MANOSH INC Digester EQ final pmt APP NO3	255-43330.015 Primary Digester Block Re	7297.50	32359	01/15/21
24540	04/03/20	N A MANOSH INC Digester EQ final pmt APP NO3	255-43330.016 Flow EQ Digester Reseal	5273.80	32359	01/15/21

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Vendor	Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
V97100 NEBRA	01/06/21	membership dues 2806	255-43200.500 TRAINING, CONFERENCES, DU	1250.00	32360	01/15/21
23855 SOUTHWORTH-MILTON, INC.	11/11/20	Lab Chem generator servic scinv514974	255-43200.570 MAINTENANCE OTHER	895.00	32376	01/15/21
V2124 STAPLES ADVANTAGE	01/09/21	File Materials and other 3466532400	255-43200.610 SUPPLIES	394.34	32377	01/15/21
36130 VERIZON WIRELESS	12/18/20	Verizon shared 11/19-12/1 986937587512	255-43200.535 TELEPHONE SERVICES	93.82	32382	01/15/21
07465 BIBENS ACE HARDWARE INC	01/11/21	shovels, heaters etc 40249	256-43200.434 PUMP STATION MAINTENANCE	99.98	32314	01/15/21
33850 CENTRAL VERMONT PROPERTIE	01/04/21	ROW 894411 9500220755	256-43200.441 RIGHT OF WAY AGREEMENTS	50.00	32319	01/15/21
19205 GREEN MOUNTAIN PIPELINE S	12/31/20	fix sewer line 5 corners 993	256-43200.430 SANITATION LINES MAINTENA	5400.00	32342	01/15/21
03525 KITTELL BRANAGAN & SARGEN	12/23/20	Audit services 78706	256-43200.335 AUDIT	345.00	32352	01/15/21
V9454 LENNY'S SHOE & APP	01/07/21	uniforms 3336234	256-43200.612 UNIFORMS,BOOTS,ETC	164.98	32354	01/15/21
17505 SAND HILL SOLAR LLC	01/11/21	Village Solar 225	256-43220.002 WEST ST PS COSTS	77.15	32374	01/15/21
17505 SAND HILL SOLAR LLC	01/11/21	Village Solar 225	256-43220.001 SUSIE WILSON PS COSTS	56.61	32374	01/15/21
17505 SAND HILL SOLAR LLC	01/11/21	Village Solar 225	256-43200.622 ELECTRICAL SERVICE	19.95	32374	01/15/21
23855 SOUTHWORTH-MILTON, INC.	11/11/20	High School Gen service 2218250B	256-43200.434 PUMP STATION MAINTENANCE	942.00	32376	01/15/21
Report Total				78245.28		

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For Check Acct 01 (GENERAL FUND) All check #s 01/22/21 To 01/22/21 & Fund 2

Vendor	Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
05290	ADVANCE AUTO PARTS	01/12/21 PRIMER-SU 552101264049	210-43110.610 SUPPLIES	78.68	32388	01/22/21
07305	AIRGAS USA LLC	01/13/21 welding supplies 9108899736	210-43110.610 SUPPLIES	249.46	32390	01/22/21
19815	AMAZON CAPITAL SERVICES	01/12/21 Office Supplies 17KLGQJ3RMPF	210-45110.610 SUPPLIES	11.99	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/19/21 Bathroom Bench 1G1TM6MK33D4	210-45110.610 SUPPLIES	149.45	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/16/21 Bathroom Mirror 1PYRLNYCGHM	210-45110.610 SUPPLIES	49.98	32391	01/22/21
07155	AMERICAN ROCK SALT CO LLC	01/05/21 Bulk Ice Control Salt 0654558	210-43125.610 WINTER MAINTENANCE	4527.60	32393	01/22/21
07155	AMERICAN ROCK SALT CO LLC	01/05/21 Bulk Ice Control Salt 0654559	210-43125.610 WINTER MAINTENANCE	4595.50	32393	01/22/21
07465	BIBENS ACE HARDWARE INC	01/13/21 Trashbags 40265	210-42220.610 SUPPLIES	31.97	32398	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026335	210-45551.641 JUVEN COLLECTION-PRNT & E	29.82	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026335	210-45551.610 SUPPLIES	1.60	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026336	210-45551.641 JUVEN COLLECTION-PRNT & E	5.33	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026336	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/03/20 Adult Collection, Supplie B6026346	210-45551.640 ADULT COLLECTION-PRINT &	30.77	32401	01/22/21
00530	BRODART CO	12/03/20 Adult Collection, Supplie B6026346	210-45551.610 SUPPLIES	1.60	32401	01/22/21
00530	BRODART CO	12/03/20 Adult Collection, Supplie B6026351	210-45551.640 ADULT COLLECTION-PRINT &	70.59	32401	01/22/21
00530	BRODART CO	12/03/20 Adult Collection, Supplie B6026351	210-45551.610 SUPPLIES	3.20	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Replacement, Suppli B6026364	210-49346.002 JUVEN COLLECTION-PRNT & E	14.06	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Replacement, Suppli B6026364	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026454	210-45551.641 JUVEN COLLECTION-PRNT & E	12.74	32401	01/22/21
00530	BRODART CO	12/03/20 Youth Collection, Supplie B6026454	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/04/20 Adult Collection, Supplie B6027680	210-45551.640 ADULT COLLECTION-PRINT &	71.66	32401	01/22/21
00530	BRODART CO	12/04/20 Adult Collection, Supplie B6027680	210-45551.610 SUPPLIES	3.20	32401	01/22/21
00530	BRODART CO	12/14/20 Adult Collection, Supplie B6035684	210-45551.640 ADULT COLLECTION-PRINT &	9.57	32401	01/22/21
00530	BRODART CO	12/14/20 Adult Collection, Supplie B6035684	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6040924	210-45551.641 JUVEN COLLECTION-PRNT & E	29.23	32401	01/22/21

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Vendor	Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6040924	210-45551.610 SUPPLIES	1.60	32401	01/22/21
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6041112	210-45551.641 JUVEN COLLECTION-PRNT & E	24.49	32401	01/22/21
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6041112	210-45551.610 SUPPLIES	1.60	32401	01/22/21
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6041192	210-45551.641 JUVEN COLLECTION-PRNT & E	9.71	32401	01/22/21
00530	BRODART CO	12/18/20 Youth Collection, Supplie B6041192	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050169	210-45551.641 JUVEN COLLECTION-PRNT & E	76.31	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050169	210-45551.610 SUPPLIES	5.60	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection , Suppli B6050170	210-45551.641 JUVEN COLLECTION-PRNT & E	16.01	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection , Suppli B6050170	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050172	210-45551.641 JUVEN COLLECTION-PRNT & E	340.26	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050172	210-45551.610 SUPPLIES	20.00	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050333	210-45551.641 JUVEN COLLECTION-PRNT & E	9.71	32401	01/22/21
00530	BRODART CO	12/30/20 Youth Collection, Supplie B6050333	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051825	210-45551.640 ADULT COLLECTION-PRINT &	8.99	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051825	210-45551.610 SUPPLIES	0.80	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection B6051826	210-45551.640 ADULT COLLECTION-PRINT &	50.15	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection B6051826	210-45551.610 SUPPLIES	1.60	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051829	210-45551.640 ADULT COLLECTION-PRINT &	542.81	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051829	210-45551.610 SUPPLIES	27.20	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051984	210-45551.640 ADULT COLLECTION-PRINT &	32.93	32401	01/22/21
00530	BRODART CO	12/31/20 Adult Collection, Supplie B6051984	210-45551.610 SUPPLIES	1.60	32401	01/22/21
16030	BROWN ELECTRIC	12/31/20 boxes and conduit, 35359	210-41942.021 R&M Bldg - Brownell	6974.09	32403	01/22/21
22830	CLAY POINT ASSOCIATES INC	03/17/20 Asbestos roof inspection 15160A	210-41942.021 R&M Bldg - Brownell	430.00	32414	01/22/21
17895	CLEAN NEST	12/31/20 MSP Cleaning December 9253	210-41943.026 Contractual Svcs - Maple	2275.00	32415	01/22/21
17895	CLEAN NEST	12/31/20 MSP Covid Cleaning 9254	210-41943.026 Contractual Svcs - Maple	1659.00	32415	01/22/21

Vendor		Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
25120	CLICKTIME.COM	01/07/21	Online Timesheets Decembe 334691	210-45110.330 OTHER PROFESSIONAL SVCS	602.00	32417	01/22/21
04940	COMCAST	01/03/21	Cable TV EJFD 1/10-2/9/21 02077220121	210-41945.022 Telephone - Fire Station	18.66	32418	01/22/21
25715	DONALD L. HAMLIN CONSULT	01/13/21	VEJ-Autumn Pond Phase 2 2080611321	210-15102.000 EXCHANGE - ENGI/LEGAL	608.00	32422	01/22/21
23215	ESSEX EQUIPMENT INC	01/12/21	BLADE,REPL. 107757740001	210-43110.610 SUPPLIES	43.98	32424	01/22/21
11135	EYE CARE OF VERMONT PLC	01/14/21	Eyeglass Inserts 805007	210-42220.612 UNIFORMS,BOOTS,ETC	120.00	32425	01/22/21
04640	FASTENAL INDUSTRIAL & CON	01/14/21	nuts and bolts VTBUR288881	210-43110.610 SUPPLIES	130.71	32426	01/22/21
19005	FIRSTLIGHT FIBER	01/01/21	Phone 2 Lincoln 8422656	210-41945.020 Telephone - 2 Lincoln St	253.77	32431	01/22/21
19005	FIRSTLIGHT FIBER	01/01/21	MSP Internet Jan 8464835	210-41945.026 Telephone - Maple St Park	360.00	32432	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-41947.020 Electricity - 2 Lincoln S	277.05	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-41947.022 Electricity - Fire Statio	277.06	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-43110.622 ELECTRICAL SERVICE	263.83	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-41947.021 Electricity - Brownell	178.71	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-43115.622 Electricity - St/Traffic	233.42	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21	solar accounts 12/10/2020 010821D	210-41947.023 Electricity - Park St Sch	307.12	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/11/21	non solar accounts Jan 2 0206201121	210-43115.622 Electricity - St/Traffic	10498.33	32440	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/11/21	non solar accounts Jan 2 0206201121	210-43115.622 Electricity - St/Traffic	780.99	32440	01/22/21
33495	INGRAM LIBRARY SERVICES I	12/22/20	Adult Collection, Supplie 50280936	210-45551.640 ADULT COLLECTION-PRINT &	14.02	32444	01/22/21
33495	INGRAM LIBRARY SERVICES I	12/22/20	Adult Collection, Supplie 50280936	210-45551.610 SUPPLIES	0.45	32444	01/22/21
33495	INGRAM LIBRARY SERVICES I	12/28/20	Adult Collection, Supplie 50361303	210-45551.640 ADULT COLLECTION-PRINT &	27.38	32444	01/22/21
33495	INGRAM LIBRARY SERVICES I	12/28/20	Adult Collection, Supplie 50361303	210-45551.610 SUPPLIES	0.90	32444	01/22/21
21865	LAFAYETTE HIGHWAY SPECIAL	01/05/21	hardware for sign at 5 co 32163	210-43120.610 Summer Const - Supplies	48.00	32446	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-41320.210 HEALTH INS & OTHER BENEFI	121.81	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-41510.210 Group Insurance	40.61	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-43110.210 HEALTH INS & OTHER BENEFI	133.85	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-43151.210 HEALTH INS & OTHER BENEFI	21.65	32450	01/22/21

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Vendor		Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-45551.210 HEALTH INS & OTHER BENEFI	243.60	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-41970.210 HEALTH INS & OTHER BENEFI	81.20	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-45110.210 HEALTH INS & OTHER BENEFI	162.40	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	210-45220.210 HEALTH INS & OTHER BENEFI	78.73	32450	01/22/21
V10462	MONAGHAN SAFAR DUCHAM PL	12/31/20	Legal Dec 2020 DEC2020	210-15102.000 EXCHANGE - ENGI/LEGAL	388.75	32455	01/22/21
V10462	MONAGHAN SAFAR DUCHAM PL	12/31/20	Legal Dec 2020 DEC2020	210-41320.320 LEGAL SERVICES	45.00	32455	01/22/21
14585	MUNICIPAL EMERGENCY SERVI	01/05/21	SCBA Flow Testing IN1536483	210-42220.570 MAINTENANCE OTHER	801.74	32456	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-41320.210 HEALTH INS & OTHER BENEFI	3926.36	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-43110.210 HEALTH INS & OTHER BENEFI	5233.34	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-43151.210 HEALTH INS & OTHER BENEFI	903.31	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-45551.210 HEALTH INS & OTHER BENEFI	5953.74	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-41970.210 HEALTH INS & OTHER BENEFI	1351.59	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-45110.210 HEALTH INS & OTHER BENEFI	7595.91	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	210-45220.210 HEALTH INS & OTHER BENEFI	2027.38	32458	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-41320.210 HEALTH INS & OTHER BENEFI	241.85	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-41510.210 Group Insurance	70.86	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-43110.210 HEALTH INS & OTHER BENEFI	358.28	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-43151.210 HEALTH INS & OTHER BENEFI	52.03	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-45551.210 HEALTH INS & OTHER BENEFI	416.34	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-41970.210 HEALTH INS & OTHER BENEFI	74.38	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-45110.210 HEALTH INS & OTHER BENEFI	535.16	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	210-45220.210 HEALTH INS & OTHER BENEFI	108.05	32460	01/22/21
27240	OTIS ELEVATOR COMPANY	12/24/20	Elevator Svc Brownell 1/ 100400226418	210-41942.021 R&M Bldg - Brownell	318.72	32464	01/22/21
24410	PRIORITY EXPRESS INC	01/03/21	Courier delivery Brownell 8027212	210-45551.536 POSTAGE/DELIVERY	20.00	32467	01/22/21
25330	QUEEN CITY STEEL CO.	01/12/21	steel for trailer 261650	210-43110.432 R&M Services - Vehicles	305.00	32468	01/22/21

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02050	RON BUSHEY'S SUNOCO	01/12/21	wheels and tires for trai 1014732	210-43110.432 R&M Services - Vehicles	685.64	32471	01/22/21
42970	ROUSE TIRE SALES INC	12/30/20	fix loader tire 30102352	210-43110.432 R&M Services - Vehicles	266.50	32472	01/22/21
29835	SHERWIN-WILLIAMS	01/15/21	paint 18423	210-43110.610 SUPPLIES	110.52	32475	01/22/21
23855	SOUTHWORTH-MILTON, INC.	01/13/21	paint for loader INV2155907	210-43110.432 R&M Services - Vehicles	98.20	32477	01/22/21
36130	VERIZON WIRELESS	12/18/20	combined Verizon 9869375875	210-41970.535 TELEPHONE SERVICES	40.01	32485	01/22/21
36130	VERIZON WIRELESS	12/18/20	combined Verizon 9869375875	210-42220.535 TELEPHONE SERVICES	160.04	32485	01/22/21
23395	VILLAGE HARDWARE - WILLIS	01/13/21	NUTS-BOLTS-SCREWS 512454	210-43110.610 SUPPLIES	62.79	32487	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-41320.210 HEALTH INS & OTHER BENEFI	58.19	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-41510.210 Group Insurance	13.61	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-43110.210 HEALTH INS & OTHER BENEFI	67.94	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-43151.210 HEALTH INS & OTHER BENEFI	10.00	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-45551.210 HEALTH INS & OTHER BENEFI	66.15	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-41970.210 HEALTH INS & OTHER BENEFI	18.76	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-45110.210 HEALTH INS & OTHER BENEFI	86.81	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	210-45220.210 HEALTH INS & OTHER BENEFI	22.99	32488	01/22/21
28195	VT BUSINESS MAGAZINE	01/01/21	Adult Collection: periodi 1910	210-45551.640 ADULT COLLECTION-PRINT &	40.00	32490	01/22/21
07565	W B MASON CO INC	01/06/21	Office Supplies 216869218	210-45110.610 SUPPLIES	23.77	32494	01/22/21
07565	W B MASON CO INC	01/07/21	Office Supplies 216902106	210-45110.610 SUPPLIES	10.78	32494	01/22/21
07565	W B MASON CO INC	01/08/21	Office Supplies 216953639	210-45110.610 SUPPLIES	45.52	32494	01/22/21
07565	W B MASON CO INC	01/11/21	Supplies for Village FD 216995775	210-45220.610 SUPPLIES	645.67	32494	01/22/21
37985	A T & T MOBILITY	12/27/20	EJRP Cell Phones December 87301811220	226-45120.535 Telephone	1597.47	32386	01/22/21
19815	AMAZON CAPITAL SERVICES	01/19/21	RK Westford Supplies 147D7QMC GHMH	226-45120.610 SUPPLIES	14.50	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/18/21	RK Westford Supplies 19FMQ6VKHLXK	226-45120.610 SUPPLIES	73.42	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/14/21	RK Founders Supplies 1KC1R11WQMGT	226-45120.610 SUPPLIES	128.99	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/18/21	Lap Top Cases 1KDDQK111QY1	226-45120.610 SUPPLIES	21.98	32391	01/22/21

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19815	AMAZON CAPITAL SERVICES	01/18/21 RK FMS Supplies 1M6XY946CJ9H	226-45120.610 SUPPLIES	21.85	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/06/21 RK EES Supplies 1N74VR19KC6R	226-45120.610 SUPPLIES	45.97	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/18/21 RK FMS Supplies 1NM19G9TFFL3	226-45120.610 SUPPLIES	7.49	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/18/21 RK Westford Supplies 1NM19G9THNMK	226-45120.610 SUPPLIES	7.99	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/09/21 RK FMS Supplies 1Q9LJ3PRPFXP	226-45120.610 SUPPLIES	79.85	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/09/21 RK Hiawatha Supplies 1R4GVMLJYJKG	226-45120.610 SUPPLIES	116.05	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/12/21 RK Hiawatha Supplies 1RMXKMRQ4PWN	226-45120.610 SUPPLIES	13.67	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/19/21 RK EES Supplies 1T1YRXRN1MQM	226-45120.610 SUPPLIES	15.99	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/14/21 RK EES Supplies 1YNKRPMGCLG	226-45120.610 SUPPLIES	25.96	32391	01/22/21
19815	AMAZON CAPITAL SERVICES	01/09/21 RK Westford Supplies 1YTG64C663KR	226-45120.610 SUPPLIES	38.93	32391	01/22/21
25275	BMI	12/02/20 BMI Music Fee 38823987	226-45115.330 OTHER PROFESSIONAL SVCS	364.00	32399	01/22/21
05595	LEVENTRY AMBER DAWN	01/07/21 RK Staff Training 2	226-45120.330 OTHER PROFESSIONAL SVCS	250.00	32448	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21 Life Prem Feb 21 Village 020121V	226-45120.210 HEALTH INS & OTHER BENEFI	399.73	32450	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21 Life Prem Feb 21 Village 020121V	226-45121.210 HEALTH INS & OTHER BENEFI	157.27	32450	01/22/21
23080	MVP HEALTH CARE INC	01/09/21 Health Prem Feb 21 Villag 020121V	226-45120.210 HEALTH INS & OTHER BENEFI	6082.14	32458	01/22/21
23080	MVP HEALTH CARE INC	01/09/21 Health Prem Feb 21 Villag 020121V	226-45121.210 HEALTH INS & OTHER BENEFI	5149.54	32458	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21 Dental Prem Feb 21 Villag 020121V	226-45120.210 HEALTH INS & OTHER BENEFI	371.90	32460	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21 Dental Prem Feb 21 Villag 020121V	226-45121.210 HEALTH INS & OTHER BENEFI	341.96	32460	01/22/21
24830	REINHART FOODSERVICE	12/10/20 RK Fleming 410536	226-45120.610 SUPPLIES	212.02	32469	01/22/21
24830	REINHART FOODSERVICE	01/07/21 RK Fleming Snack 420261	226-45120.610 SUPPLIES	122.60	32469	01/22/21
24830	REINHART FOODSERVICE	01/11/21 RK Westford Snack 421295	226-45120.610 SUPPLIES	33.27	32469	01/22/21
24830	REINHART FOODSERVICE	01/12/21 RK Hiawatha Snack 421491	226-45120.610 SUPPLIES	106.77	32469	01/22/21
24830	REINHART FOODSERVICE	01/11/21 RK FMS Snack 421702	226-45120.610 SUPPLIES	100.03	32469	01/22/21
24830	REINHART FOODSERVICE	01/12/21 RK Summit Snack 421907	226-45120.610 SUPPLIES	96.93	32469	01/22/21
24830	REINHART FOODSERVICE	01/11/21 RK EES Snack 422106	226-45120.610 SUPPLIES	175.66	32469	01/22/21

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Vendor		Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
24830	REINHART FOODSERVICE	01/14/21	Enrichment Snack 423297	226-45120.610 SUPPLIES	162.85	32469	01/22/21
24830	REINHART FOODSERVICE	01/14/21	RK Fleming Snack 423352	226-45120.610 SUPPLIES	142.62	32469	01/22/21
24830	REINHART FOODSERVICE	01/18/21	RK EES Snack 423895	226-45120.610 SUPPLIES	176.05	32469	01/22/21
24830	REINHART FOODSERVICE	01/18/21	RK Westford Supplies 424299	226-45120.610 SUPPLIES	6.82	32469	01/22/21
24830	REINHART FOODSERVICE	01/18/21	RK Salt 424744	226-45120.610 SUPPLIES	6.82	32469	01/22/21
24830	REINHART FOODSERVICE	01/18/21	RK FMS Snack 424745	226-45120.610 SUPPLIES	95.88	32469	01/22/21
24830	REINHART FOODSERVICE	01/19/21	RK Summit Snack 424955	226-45120.610 SUPPLIES	107.18	32469	01/22/21
24830	REINHART FOODSERVICE	01/19/21	RK MSP Snack 425039	226-45120.610 SUPPLIES	108.00	32469	01/22/21
25315	VESPA'S PIZZA PASTA & DEL	12/22/20	RK Founders Food 122220D	226-45120.610 SUPPLIES	44.00	32486	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	226-45120.210 HEALTH INS & OTHER BENEFI	93.80	32488	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	226-45121.210 HEALTH INS & OTHER BENEFI	67.56	32488	01/22/21
26395	CCRPC	11/30/20	UPWPFY19 SW TV project No 20200732	230-46801.024 CCRPC UPWP Planning	232.40	32408	01/22/21
V10462	MONAGHAN SAFAR DUCHAM PL	12/31/20	Legal Dec 2020 DEC2020	230-46801.008 CRESCENT CONNECTOR	472.50	32455	01/22/21
V10462	MONAGHAN SAFAR DUCHAM PL	12/31/20	Legal Dec 2020 DEC2020	230-46801.008 CRESCENT CONNECTOR	345.00	32455	01/22/21
23435	CHAMPLAIN WATER DISTRICT	12/31/20	Water 123120V	254-43200.412 STATE WATER TAX	864.65	32411	01/22/21
23435	CHAMPLAIN WATER DISTRICT	12/31/20	Water 123120V	254-43210.412 STATE WATER TAX - GF	4496.60	32411	01/22/21
23435	CHAMPLAIN WATER DISTRICT	12/31/20	Water 123120V	254-43200.411 CWD WATER PURCHASE	39998.70	32411	01/22/21
23435	CHAMPLAIN WATER DISTRICT	12/31/20	Water 123120V	254-43210.411 CWD WATER PURC - GF	208012.72	32411	01/22/21
18000	FERGUSON WATERWORKS #590	01/19/21	curb stop 0998360	254-43200.610 SUPPLIES	87.12	32427	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/11/21	non solar accounts Jan 2 0206201121	254-43200.622 ELECTRICAL SERVICE	88.67	32440	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21	Life Prem Feb 21 Village 020121V	254-43200.210 HEALTH INS & OTHER BENEFI	100.93	32450	01/22/21
23080	MVP HEALTH CARE INC	01/09/21	Health Prem Feb 21 Villag 020121V	254-43200.210 HEALTH INS & OTHER BENEFI	4692.71	32458	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21	Dental Prem Feb 21 Villag 020121V	254-43200.210 HEALTH INS & OTHER BENEFI	261.89	32460	01/22/21
V2227	TI-SALES, INC.	01/15/21	water meter INV0126437	254-43330.002 METER REPLACEMENT PROGRAM	357.25	32482	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21	Vision Prem Feb 21 Villag 020121V	254-43200.210 HEALTH INS & OTHER BENEFI	48.70	32488	01/22/21

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Vendor	Invoice Date	Invoice Description Invoice Number	Account	Amount Paid	Check Number	Check Date
20475	AERZEN USA CORPORATION	12/07/20 Partial Hybrid Blwr #1 Re SEP120005275	255-43330.021 Aeration Blower Core repl	19271.77	32389	01/22/21
11375	CASELLA WASTE MANAGEMENT	01/01/21 Jan Grit and Recycling 3119802	255-43200.565 GRIT DISPOSAL	1025.83	32405	01/22/21
19005	FIRSTLIGHT FIBER	01/01/21 December telephone 8422655	255-43200.535 TELEPHONE SERVICES	175.54	32430	01/22/21
V1093	HOLLAND CO., INC.	01/20/21 SODIUM ALUMINATE 7185	255-43200.619 CHEMICALS	13337.15	32443	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21 Life Prem Feb 21 Villag 020121V	255-43200.210 HEALTH INS & OTHER BENEFI	209.20	32450	01/22/21
34995	MCMASTER CARR SUPPLY CO	01/13/21 supplies 51479982	255-43330.012 ALKALINITY CNTRL INSTALLA	466.70	32452	01/22/21
23080	MVP HEALTH CARE INC	01/09/21 Health Prem Feb 21 Villag 020121V	255-43200.210 HEALTH INS & OTHER BENEFI	7848.22	32458	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21 Dental Prem Feb 21 Villag 020121V	255-43200.210 HEALTH INS & OTHER BENEFI	454.15	32460	01/22/21
11695	PIONEER MOTORS & DRIVES,	01/07/21 GBT Pump 2 VFD failure Re M4455	255-43200.570 MAINTENANCE OTHER	3200.00	32466	01/22/21
V2159	SURPASS CHEMICAL CO INC	01/11/21 4996 Gal Sodium Hypochlor 353540	255-43200.619 CHEMICALS	4611.31	32479	01/22/21
36130	VERIZON WIRELESS	12/18/20 combined Verizon 9869375875	255-43200.535 TELEPHONE SERVICES	93.82	32485	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21 Vision Prem Feb 21 Villag 020121V	255-43200.210 HEALTH INS & OTHER BENEFI	96.98	32488	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21 solar accounts 12/10/2020 010821D	256-43200.622 ELECTRICAL SERVICE	458.68	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21 solar accounts 12/10/2020 010821D	256-43220.001 SUSIE WILSON PS COSTS	451.63	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/08/21 solar accounts 12/10/2020 010821D	256-43220.002 WEST ST PS COSTS	685.92	32438	01/22/21
07010	GREEN MOUNTAIN POWER CORP	01/11/21 non solar accounts Jan 2 0206201121	256-43200.622 ELECTRICAL SERVICE	498.63	32440	01/22/21
14025	LINCOLN NATIONAL LIFE INS	01/09/21 Life Prem Feb 21 Villag 020121V	256-43200.210 HEALTH INS & OTHER BENEFI	95.15	32450	01/22/21
23080	MVP HEALTH CARE INC	01/09/21 Health Prem Feb 21 Villag 020121V	256-43200.210 HEALTH INS & OTHER BENEFI	3353.29	32458	01/22/21
24960	NORTHEAST DELTA DENTAL	01/15/21 Dental Prem Feb 21 Villag 020121V	256-43200.210 HEALTH INS & OTHER BENEFI	175.92	32460	01/22/21
V2227	TI-SALES, INC.	01/15/21 water meter INV0126437	256-43330.002 METER REPLACEMENT PROGRAM	714.50	32482	01/22/21
21230	VISION SERVICE PLAN (CT)	01/19/21 Vision Prem Feb 21 Villag 020121V	256-43200.210 HEALTH INS & OTHER BENEFI	33.98	32488	01/22/21

01/22/21

Town of Essex / Village of EJ Accounts Payable

Page 9 of 9

01:36 pm

Check Warrant Report # 17235 Current Prior Next FY Invoices For Fund (GENERAL FUND)

HPackard

For Check Acct 01 (GENERAL FUND) All check #s 01/22/21 To 01/22/21 & Fund 2

Vendor	Invoice	Invoice Description		Amount	Check	Check
	Date	Invoice Number	Account	Paid	Number	Date
-----				-----		
		Report Total		406186.69		
				=====		

...

Memorandum

To: Town Selectboard; Evan Teich, Unified Manager
From: Sarah Macy, Finance Director/Assistant Manager
Re: Unemployment Update
Date: January 13, 2021

Issue:

The issue is to update the Selectboard of State and Local Unemployment figures as requested.

Discussion:

The State Department of Labor publishes unemployment information monthly at: <http://www.vtlmi.info/>

Attached to this memo is the schedule of report release dates through January of 2022 and the most recent report which is for November 2020. The December 2020 report won't be released until January 26, 2021.

Cost:

None

Recommendation:

Informational

ELMI Unemployment and Jobs Press Release Schedule

Reference Month		Release Date	
November	2020	Friday	Dec. 18, 2020
December	2020	Tuesday	Jan. 26, 2021
January	2021	Monday	Mar. 15, 2021
February	2021	Friday	Mar. 26, 2021
March	2021	Friday	Apr. 16, 2021
April	2021	Friday	May 21, 2021
May	2021	Wednesday	Jun. 23, 2021
June	2021	Friday	Jul. 16, 2021
July	2021	Friday	Aug. 20, 2021
August	2021	Friday	Sep. 17, 2021
September	2021	Friday	Oct. 22, 2021
October	2021	Friday	Nov. 19, 2021
November	2021	Friday	Dec. 17, 2021
December	2021	Tuesday	Jan. 25, 2022

updated 12/17/2020

November 2020

Local Area Unemployment Statistics



If you have any questions, please contact:

Economic and Labor Market Information
Division

802-828-4157

Labor.lmi@vermont.gov

Released December 18th, 2020

Vermont
Seasonally Adjusted
Local Area Unemployment Statistics
13 Months thru November 2020
By Place of Residence

Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Vermont	Labor Force	340,681	340,749	340,538	340,142	340,607	350,944	343,838	341,591	339,162	324,286	322,951	321,060	322,927	1,867	-17,754	0.6	-5.2
	Employed	332,418	332,491	332,233	331,947	330,084	293,039	299,688	309,139	310,976	308,847	309,116	310,839	312,954	2,115	-19,464	0.7	-5.9
	Unemployed	8,263	8,258	8,305	8,195	10,523	57,905	44,150	32,452	28,186	15,439	13,835	10,221	9,973	-248	1,710	-2.4	20.7
	Unemp Rate	2.4	2.4	2.4	2.4	3.1	16.5	12.8	9.5	8.3	4.8	4.3	3.2	3.1	-0.1	0.7	-	-

(P) - Preliminary, (R) - Revised, (B) - 2019 Benchmarked

Unemp Rate - The unemployment rate is the number of unemployed divided by total labor force, expressed as a percent.

Source: Vermont Department of Labor (www.vtlni.info/laus.cfm), Economic and Labor Market Information Division, in cooperation with the U.S. Bureau of Labor Statistics (www.bls.gov/lau).

Vermont
Not Seasonally Adjusted
Local Area Unemployment Statistics
13 Months thru November 2020
By Place of Residence

Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
United States	Labor Force	164,386,000	164,007,000	163,497,000	164,235,000	162,537,000	155,830,000	157,975,000	160,883,000	161,374,000	160,966,000	160,073,000	161,053,000	160,468,000	-585,000	-3,918,000	-0.4	-2.4
	Employed	158,945,000	158,504,000	156,994,000	158,017,000	155,167,000	133,326,000	137,461,000	142,811,000	144,492,000	147,224,000	147,796,000	150,433,000	150,203,000	-230,000	-8,742,000	-0.2	-5.5
	Unemployed	5,441,000	5,503,000	6,504,000	6,218,000	7,370,000	22,504,000	20,514,000	18,072,000	16,882,000	13,742,000	12,277,000	10,620,000	10,264,000	-356,000	4,823,000	-3.4	88.6
	Unemp Rate	3.3	3.4	4.0	3.8	4.5	14.4	13.0	11.2	10.5	8.5	7.7	6.6	6.4	-0.2	3.1	-	-
Vermont	Labor Force	339,375	338,615	338,827	338,132	339,886	347,808	342,245	345,686	343,771	327,284	320,494	319,337	322,112	2,775	-17,263	0.9	-5.1
	Employed	331,728	331,374	328,639	329,222	328,271	289,395	298,777	312,814	315,580	312,170	307,138	311,727	312,950	1,223	-18,778	0.4	-5.7
	Unemployed	7,647	7,241	10,188	8,910	11,615	58,413	43,468	32,872	28,191	15,114	13,356	7,610	9,162	1,552	1,515	20.4	19.8
	Unemp Rate	2.3	2.1	3.0	2.6	3.4	16.8	12.7	9.5	8.2	4.6	4.2	2.4	2.8	0.4	0.5	-	-

(P) - Preliminary, (R) - Revised, (B) - 2019 Benchmarked

Unemp Rate - The unemployment rate is the number of unemployed divided by total labor force, expressed as a percent.

Source: Vermont Department of Labor (www.vtلمي.info/laus.cfm), Economic and Labor Market Information Division, in cooperation with the U.S. Bureau of Labor Statistics (www.bls.gov/lau).

County
Not Seasonally Adjusted
Local Area Unemployment Statistics
13 Months thru November 2020
By Place of Residence

Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
		Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020									
Vermont	Labor Force	339,375	338,615	338,827	338,132	339,886	347,808	342,245	345,686	343,771	327,284	320,494	319,337	322,112	2,775	-17,263	0.9	-5.1
	Employed	331,728	331,374	328,639	329,222	328,271	289,395	298,777	312,814	315,580	312,170	307,138	311,727	312,950	1,223	-18,778	0.4	-5.7
	Unemployed	7,647	7,241	10,188	8,910	11,615	58,413	43,468	32,872	28,191	15,114	13,356	7,610	9,162	1,552	1,515	20.4	19.8
	Unemp Rate	2.3	2.1	3.0	2.6	3.4	16.8	12.7	9.5	8.2	4.6	4.2	2.4	2.8	0.4	0.5	-	-
Addison County	Labor Force	20,414	20,180	20,207	20,084	20,591	21,030	20,871	21,125	21,088	20,072	19,685	19,755	19,901	146	-513	0.7	-2.5
	Employed	19,984	19,752	19,605	19,542	19,883	17,921	18,899	19,652	19,731	19,329	19,029	19,393	19,460	67	-524	0.3	-2.6
	Unemployed	430	428	602	542	708	3,109	1,972	1,473	1,357	743	656	362	441	79	11	21.8	2.6
	Unemp Rate	2.1	2.1	3.0	2.7	3.4	14.8	9.4	7.0	6.4	3.7	3.3	1.8	2.2	0.4	0.1	-	-
Bennington County	Labor Force	17,737	17,892	17,952	17,785	17,743	18,488	18,409	18,281	18,227	17,153	16,704	16,619	16,733	114	-1,004	0.7	-5.7
	Employed	17,176	17,370	17,304	17,222	17,005	15,035	15,709	16,350	16,517	16,238	15,879	16,153	16,165	12	-1,011	0.1	-5.9
	Unemployed	561	522	648	563	738	3,453	2,700	1,931	1,710	915	825	466	568	102	7	21.9	1.2
	Unemp Rate	3.2	2.9	3.6	3.2	4.2	18.7	14.7	10.6	9.4	5.3	4.9	2.8	3.4	0.6	0.2	-	-
Caledonia County	Labor Force	14,332	14,234	14,264	14,159	14,345	14,971	15,087	15,133	14,980	14,208	14,082	13,996	13,955	-41	-377	-0.3	-2.6
	Employed	13,979	13,864	13,662	13,644	13,713	12,372	13,272	13,722	13,767	13,569	13,527	13,697	13,580	-117	-399	-0.9	-2.9
	Unemployed	353	370	602	515	632	2,599	1,815	1,411	1,213	639	555	299	375	76	22	25.4	6.2
	Unemp Rate	2.5	2.6	4.2	3.6	4.4	17.4	12.0	9.3	8.1	4.5	3.9	2.1	2.7	0.6	0.2	-	-
Chittenden County	Labor Force	96,047	94,900	94,012	94,628	95,057	94,950	94,258	96,093	95,310	91,245	89,416	89,449	90,535	1,086	-5,512	1.2	-5.7
	Employed	94,355	93,396	92,082	92,935	92,688	81,456	83,257	87,695	88,042	87,335	86,067	87,540	88,270	730	-6,085	0.8	-6.4
	Unemployed	1,692	1,504	1,930	1,693	2,369	13,494	11,001	8,398	7,268	3,910	3,349	1,909	2,265	356	573	18.6	33.9
	Unemp Rate	1.8	1.6	2.1	1.8	2.5	14.2	11.7	8.7	7.6	4.3	3.7	2.1	2.5	0.4	0.7	-	-
Essex County	Labor Force	2,644	2,631	2,671	2,632	2,667	2,878	2,836	2,819	2,726	2,586	2,517	2,523	2,527	4	-117	0.2	-4.4
	Employed	2,570	2,549	2,540	2,517	2,517	2,307	2,440	2,533	2,490	2,471	2,420	2,468	2,456	-12	-114	-0.5	-4.4
	Unemployed	74	82	131	115	150	571	396	286	236	115	97	55	71	16	-3	29.1	-4.1
	Unemp Rate	2.8	3.1	4.9	4.4	5.6	19.8	14.0	10.1	8.7	4.4	3.9	2.2	2.8	0.6	0.0	-	-
Franklin County	Labor Force	27,062	26,804	26,667	26,769	26,893	27,434	27,039	27,404	26,834	25,624	25,299	25,434	25,590	156	-1,472	0.6	-5.4
	Employed	26,484	26,240	25,892	26,053	25,997	23,098	23,881	25,053	24,701	24,458	24,266	24,837	24,872	35	-1,612	0.1	-6.1
	Unemployed	578	564	775	716	896	4,336	3,158	2,351	2,133	1,166	1,033	597	718	121	140	20.3	24.2
	Unemp Rate	2.1	2.1	2.9	2.7	3.3	15.8	11.7	8.6	7.9	4.6	4.1	2.3	2.8	0.5	0.7	-	-
Grand Isle County	Labor Force	4,042	4,013	3,981	3,996	4,030	4,094	3,953	4,005	3,994	3,813	3,733	3,737	3,788	51	-254	1.4	-6.3
	Employed	3,910	3,871	3,817	3,853	3,841	3,376	3,451	3,635	3,647	3,620	3,567	3,628	3,659	31	-251	0.9	-6.4
	Unemployed	132	142	164	143	189	718	502	370	347	193	166	109	129	20	-3	18.3	-2.3
	Unemp Rate	3.3	3.5	4.1	3.6	4.7	17.5	12.7	9.2	8.7	5.1	4.4	2.9	3.4	0.5	0.1	-	-

County
Not Seasonally Adjusted
Local Area Unemployment Statistics
13 Months thru November 2020
By Place of Residence

Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Lamoille County	Labor Force	13,692	13,782	13,937	13,887	13,742	15,159	14,407	14,399	14,062	13,265	12,568	12,416	12,399	-17	-1,293	-0.1	-9.4
	Employed	13,284	13,398	13,354	13,370	13,068	11,273	11,684	12,450	12,625	12,498	11,881	12,015	11,908	-107	-1,376	-0.9	-10.4
	Unemployed	408	384	583	517	674	3,886	2,723	1,949	1,437	767	687	401	491	90	83	22.4	20.3
	Unemp Rate	3.0	2.8	4.2	3.7	4.9	25.6	18.9	13.5	10.2	5.8	5.5	3.2	4.0	0.8	1.0	-	-
Orange County	Labor Force	15,814	15,724	15,834	15,723	15,912	16,182	15,990	16,174	16,185	15,649	15,550	15,458	15,522	64	-292	0.4	-1.8
	Employed	15,493	15,387	15,229	15,211	15,272	13,882	14,432	15,019	15,161	15,097	15,049	15,172	15,171	-1	-322	0.0	-2.1
	Unemployed	321	337	605	512	640	2,300	1,558	1,155	1,024	552	501	286	351	65	30	22.7	9.3
	Unemp Rate	2.0	2.1	3.8	3.3	4.0	14.2	9.7	7.1	6.3	3.5	3.2	1.9	2.3	0.4	0.3	-	-
Orleans County	Labor Force	13,115	13,305	13,510	13,370	13,145	14,036	13,605	13,428	13,131	12,288	11,970	11,840	11,870	30	-1,245	0.3	-9.5
	Employed	12,639	12,780	12,669	12,602	12,191	10,738	11,370	11,920	11,793	11,559	11,300	11,464	11,416	-48	-1,223	-0.4	-9.7
	Unemployed	476	525	841	768	954	3,298	2,235	1,508	1,338	729	670	376	454	78	-22	20.7	-4.6
	Unemp Rate	3.6	3.9	6.2	5.7	7.3	23.5	16.4	11.2	10.2	5.9	5.6	3.2	3.8	0.6	0.2	-	-
Rutland County	Labor Force	30,164	30,231	30,411	30,029	30,267	31,879	30,954	31,042	31,316	29,309	28,410	28,106	28,373	267	-1,791	0.9	-5.9
	Employed	29,388	29,520	29,433	29,180	29,175	25,045	26,198	27,418	28,263	27,638	26,881	27,211	27,317	106	-2,071	0.4	-7.0
	Unemployed	776	711	978	849	1,092	6,834	4,756	3,624	3,053	1,671	1,529	895	1,056	161	280	18.0	36.1
	Unemp Rate	2.6	2.4	3.2	2.8	3.6	21.4	15.4	11.7	9.7	5.7	5.4	3.2	3.7	0.5	1.1	-	-
Washington County	Labor Force	34,223	34,304	34,391	34,324	34,870	34,417	32,975	33,421	34,414	33,104	32,148	31,993	32,412	419	-1,811	1.3	-5.3
	Employed	33,540	33,623	33,294	33,458	33,742	29,119	29,259	30,576	31,928	31,816	31,012	31,353	31,634	281	-1,906	0.9	-5.7
	Unemployed	683	681	1,097	866	1,128	5,298	3,716	2,845	2,486	1,288	1,136	640	778	138	95	21.6	13.9
	Unemp Rate	2.0	2.0	3.2	2.5	3.2	15.4	11.3	8.5	7.2	3.9	3.5	2.0	2.4	0.4	0.4	-	-
Windham County	Labor Force	21,622	21,896	21,966	21,880	21,949	23,064	22,915	22,845	22,548	21,209	20,678	20,500	20,784	284	-838	1.4	-3.9
	Employed	21,063	21,414	21,381	21,360	21,282	19,016	19,668	20,267	20,331	20,012	19,599	19,892	20,044	152	-1,019	0.8	-4.8
	Unemployed	559	482	585	520	667	4,048	3,247	2,578	2,217	1,197	1,079	608	740	132	181	21.7	32.4
	Unemp Rate	2.6	2.2	2.7	2.4	3.0	17.6	14.2	11.3	9.8	5.6	5.2	3.0	3.6	0.6	1.0	-	-
Windsor County	Labor Force	28,465	28,723	29,017	28,869	28,674	29,221	28,949	29,513	28,950	27,757	27,728	27,518	27,718	200	-747	0.7	-2.6
	Employed	27,859	28,210	28,376	28,279	27,898	24,755	25,267	26,523	26,576	26,525	26,652	26,909	27,000	91	-859	0.3	-3.1
	Unemployed	606	513	641	590	776	4,466	3,682	2,990	2,374	1,232	1,076	609	718	109	112	17.9	18.5
	Unemp Rate	2.1	1.8	2.2	2.0	2.7	15.3	12.7	10.1	8.2	4.4	3.9	2.2	2.6	0.4	0.5	-	-

(P) - Preliminary, (R) - Revised, (B) - 2019 Benchmarked

Unemp Rate - The unemployment rate is the number of unemployed divided by total labor force, expressed as a percent.

Source: Vermont Department of Labor (www.vtlni.info/laus.cfm), Economic and Labor Market Information Division, in cooperation with the U.S. Bureau of Labor Statistics (www.bls.gov/lau).

Labor Market Areas
Local Area Unemployment Statistics
Not Seasonally Adjusted - 13 Months thru November 2020
By Place of Residence

Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Vermont	Labor Force	339,375	338,615	338,827	338,132	339,886	347,808	342,245	345,686	343,771	327,284	320,494	319,337	322,112	2,775	-17,263	0.9	-5.1
	Employed	331,728	331,374	328,639	329,222	328,271	289,395	298,777	312,814	315,580	312,170	307,138	311,727	312,950	1,223	-18,778	0.4	-5.7
	Unemployed	7,647	7,241	10,188	8,910	11,615	58,413	43,468	32,872	28,191	15,114	13,356	7,610	9,162	1,552	1,515	20.4	19.8
	Unemp Rate	2.3	2.1	3.0	2.6	3.4	16.8	12.7	9.5	8.2	4.6	4.2	2.4	2.8	0.4	0.5	-	-
Barre-Montpelier	Labor Force	25,870	25,809	25,993	25,823	26,289	25,879	24,681	24,975	26,065	25,133	24,559	24,432	24,661	229	-1,209	0.9	-4.7
	Employed	25,387	25,287	25,032	25,068	25,354	22,042	22,125	23,074	24,337	24,217	23,754	23,977	24,099	122	-1,288	0.5	-5.1
	Unemployed	483	522	961	755	935	3,837	2,556	1,901	1,728	916	805	455	562	107	79	23.5	16.4
	Unemp Rate	1.9	2.0	3.7	2.9	3.6	14.8	10.4	7.6	6.6	3.6	3.3	1.9	2.3	0.4	0.4	-	-
Bennington	Labor Force	10,958	10,865	10,850	10,764	10,933	11,437	11,603	11,345	11,250	10,636	10,643	10,612	10,693	81	-265	0.8	-2.4
	Employed	10,604	10,514	10,416	10,392	10,443	9,498	10,030	10,239	10,224	10,068	10,130	10,321	10,345	24	-259	0.2	-2.4
	Unemployed	354	351	434	372	490	1,939	1,573	1,106	1,026	568	513	291	348	57	-6	19.6	-1.7
	Unemp Rate	3.2	3.2	4.0	3.5	4.5	17.0	13.6	9.7	9.1	5.3	4.8	2.7	3.3	0.6	0.1	-	-
Brattleboro	Labor Force	21,003	21,267	21,325	21,251	21,352	22,312	22,207	22,144	21,857	20,609	20,144	19,987	20,266	279	-737	1.4	-3.5
	Employed	20,483	20,794	20,749	20,741	20,709	18,569	19,213	19,751	19,785	19,477	19,129	19,413	19,570	157	-913	0.8	-4.5
	Unemployed	520	473	576	510	643	3,743	2,994	2,393	2,072	1,132	1,015	574	696	122	176	21.3	33.8
	Unemp Rate	2.5	2.2	2.7	2.4	3.0	16.8	13.5	10.8	9.5	5.5	5.0	2.9	3.4	0.5	0.9	-	-
Burlington-South Burlington	Labor Force	125,115	123,606	122,540	123,345	123,894	124,210	122,627	124,920	123,964	118,712	116,355	116,416	117,854	1,438	-7,261	1.2	-5.8
	Employed	122,768	121,523	119,813	120,924	120,601	105,986	108,330	114,104	114,556	113,637	111,985	113,903	114,850	947	-7,918	0.8	-6.4
	Unemployed	2,347	2,083	2,727	2,421	3,293	18,224	14,297	10,816	9,408	5,075	4,370	2,513	3,004	491	657	19.5	28.0
	Unemp Rate	1.9	1.7	2.2	2.0	2.7	14.7	11.7	8.7	7.6	4.3	3.8	2.2	2.5	0.3	0.6	-	-
Derby	Labor Force	12,367	12,546	12,741	12,592	12,374	13,237	12,854	12,658	12,335	11,537	11,275	11,158	11,201	43	-1,166	0.4	-9.4
	Employed	11,910	12,041	11,928	11,857	11,461	10,125	10,740	11,237	11,086	10,851	10,650	10,809	10,775	-34	-1,135	-0.3	-9.5
	Unemployed	457	505	813	735	913	3,112	2,114	1,421	1,249	686	625	349	426	77	-31	22.1	-6.8
	Unemp Rate	3.7	4.0	6.4	5.8	7.4	23.5	16.4	11.2	10.1	5.9	5.5	3.1	3.8	0.7	0.1	-	-
Highgate	Labor Force	9,849	9,790	9,766	9,751	9,819	10,160	10,203	10,283	9,791	9,305	9,292	9,424	9,378	-46	-471	-0.5	-4.8
	Employed	9,626	9,549	9,439	9,445	9,433	8,543	9,004	9,384	8,969	8,852	8,886	9,195	9,100	-95	-526	-1.0	-5.5
	Unemployed	223	241	327	306	386	1,617	1,199	899	822	453	406	229	278	49	55	21.4	24.7
	Unemp Rate	2.3	2.5	3.3	3.1	3.9	15.9	11.8	8.7	8.4	4.9	4.4	2.4	3.0	0.6	0.7	-	-

Labor Market Areas
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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Manchester	Labor Force	10,782	11,232	11,410	11,251	10,814	11,203	10,718	10,964	11,095	10,349	9,543	9,449	9,488	39	-1,294	0.4	-12.0
	Employed	10,453	10,959	11,040	10,939	10,413	8,636	8,878	9,609	9,964	9,774	9,021	9,152	9,127	-25	-1,326	-0.3	-12.7
	Unemployed	329	273	370	312	401	2,567	1,840	1,355	1,131	575	522	297	361	64	32	21.5	9.7
	Unemp Rate	3.1	2.4	3.2	2.8	3.7	22.9	17.2	12.4	10.2	5.6	5.5	3.1	3.8	0.7	0.7	-	-
Middlebury	Labor Force	18,177	17,948	18,046	17,837	18,427	19,253	19,178	19,337	19,306	18,268	17,897	17,955	18,052	97	-125	0.5	-0.7
	Employed	17,790	17,573	17,497	17,340	17,807	16,225	17,321	17,920	17,992	17,533	17,242	17,591	17,621	30	-169	0.2	-0.9
	Unemployed	387	375	549	497	620	3,028	1,857	1,417	1,314	735	655	364	431	67	44	18.4	11.4
	Unemp Rate	2.1	2.1	3.0	2.8	3.4	15.7	9.7	7.3	6.8	4.0	3.7	2.0	2.4	0.4	0.3	-	-
Morristown-Waterbury	Labor Force	17,276	17,502	17,719	17,612	17,384	18,791	18,020	18,118	17,813	16,788	15,815	15,602	15,516	-86	-1,760	-0.6	-10.2
	Employed	16,805	17,007	16,986	16,982	16,535	14,214	14,768	15,771	16,026	15,860	14,972	15,123	14,938	-185	-1,867	-1.2	-11.1
	Unemployed	471	495	733	630	849	4,577	3,252	2,347	1,787	928	843	479	578	99	107	20.7	22.7
	Unemp Rate	2.7	2.8	4.1	3.6	4.9	24.4	18.0	13.0	10.0	5.5	5.3	3.1	3.7	0.6	1.0	-	-
Newbury	Labor Force	2,687	2,659	2,685	2,634	2,706	2,944	2,860	2,858	2,829	2,696	2,739	2,728	2,722	-6	35	-0.2	1.3
	Employed	2,627	2,592	2,559	2,542	2,596	2,469	2,574	2,651	2,647	2,607	2,649	2,675	2,658	-17	31	-0.6	1.2
	Unemployed	60	67	126	92	110	475	286	207	182	89	90	53	64	11	4	20.8	6.7
	Unemp Rate	2.2	2.5	4.7	3.5	4.1	16.1	10.0	7.2	6.4	3.3	3.3	1.9	2.4	0.5	0.2	-	-
Northfield-Waitsfield	Labor Force	6,903	7,050	7,018	7,122	7,312	7,133	6,725	6,788	6,875	6,620	6,344	6,325	6,560	235	-343	3.7	-5.0
	Employed	6,766	6,919	6,842	6,968	7,082	5,930	5,824	6,073	6,282	6,316	6,080	6,176	6,383	207	-383	3.4	-5.7
	Unemployed	137	131	176	154	230	1,203	901	715	593	304	264	149	177	28	40	18.8	29.2
	Unemp Rate	2.0	1.9	2.5	2.2	3.1	16.9	13.4	10.5	8.6	4.6	4.2	2.4	2.7	0.3	0.7	-	-
Randolph	Labor Force	7,252	7,193	7,168	7,144	7,144	7,391	7,437	7,514	7,349	7,102	7,113	7,056	7,065	9	-187	0.1	-2.6
	Employed	7,070	7,022	6,911	6,917	6,853	6,179	6,553	6,833	6,774	6,793	6,828	6,896	6,877	-19	-193	-0.3	-2.7
	Unemployed	182	171	257	227	291	1,212	884	681	575	309	285	160	188	28	6	17.5	3.3
	Unemp Rate	2.5	2.4	3.6	3.2	4.1	16.4	11.9	9.1	7.8	4.4	4.0	2.3	2.7	0.4	0.2	-	-
Rutland	Labor Force	20,914	20,865	20,912	20,665	20,948	21,804	21,263	21,293	21,589	20,203	19,657	19,428	19,640	212	-1,274	1.1	-6.1
	Employed	20,412	20,386	20,270	20,089	20,204	17,243	18,060	18,829	19,531	19,075	18,633	18,822	18,914	92	-1,498	0.5	-7.3
	Unemployed	502	479	642	576	744	4,561	3,203	2,464	2,058	1,128	1,024	606	726	120	224	19.8	44.6
	Unemp Rate	2.4	2.3	3.1	2.8	3.6	20.9	15.1	11.6	9.5	5.6	5.2	3.1	3.7	0.6	1.3	-	-
Springfield	Labor Force	10,143	10,437	10,644	10,576	10,511	10,650	10,365	10,611	10,274	9,773	10,184	10,106	10,127	21	-16	0.2	-0.2
	Employed	9,856	10,227	10,389	10,337	10,201	8,896	8,917	9,332	9,240	9,254	9,736	9,848	9,832	-16	-24	-0.2	-0.2
	Unemployed	287	210	255	239	310	1,754	1,448	1,279	1,034	519	448	258	295	37	8	14.3	2.8
	Unemp Rate	2.8	2.0	2.4	2.3	2.9	16.5	14.0	12.1	10.1	5.3	4.4	2.6	2.9	0.3	0.1	-	-

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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
St. Johnsbury	Labor Force	13,196	13,076	13,090	12,997	13,209	13,784	13,987	13,998	13,837	13,102	13,050	12,975	12,942	-33	-254	-0.3	-1.9
	Employed	12,855	12,722	12,514	12,500	12,598	11,382	12,286	12,661	12,688	12,500	12,521	12,687	12,581	-106	-274	-0.8	-2.1
	Unemployed	341	354	576	497	611	2,402	1,701	1,337	1,149	602	529	288	361	73	20	25.3	5.9
	Unemp Rate	2.6	2.7	4.4	3.8	4.6	17.4	12.2	9.6	8.3	4.6	4.1	2.2	2.8	0.6	0.2	-	-
White River Junction	Labor Force	19,756	19,593	19,584	19,502	19,715	20,321	20,565	20,841	20,606	19,898	19,702	19,545	19,640	95	-116	0.5	-0.6
	Employed	19,414	19,280	19,162	19,117	19,203	17,739	18,507	19,268	19,312	19,211	19,104	19,213	19,228	15	-186	0.1	-1.0
	Unemployed	342	313	422	385	512	2,582	2,058	1,573	1,294	687	598	332	412	80	70	24.1	20.5
	Unemp Rate	1.7	1.6	2.2	2.0	2.6	12.7	10.0	7.5	6.3	3.5	3.0	1.7	2.1	0.4	0.4	-	-
Woodstock	Labor Force	3,980	4,057	4,206	4,173	3,883	3,921	3,671	3,742	3,722	3,502	3,209	3,177	3,319	142	-661	4.5	-16.6
	Employed	3,874	3,983	4,120	4,103	3,783	2,969	2,819	3,119	3,254	3,256	2,983	3,044	3,162	118	-712	3.9	-18.4
	Unemployed	106	74	86	70	100	952	852	623	468	246	226	133	157	24	51	18.0	48.1
	Unemp Rate	2.7	1.8	2.0	1.7	2.6	24.3	23.2	16.6	12.6	7.0	7.0	4.2	4.7	0.5	2.0	-	-

(P) - Preliminary, (R) - Revised, (B) - 2019 Benchmarked

Labor Market Area names above are common language titles, for official names including encompassing cities and towns please refer to the Vermont Labor Market Area map (<http://www.vtlmi.info/lmadef2015.pdf>).

Unemp Rate - The unemployment rate is the number of unemployed divided by total labor force, expressed as a percent.

Source: Vermont Department of Labor (www.vtlmi.info/laus.cfm), Economic and Labor Market Information Division, in cooperation with the U.S. Bureau of Labor Statistics (www.bls.gov/lau).

Cities and Towns with Populations Greater than 1,000

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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Vermont	Labor Force	339,375	338,615	338,827	338,132	339,886	347,808	342,245	345,686	343,771	327,284	320,494	319,337	322,112	2,775	-17,263	0.9	-5.1
	Employed	331,728	331,374	328,639	329,222	328,271	289,395	298,777	312,814	315,580	312,170	307,138	311,727	312,950	1,223	-18,778	0.4	-5.7
	Unemployed	7,647	7,241	10,188	8,910	11,615	58,413	43,468	32,872	28,191	15,114	13,356	7,610	9,162	1,552	1,515	20.4	19.8
	Unemp Rate	2.3	2.1	3.0	2.6	3.4	16.8	12.7	9.5	8.2	4.6	4.2	2.4	2.8	0.4	0.5	-	-
Addison town	Labor Force	782	773	775	764	784	814	806	817	817	774	756	766	769	3	-13	0.4	-1.7
	Employed	764	755	752	745	765	697	744	770	773	753	741	756	757	1	-7	0.1	-0.9
	Unemployed	18	18	23	19	19	117	62	47	44	21	15	10	12	2	-6	20.0	-33.3
	Unemp Rate	2.3	2.3	3.0	2.5	2.4	14.4	7.7	5.8	5.4	2.7	2.0	1.3	1.6	0.3	-0.7	-	-
Alburgh town	Labor Force	1,046	1,041	1,040	1,035	1,057	1,101	1,050	1,056	1,051	988	966	959	972	13	-74	1.4	-7.1
	Employed	992	982	968	977	974	856	875	922	925	918	905	920	928	8	-64	0.9	-6.5
	Unemployed	54	59	72	58	83	245	175	134	126	70	61	39	44	5	-10	12.8	-18.5
	Unemp Rate	5.2	5.7	6.9	5.6	7.9	22.3	16.7	12.7	12.0	7.1	6.3	4.1	4.5	0.4	-0.7	-	-
Arlington town	Labor Force	1,211	1,268	1,285	1,270	1,225	1,219	1,185	1,219	1,237	1,163	1,073	1,064	1,065	1	-146	0.1	-12.1
	Employed	1,180	1,237	1,246	1,235	1,175	975	1,002	1,085	1,125	1,103	1,018	1,033	1,030	-3	-150	-0.3	-12.7
	Unemployed	31	31	39	35	50	244	183	134	112	60	55	31	35	4	4	12.9	12.9
	Unemp Rate	2.6	2.4	3.0	2.8	4.1	20.0	15.4	11.0	9.1	5.2	5.1	2.9	3.3	0.4	0.7	-	-
Bakersfield town	Labor Force	654	654	652	647	649	680	663	666	630	607	608	619	616	-3	-38	-0.5	-5.8
	Employed	636	631	623	624	623	564	595	620	592	585	587	607	601	-6	-35	-1.0	-5.5
	Unemployed	18	23	29	23	26	116	68	46	38	22	21	12	15	3	-3	25.0	-16.7
	Unemp Rate	2.8	3.5	4.4	3.6	4.0	17.1	10.3	6.9	6.0	3.6	3.5	1.9	2.4	0.5	-0.4	-	-
Barnet town	Labor Force	772	766	759	756	768	747	780	796	795	765	762	762	759	-3	-13	-0.4	-1.7
	Employed	756	749	736	736	741	670	723	745	747	736	737	747	740	-7	-16	-0.9	-2.1
	Unemployed	16	17	23	20	27	77	57	51	48	29	25	15	19	4	3	26.7	18.8
	Unemp Rate	2.1	2.2	3.0	2.6	3.5	10.3	7.3	6.4	6.0	3.8	3.3	2.0	2.5	0.5	0.4	-	-
Barre city	Labor Force	5,057	5,049	5,102	5,062	5,164	5,208	4,895	4,927	5,149	4,944	4,829	4,794	4,843	49	-214	1.0	-4.2
	Employed	4,958	4,939	4,889	4,896	4,952	4,305	4,321	4,507	4,753	4,730	4,639	4,683	4,707	24	-251	0.5	-5.1
	Unemployed	99	110	213	166	212	903	574	420	396	214	190	111	136	25	37	22.5	37.4
	Unemp Rate	2.0	2.2	4.2	3.3	4.1	17.3	11.7	8.5	7.7	4.3	3.9	2.3	2.8	0.5	0.8	-	-

Cities and Towns with Populations Greater than 1,000

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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Barre town	Labor Force	4,974	4,967	5,038	4,994	5,061	4,960	4,698	4,767	4,977	4,807	4,693	4,684	4,728	44	-246	0.9	-4.9
	Employed	4,890	4,870	4,821	4,828	4,883	4,245	4,261	4,444	4,687	4,664	4,575	4,618	4,642	24	-248	0.5	-5.1
	Unemployed	84	97	217	166	178	715	437	323	290	143	118	66	86	20	2	30.3	2.4
	Unemp Rate	1.7	2.0	4.3	3.3	3.5	14.4	9.3	6.8	5.8	3.0	2.5	1.4	1.8	0.4	0.1	-	-
Barton town	Labor Force	1,145	1,164	1,193	1,179	1,174	1,263	1,223	1,193	1,156	1,076	1,051	1,035	1,039	4	-106	0.4	-9.3
	Employed	1,095	1,107	1,096	1,090	1,054	931	987	1,033	1,019	997	979	994	991	-3	-104	-0.3	-9.5
	Unemployed	50	57	97	89	120	332	236	160	137	79	72	41	48	7	-2	17.1	-4.0
	Unemp Rate	4.4	4.9	8.1	7.5	10.2	26.3	19.3	13.4	11.9	7.3	6.9	4.0	4.6	0.6	0.2	-	-
Bennington town	Labor Force	6,858	6,802	6,799	6,749	6,859	7,308	7,381	7,177	7,105	6,680	6,675	6,641	6,695	54	-163	0.8	-2.4
	Employed	6,604	6,548	6,487	6,472	6,504	5,915	6,246	6,377	6,367	6,270	6,309	6,428	6,443	15	-161	0.2	-2.4
	Unemployed	254	254	312	277	355	1,393	1,135	800	738	410	366	213	252	39	-2	18.3	-0.8
	Unemp Rate	3.7	3.7	4.6	4.1	5.2	19.1	15.4	11.1	10.4	6.1	5.5	3.2	3.8	0.6	0.1	-	-
Benson town	Labor Force	503	496	500	491	509	538	528	538	534	508	496	498	502	4	-1	0.8	-0.2
	Employed	493	487	485	480	493	449	480	496	498	486	478	487	488	1	-5	0.2	-1.0
	Unemployed	10	9	15	11	16	89	48	42	36	22	18	11	14	3	4	27.3	40.0
	Unemp Rate	2.0	1.8	3.0	2.2	3.1	16.5	9.1	7.8	6.7	4.3	3.6	2.2	2.8	0.6	0.8	-	-
Berkshire town	Labor Force	934	934	933	932	939	960	974	970	924	878	875	892	890	-2	-44	-0.2	-4.7
	Employed	916	909	898	899	898	813	857	893	853	842	846	875	866	-9	-50	-1.0	-5.5
	Unemployed	18	25	35	33	41	147	117	77	71	36	29	17	24	7	6	41.2	33.3
	Unemp Rate	1.9	2.7	3.8	3.5	4.4	15.3	12.0	7.9	7.7	4.1	3.3	1.9	2.7	0.8	0.8	-	-
Berlin town	Labor Force	1,572	1,571	1,584	1,564	1,591	1,547	1,494	1,503	1,568	1,521	1,482	1,483	1,498	15	-74	1.0	-4.7
	Employed	1,545	1,539	1,524	1,526	1,543	1,342	1,347	1,404	1,481	1,474	1,446	1,459	1,467	8	-78	0.5	-5.0
	Unemployed	27	32	60	38	48	205	147	99	87	47	36	24	31	7	4	29.2	14.8
	Unemp Rate	1.7	2.0	3.8	2.4	3.0	13.3	9.8	6.6	5.5	3.1	2.4	1.6	2.1	0.5	0.4	-	-
Bethel town	Labor Force	1,001	995	995	989	987	1,048	1,034	1,056	1,029	988	985	977	979	2	-22	0.2	-2.2
	Employed	978	971	956	957	948	854	906	945	937	939	944	954	951	-3	-27	-0.3	-2.8
	Unemployed	23	24	39	32	39	194	128	111	92	49	41	23	28	5	5	21.7	21.7
	Unemp Rate	2.3	2.4	3.9	3.2	4.0	18.5	12.4	10.5	8.9	5.0	4.2	2.4	2.9	0.5	0.6	-	-

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Bolton town	Labor Force	687	682	678	685	681	710	673	689	688	655	646	643	652	9	-35	1.4	-5.1
	Employed	677	671	661	667	665	585	598	630	632	627	618	628	634	6	-43	1.0	-6.4
	Unemployed	10	11	17	18	16	125	75	59	56	28	28	15	18	3	8	20.0	80.0
	Unemp Rate	1.5	1.6	2.5	2.6	2.3	17.6	11.1	8.6	8.1	4.3	4.3	2.3	2.8	0.5	1.3	-	-
Bradford town	Labor Force	1,264	1,257	1,272	1,260	1,269	1,351	1,342	1,349	1,341	1,287	1,266	1,252	1,260	8	-4	0.6	-0.3
	Employed	1,238	1,230	1,222	1,219	1,225	1,131	1,180	1,229	1,232	1,225	1,218	1,225	1,226	1	-12	0.1	-1.0
	Unemployed	26	27	50	41	44	220	162	120	109	62	48	27	34	7	8	25.9	30.8
	Unemp Rate	2.1	2.1	3.9	3.3	3.5	16.3	12.1	8.9	8.1	4.8	3.8	2.2	2.7	0.5	0.6	-	-
Braintree town	Labor Force	720	709	709	706	700	712	721	733	719	699	700	696	697	1	-23	0.1	-3.2
	Employed	702	697	686	687	681	614	651	679	673	675	678	685	683	-2	-19	-0.3	-2.7
	Unemployed	18	12	23	19	19	98	70	54	46	24	22	11	14	3	-4	27.3	-22.2
	Unemp Rate	2.5	1.7	3.2	2.7	2.7	13.8	9.7	7.4	6.4	3.4	3.1	1.6	2.0	0.4	-0.5	-	-
Brandon town	Labor Force	1,970	1,944	1,956	1,933	1,999	2,203	2,137	2,118	2,115	1,986	1,954	1,955	1,964	9	-6	0.5	-0.3
	Employed	1,911	1,888	1,879	1,863	1,913	1,743	1,861	1,925	1,933	1,883	1,852	1,890	1,893	3	-18	0.2	-0.9
	Unemployed	59	56	77	70	86	460	276	193	182	103	102	65	71	6	12	9.2	20.3
	Unemp Rate	3.0	2.9	3.9	3.6	4.3	20.9	12.9	9.1	8.6	5.2	5.2	3.3	3.6	0.3	0.6	-	-
Brattleboro town	Labor Force	5,818	5,885	5,896	5,883	5,898	6,170	6,199	6,163	6,114	5,750	5,626	5,560	5,642	82	-176	1.5	-3.0
	Employed	5,674	5,760	5,748	5,746	5,737	5,144	5,322	5,471	5,481	5,395	5,299	5,378	5,421	43	-253	0.8	-4.5
	Unemployed	144	125	148	137	161	1,026	877	692	633	355	327	182	221	39	77	21.4	53.5
	Unemp Rate	2.5	2.1	2.5	2.3	2.7	16.6	14.1	11.2	10.4	6.2	5.8	3.3	3.9	0.6	1.4	-	-
Bridport town	Labor Force	768	760	764	756	782	796	796	796	794	761	745	755	759	4	-9	0.5	-1.2
	Employed	755	746	742	736	756	688	735	760	763	744	732	746	748	2	-7	0.3	-0.9
	Unemployed	13	14	22	20	26	108	61	36	31	17	13	9	11	2	-2	22.2	-15.4
	Unemp Rate	1.7	1.8	2.9	2.6	3.3	13.6	7.7	4.5	3.9	2.2	1.7	1.2	1.4	0.2	-0.3	-	-
Brighton town	Labor Force	523	524	531	521	516	557	533	527	501	473	465	468	470	2	-53	0.4	-10.1
	Employed	502	507	503	500	483	427	453	474	467	457	449	456	454	-2	-48	-0.4	-9.6
	Unemployed	21	17	28	21	33	130	80	53	34	16	16	12	16	4	-5	33.3	-23.8
	Unemp Rate	4.0	3.2	5.3	4.0	6.4	23.3	15.0	10.1	6.8	3.4	3.4	2.6	3.4	0.8	-0.6	-	-

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Bristol town	Labor Force	2,093	2,073	2,081	2,055	2,131	2,267	2,248	2,245	2,251	2,116	2,065	2,064	2,079	15	-14	0.7	-0.7
	Employed	2,041	2,016	2,007	1,989	2,043	1,861	1,987	2,056	2,064	2,011	1,978	2,018	2,022	4	-19	0.2	-0.9
	Unemployed	52	57	74	66	88	406	261	189	187	105	87	46	57	11	5	23.9	9.6
	Unemp Rate	2.5	2.7	3.6	3.2	4.1	17.9	11.6	8.4	8.3	5.0	4.2	2.2	2.7	0.5	0.2	-	-
Brookfield town	Labor Force	770	765	762	765	766	737	755	770	761	750	752	752	753	1	-17	0.1	-2.2
	Employed	759	754	742	743	736	664	704	734	728	730	733	741	739	-2	-20	-0.3	-2.6
	Unemployed	11	11	20	22	30	73	51	36	33	20	19	11	14	3	3	27.3	27.3
	Unemp Rate	1.4	1.4	2.6	2.9	3.9	9.9	6.8	4.7	4.3	2.7	2.5	1.5	1.9	0.4	0.5	-	-
Burke town	Labor Force	775	764	760	759	771	763	779	794	785	758	754	756	752	-4	-23	-0.5	-3.0
	Employed	759	751	739	738	744	672	726	748	749	738	739	749	743	-6	-16	-0.8	-2.1
	Unemployed	16	13	21	21	27	91	53	46	36	20	15	7	9	2	-7	28.6	-43.8
	Unemp Rate	2.1	1.7	2.8	2.8	3.5	11.9	6.8	5.8	4.6	2.6	2.0	0.9	1.2	0.3	-0.9	-	-
Burlington city	Labor Force	24,103	23,781	23,527	23,689	23,854	24,099	24,181	24,621	24,311	23,087	22,566	22,485	22,780	295	-1,323	1.3	-5.5
	Employed	23,628	23,388	23,059	23,272	23,211	20,398	20,849	21,960	22,047	21,870	21,553	21,921	22,104	183	-1,524	0.8	-6.4
	Unemployed	475	393	468	417	643	3,701	3,332	2,661	2,264	1,217	1,013	564	676	112	201	19.9	42.3
	Unemp Rate	2.0	1.7	2.0	1.8	2.7	15.4	13.8	10.8	9.3	5.3	4.5	2.5	3.0	0.5	1.0	-	-
Cabot town	Labor Force	646	634	636	630	637	645	648	659	658	628	632	630	626	-4	-20	-0.6	-3.1
	Employed	625	618	608	607	612	553	597	615	616	607	608	616	611	-5	-14	-0.8	-2.2
	Unemployed	21	16	28	23	25	92	51	44	42	21	24	14	15	1	-6	7.1	-28.6
	Unemp Rate	3.3	2.5	4.4	3.7	3.9	14.3	7.9	6.7	6.4	3.3	3.8	2.2	2.4	0.2	-0.9	-	-
Calais town	Labor Force	938	934	938	934	948	920	882	895	935	907	890	888	895	7	-43	0.8	-4.6
	Employed	923	920	910	912	922	802	805	839	885	881	864	872	876	4	-47	0.5	-5.1
	Unemployed	15	14	28	22	26	118	77	56	50	26	26	16	19	3	4	18.8	26.7
	Unemp Rate	1.6	1.5	3.0	2.4	2.7	12.8	8.7	6.3	5.3	2.9	2.9	1.8	2.1	0.3	0.5	-	-
Cambridge town	Labor Force	2,226	2,171	2,167	2,179	2,183	2,389	2,240	2,245	2,182	2,090	2,049	2,050	2,082	32	-144	1.6	-6.5
	Employed	2,148	2,126	2,096	2,115	2,110	1,854	1,895	1,996	2,004	1,988	1,959	1,992	2,009	17	-139	0.9	-6.5
	Unemployed	78	45	71	64	73	535	345	249	178	102	90	58	73	15	-5	25.9	-6.4
	Unemp Rate	3.5	2.1	3.3	2.9	3.3	22.4	15.4	11.1	8.2	4.9	4.4	2.8	3.5	0.7	0.0	-	-

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Castleton town	Labor Force	2,274	2,274	2,292	2,256	2,284	2,312	2,230	2,265	2,306	2,181	2,121	2,106	2,126	20	-148	0.9	-6.5
	Employed	2,228	2,226	2,213	2,193	2,206	1,882	1,972	2,056	2,132	2,082	2,034	2,055	2,065	10	-163	0.5	-7.3
	Unemployed	46	48	79	63	78	430	258	209	174	99	87	51	61	10	15	19.6	32.6
	Unemp Rate	2.0	2.1	3.4	2.8	3.4	18.6	11.6	9.2	7.5	4.5	4.1	2.4	2.9	0.5	0.9	-	-
Cavendish town	Labor Force	651	661	675	664	662	698	672	673	658	621	646	638	640	2	-11	0.3	-1.7
	Employed	622	645	656	652	644	561	563	589	583	584	614	621	620	-1	-2	-0.2	-0.3
	Unemployed	29	16	19	12	18	137	109	84	75	37	32	17	20	3	-9	17.6	-31.0
	Unemp Rate	4.5	2.4	2.8	1.8	2.7	19.6	16.2	12.5	11.4	6.0	5.0	2.7	3.1	0.4	-1.4	-	-
Charleston town	Labor Force	590	603	620	615	603	588	586	582	562	540	529	528	531	3	-59	0.6	-10.0
	Employed	572	578	573	570	551	486	516	540	533	521	512	519	518	-1	-54	-0.2	-9.4
	Unemployed	18	25	47	45	52	102	70	42	29	19	17	9	13	4	-5	44.4	-27.8
	Unemp Rate	3.1	4.1	7.6	7.3	8.6	17.3	11.9	7.2	5.2	3.5	3.2	1.7	2.4	0.7	-0.7	-	-
Charlotte town	Labor Force	2,123	2,097	2,081	2,099	2,104	2,015	1,996	2,056	2,058	1,986	1,954	1,966	1,991	25	-132	1.3	-6.2
	Employed	2,084	2,063	2,034	2,053	2,047	1,799	1,839	1,937	1,945	1,929	1,901	1,934	1,950	16	-134	0.8	-6.4
	Unemployed	39	34	47	46	57	216	157	119	113	57	53	32	41	9	2	28.1	5.1
	Unemp Rate	1.8	1.6	2.3	2.2	2.7	10.7	7.9	5.8	5.5	2.9	2.7	1.6	2.1	0.5	0.3	-	-
Chelsea town	Labor Force	651	648	652	646	648	655	657	669	658	637	637	636	636	0	-15	0.0	-2.3
	Employed	637	633	623	623	618	557	591	616	611	612	615	622	620	-2	-17	-0.3	-2.7
	Unemployed	14	15	29	23	30	98	66	53	47	25	22	14	16	2	2	14.3	14.3
	Unemp Rate	2.2	2.3	4.4	3.6	4.6	15.0	10.0	7.9	7.1	3.9	3.5	2.2	2.5	0.3	0.3	-	-
Chester town	Labor Force	1,737	1,798	1,844	1,830	1,819	1,831	1,757	1,801	1,749	1,670	1,733	1,729	1,726	-3	-11	-0.2	-0.6
	Employed	1,694	1,758	1,786	1,777	1,753	1,529	1,533	1,604	1,588	1,591	1,673	1,693	1,690	-3	-4	-0.2	-0.2
	Unemployed	43	40	58	53	66	302	224	197	161	79	60	36	36	0	-7	0.0	-16.3
	Unemp Rate	2.5	2.2	3.1	2.9	3.6	16.5	12.7	10.9	9.2	4.7	3.5	2.1	2.1	0.0	-0.4	-	-
Chittenden town	Labor Force	693	692	686	677	684	698	696	701	710	662	644	642	649	7	-44	1.1	-6.3
	Employed	680	679	675	669	673	574	602	627	651	635	621	627	630	3	-50	0.5	-7.4
	Unemployed	13	13	11	8	11	124	94	74	59	27	23	15	19	4	6	26.7	46.2
	Unemp Rate	1.9	1.9	1.6	1.2	1.6	17.8	13.5	10.6	8.3	4.1	3.6	2.3	2.9	0.6	1.0	-	-

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Clarendon town	Labor Force	1,286	1,285	1,287	1,266	1,283	1,375	1,302	1,305	1,318	1,236	1,203	1,190	1,205	15	-81	1.3	-6.3
	Employed	1,255	1,254	1,247	1,235	1,242	1,060	1,111	1,158	1,201	1,173	1,146	1,157	1,163	6	-92	0.5	-7.3
	Unemployed	31	31	40	31	41	315	191	147	117	63	57	33	42	9	11	27.3	35.5
	Unemp Rate	2.4	2.4	3.1	2.4	3.2	22.9	14.7	11.3	8.9	5.1	4.7	2.8	3.5	0.7	1.1	-	-
Colchester town	Labor Force	10,862	10,756	10,653	10,717	10,763	10,627	10,527	10,748	10,683	10,272	10,067	10,093	10,218	125	-644	1.2	-5.9
	Employed	10,671	10,563	10,414	10,511	10,483	9,213	9,416	9,918	9,957	9,878	9,734	9,901	9,983	82	-688	0.8	-6.4
	Unemployed	191	193	239	206	280	1,414	1,111	830	726	394	333	192	235	43	44	22.4	23.0
	Unemp Rate	1.8	1.8	2.2	1.9	2.6	13.3	10.6	7.7	6.8	3.8	3.3	1.9	2.3	0.4	0.5	-	-
Concord town	Labor Force	548	551	556	547	561	603	600	590	584	545	541	538	537	-1	-11	-0.2	-2.0
	Employed	530	525	516	515	520	469	507	522	523	515	516	523	519	-4	-11	-0.8	-2.1
	Unemployed	18	26	40	32	41	134	93	68	61	30	25	15	18	3	0	20.0	0.0
	Unemp Rate	3.3	4.7	7.2	5.9	7.3	22.2	15.5	11.5	10.4	5.5	4.6	2.8	3.4	0.6	0.1	-	-
Corinth town	Labor Force	752	754	760	753	761	783	770	771	767	745	739	737	741	4	-11	0.5	-1.5
	Employed	734	729	724	723	726	670	699	728	730	726	722	726	727	1	-7	0.1	-1.0
	Unemployed	18	25	36	30	35	113	71	43	37	19	17	11	14	3	-4	27.3	-22.2
	Unemp Rate	2.4	3.3	4.7	4.0	4.6	14.4	9.2	5.6	4.8	2.6	2.3	1.5	1.9	0.4	-0.5	-	-
Cornwall town	Labor Force	671	660	661	652	675	677	685	699	700	667	654	660	663	3	-8	0.5	-1.2
	Employed	660	652	649	644	661	602	643	665	668	651	640	653	654	1	-6	0.2	-0.9
	Unemployed	11	8	12	8	14	75	42	34	32	16	14	7	9	2	-2	28.6	-18.2
	Unemp Rate	1.6	1.2	1.8	1.2	2.1	11.1	6.1	4.9	4.6	2.4	2.1	1.1	1.4	0.3	-0.2	-	-
Coventry town	Labor Force	542	543	549	538	535	549	534	535	524	496	484	480	478	-2	-64	-0.4	-11.8
	Employed	514	520	515	512	495	437	464	485	479	469	460	467	465	-2	-49	-0.4	-9.5
	Unemployed	28	23	34	26	40	112	70	50	45	27	24	13	13	0	-15	0.0	-53.6
	Unemp Rate	5.2	4.2	6.2	4.8	7.5	20.4	13.1	9.3	8.6	5.4	5.0	2.7	2.7	0.0	-2.5	-	-
Craftsbury town	Labor Force	574	579	581	581	570	606	574	578	585	553	520	520	513	-7	-61	-1.3	-10.6
	Employed	561	568	567	567	552	475	493	527	535	530	500	505	499	-6	-62	-1.2	-11.1
	Unemployed	13	11	14	14	18	131	81	51	50	23	20	15	14	-1	1	-6.7	7.7
	Unemp Rate	2.3	1.9	2.4	2.4	3.2	21.6	14.1	8.8	8.5	4.2	3.8	2.9	2.7	-0.2	0.4	-	-

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Danby town	Labor Force	649	687	715	697	667	670	643	655	669	634	590	581	579	-2	-70	-0.3	-10.8
	Employed	639	670	675	669	637	528	543	587	609	597	551	559	558	-1	-81	-0.2	-12.7
	Unemployed	10	17	40	28	30	142	100	68	60	37	39	22	21	-1	11	-4.5	110.0
	Unemp Rate	1.5	2.5	5.6	4.0	4.5	21.2	15.6	10.4	9.0	5.8	6.6	3.8	3.6	-0.2	2.1	-	-
Danville town	Labor Force	1,052	1,039	1,040	1,027	1,035	1,104	1,120	1,110	1,099	1,042	1,039	1,033	1,030	-3	-22	-0.3	-2.1
	Employed	1,026	1,015	998	997	1,005	908	980	1,010	1,012	997	999	1,012	1,004	-8	-22	-0.8	-2.1
	Unemployed	26	24	42	30	30	196	140	100	87	45	40	21	26	5	0	23.8	0.0
	Unemp Rate	2.5	2.3	4.0	2.9	2.9	17.8	12.5	9.0	7.9	4.3	3.8	2.0	2.5	0.5	0.0	-	-
Derby town	Labor Force	2,140	2,181	2,201	2,171	2,132	2,333	2,235	2,197	2,135	1,997	1,955	1,928	1,941	13	-199	0.7	-9.3
	Employed	2,064	2,086	2,067	2,054	1,986	1,754	1,861	1,947	1,921	1,880	1,845	1,873	1,867	-6	-197	-0.3	-9.5
	Unemployed	76	95	134	117	146	579	374	250	214	117	110	55	74	19	-2	34.5	-2.6
	Unemp Rate	3.6	4.4	6.1	5.4	6.8	24.8	16.7	11.4	10.0	5.9	5.6	2.9	3.8	0.9	0.2	-	-
Dorset town	Labor Force	979	1,020	1,037	1,028	985	974	959	982	991	927	852	852	854	2	-125	0.2	-12.8
	Employed	951	997	1,004	995	947	786	808	874	906	889	821	833	830	-3	-121	-0.4	-12.7
	Unemployed	28	23	33	33	38	188	151	108	85	38	31	19	24	5	-4	26.3	-14.3
	Unemp Rate	2.9	2.3	3.2	3.2	3.9	19.3	15.7	11.0	8.6	4.1	3.6	2.2	2.8	0.6	-0.1	-	-
Dover town	Labor Force	569	568	567	564	568	759	754	713	670	603	585	558	567	9	-2	1.6	-0.4
	Employed	548	556	555	554	554	496	514	528	529	521	511	519	523	4	-25	0.8	-4.6
	Unemployed	21	12	12	10	14	263	240	185	141	82	74	39	44	5	23	12.8	109.5
	Unemp Rate	3.7	2.1	2.1	1.8	2.5	34.7	31.8	25.9	21.0	13.6	12.6	7.0	7.8	0.8	4.1	-	-
Dummerston town	Labor Force	954	968	974	968	971	956	959	971	962	923	900	903	914	11	-40	1.2	-4.2
	Employed	936	951	949	948	947	849	878	903	904	890	874	887	895	8	-41	0.9	-4.4
	Unemployed	18	17	25	20	24	107	81	68	58	33	26	16	19	3	1	18.8	5.6
	Unemp Rate	1.9	1.8	2.6	2.1	2.5	11.2	8.4	7.0	6.0	3.6	2.9	1.8	2.1	0.3	0.2	-	-
Duxbury town	Labor Force	817	798	794	795	801	804	774	792	790	756	741	746	756	10	-61	1.3	-7.5
	Employed	792	784	773	780	778	684	699	736	739	733	722	735	741	6	-51	0.8	-6.4
	Unemployed	25	14	21	15	23	120	75	56	51	23	19	11	15	4	-10	36.4	-40.0
	Unemp Rate	3.1	1.8	2.6	1.9	2.9	14.9	9.7	7.1	6.5	3.0	2.6	1.5	2.0	0.5	-1.1	-	-

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East Montpelier town	Labor Force	1,617	1,615	1,600	1,595	1,626	1,548	1,510	1,542	1,622	1,568	1,533	1,527	1,540	13	-77	0.9	-4.8
	Employed	1,596	1,590	1,574	1,576	1,594	1,386	1,391	1,451	1,530	1,522	1,493	1,507	1,515	8	-81	0.5	-5.1
	Unemployed	21	25	26	19	32	162	119	91	92	46	40	20	25	5	4	25.0	19.0
	Unemp Rate	1.3	1.5	1.6	1.2	2.0	10.5	7.9	5.9	5.7	2.9	2.6	1.3	1.6	0.3	0.3	-	-
Eden town	Labor Force	725	745	763	757	770	821	749	747	744	702	661	649	651	2	-74	0.3	-10.2
	Employed	696	705	704	704	685	589	612	654	664	657	620	627	619	-8	-77	-1.3	-11.1
	Unemployed	29	40	59	53	85	232	137	93	80	45	41	22	32	10	3	45.5	10.3
	Unemp Rate	4.0	5.4	7.7	7.0	11.0	28.3	18.3	12.4	10.8	6.4	6.2	3.4	4.9	1.5	0.9	-	-
Enosburgh town	Labor Force	1,466	1,455	1,451	1,444	1,451	1,429	1,459	1,496	1,419	1,366	1,367	1,392	1,386	-6	-80	-0.4	-5.5
	Employed	1,432	1,421	1,404	1,405	1,404	1,271	1,340	1,396	1,334	1,317	1,322	1,368	1,354	-14	-78	-1.0	-5.4
	Unemployed	34	34	47	39	47	158	119	100	85	49	45	24	32	8	-2	33.3	-5.9
	Unemp Rate	2.3	2.3	3.2	2.7	3.2	11.1	8.2	6.7	6.0	3.6	3.3	1.7	2.3	0.6	0.0	-	-
Essex town	Labor Force	12,738	12,587	12,461	12,540	12,583	12,516	12,395	12,628	12,540	12,047	11,822	11,858	11,995	137	-743	1.2	-5.8
	Employed	12,525	12,397	12,223	12,336	12,304	10,813	11,052	11,641	11,687	11,593	11,425	11,620	11,717	97	-808	0.8	-6.5
	Unemployed	213	190	238	204	279	1,703	1,343	987	853	454	397	238	278	40	65	16.8	30.5
	Unemp Rate	1.7	1.5	1.9	1.6	2.2	13.6	10.8	7.8	6.8	3.8	3.4	2.0	2.3	0.3	0.6	-	-
Fair Haven town	Labor Force	1,289	1,263	1,272	1,266	1,301	1,505	1,445	1,445	1,420	1,325	1,285	1,276	1,286	10	-3	0.8	-0.2
	Employed	1,255	1,240	1,234	1,223	1,256	1,144	1,222	1,264	1,269	1,237	1,216	1,241	1,243	2	-12	0.2	-1.0
	Unemployed	34	23	38	43	45	361	223	181	151	88	69	35	43	8	9	22.9	26.5
	Unemp Rate	2.6	1.8	3.0	3.4	3.5	24.0	15.4	12.5	10.6	6.6	5.4	2.7	3.3	0.6	0.7	-	-
Fairfax town	Labor Force	2,848	2,815	2,796	2,819	2,834	2,785	2,729	2,784	2,784	2,682	2,629	2,640	2,672	32	-176	1.2	-6.2
	Employed	2,798	2,770	2,731	2,756	2,749	2,415	2,469	2,600	2,611	2,590	2,552	2,596	2,617	21	-181	0.8	-6.5
	Unemployed	50	45	65	63	85	370	260	184	173	92	77	44	55	11	5	25.0	10.0
	Unemp Rate	1.8	1.6	2.3	2.2	3.0	13.3	9.5	6.6	6.2	3.4	2.9	1.7	2.1	0.4	0.3	-	-
Fairfield town	Labor Force	1,062	1,057	1,055	1,049	1,054	1,060	1,064	1,083	1,034	987	990	1,009	1,003	-6	-59	-0.6	-5.6
	Employed	1,037	1,029	1,017	1,018	1,017	921	970	1,011	967	954	958	991	981	-10	-56	-1.0	-5.4
	Unemployed	25	28	38	31	37	139	94	72	67	33	32	18	22	4	-3	22.2	-12.0
	Unemp Rate	2.4	2.6	3.6	3.0	3.5	13.1	8.8	6.6	6.5	3.3	3.2	1.8	2.2	0.4	-0.2	-	-

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Fayston town	Labor Force	802	812	807	819	839	936	862	838	853	798	760	744	774	30	-28	4.0	-3.5
	Employed	778	796	787	801	815	682	670	698	722	726	699	710	734	24	-44	3.4	-5.7
	Unemployed	24	16	20	18	24	254	192	140	131	72	61	34	40	6	16	17.6	66.7
	Unemp Rate	3.0	2.0	2.5	2.2	2.9	27.1	22.3	16.7	15.4	9.0	8.0	4.6	5.2	0.6	2.2	-	-
Ferrisburgh town	Labor Force	1,581	1,563	1,558	1,567	1,582	1,584	1,537	1,555	1,554	1,490	1,461	1,462	1,480	18	-101	1.2	-6.4
	Employed	1,545	1,529	1,508	1,522	1,518	1,334	1,363	1,436	1,442	1,430	1,409	1,434	1,445	11	-100	0.8	-6.5
	Unemployed	36	34	50	45	64	250	174	119	112	60	52	28	35	7	-1	25.0	-2.8
	Unemp Rate	2.3	2.2	3.2	2.9	4.0	15.8	11.3	7.7	7.2	4.0	3.6	1.9	2.4	0.5	0.1	-	-
Fletcher town	Labor Force	842	829	831	841	832	835	805	818	819	789	777	777	785	8	-57	1.0	-6.8
	Employed	821	813	801	809	806	709	724	763	766	760	749	762	768	6	-53	0.8	-6.5
	Unemployed	21	16	30	32	26	126	81	55	53	29	28	15	17	2	-4	13.3	-19.0
	Unemp Rate	2.5	1.9	3.6	3.8	3.1	15.1	10.1	6.7	6.5	3.7	3.6	1.9	2.2	0.3	-0.3	-	-
Franklin town	Labor Force	809	800	788	788	795	815	821	827	791	757	757	766	761	-5	-48	-0.7	-5.9
	Employed	787	781	772	773	772	699	737	768	734	724	727	752	744	-8	-43	-1.1	-5.5
	Unemployed	22	19	16	15	23	116	84	59	57	33	30	14	17	3	-5	21.4	-22.7
	Unemp Rate	2.7	2.4	2.0	1.9	2.9	14.2	10.2	7.1	7.2	4.4	4.0	1.8	2.2	0.4	-0.5	-	-
Georgia town	Labor Force	2,811	2,768	2,748	2,758	2,764	2,757	2,672	2,755	2,730	2,638	2,591	2,599	2,630	31	-181	1.2	-6.4
	Employed	2,758	2,730	2,692	2,717	2,710	2,381	2,434	2,564	2,574	2,553	2,516	2,559	2,580	21	-178	0.8	-6.5
	Unemployed	53	38	56	41	54	376	238	191	156	85	75	40	50	10	-3	25.0	-5.7
	Unemp Rate	1.9	1.4	2.0	1.5	2.0	13.6	8.9	6.9	5.7	3.2	2.9	1.5	1.9	0.4	0.0	-	-
Glover town	Labor Force	550	542	556	551	532	540	540	538	526	497	487	482	483	1	-67	0.2	-12.2
	Employed	515	521	516	513	496	438	465	486	480	470	461	468	466	-2	-49	-0.4	-9.5
	Unemployed	35	21	40	38	36	102	75	52	46	27	26	14	17	3	-18	21.4	-51.4
	Unemp Rate	6.4	3.9	7.2	6.9	6.8	18.9	13.9	9.7	8.7	5.4	5.3	2.9	3.5	0.6	-2.9	-	-
Grand Isle town	Labor Force	1,244	1,227	1,215	1,226	1,231	1,257	1,218	1,236	1,228	1,174	1,148	1,154	1,170	16	-74	1.4	-5.9
	Employed	1,209	1,197	1,180	1,191	1,188	1,044	1,067	1,124	1,128	1,119	1,103	1,122	1,131	9	-78	0.8	-6.5
	Unemployed	35	30	35	35	43	213	151	112	100	55	45	32	39	7	4	21.9	11.4
	Unemp Rate	2.8	2.4	2.9	2.9	3.5	16.9	12.4	9.1	8.1	4.7	3.9	2.8	3.3	0.5	0.5	-	-

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Groton town	Labor Force	463	461	474	465	475	506	487	491	485	466	474	472	470	-2	7	-0.4	1.5
	Employed	456	450	444	441	451	428	447	460	459	452	460	464	461	-3	5	-0.6	1.1
	Unemployed	7	11	30	24	24	78	40	31	26	14	14	8	9	1	2	12.5	28.6
	Unemp Rate	1.5	2.4	6.3	5.2	5.1	15.4	8.2	6.3	5.4	3.0	3.0	1.7	1.9	0.2	0.4	-	-
Guilford town	Labor Force	1,096	1,109	1,112	1,111	1,117	1,130	1,118	1,115	1,105	1,055	1,036	1,037	1,049	12	-47	1.2	-4.3
	Employed	1,067	1,083	1,081	1,081	1,079	968	1,001	1,029	1,031	1,015	997	1,012	1,020	8	-47	0.8	-4.4
	Unemployed	29	26	31	30	38	162	117	86	74	40	39	25	29	4	0	16.0	0.0
	Unemp Rate	2.6	2.3	2.8	2.7	3.4	14.3	10.5	7.7	6.7	3.8	3.8	2.4	2.8	0.4	0.2	-	-
Hardwick town	Labor Force	1,506	1,529	1,546	1,538	1,512	1,552	1,495	1,529	1,536	1,457	1,371	1,359	1,347	-12	-159	-0.9	-10.6
	Employed	1,475	1,493	1,491	1,491	1,452	1,248	1,297	1,385	1,407	1,392	1,314	1,328	1,312	-16	-163	-1.2	-11.1
	Unemployed	31	36	55	47	60	304	198	144	129	65	57	31	35	4	4	12.9	12.9
	Unemp Rate	2.1	2.4	3.6	3.1	4.0	19.6	13.2	9.4	8.4	4.5	4.2	2.3	2.6	0.3	0.5	-	-
Hartford town	Labor Force	5,210	5,162	5,147	5,134	5,184	5,416	5,531	5,584	5,492	5,286	5,225	5,174	5,201	27	-9	0.5	-0.2
	Employed	5,125	5,090	5,059	5,047	5,069	4,683	4,886	5,087	5,098	5,072	5,043	5,072	5,076	4	-49	0.1	-1.0
	Unemployed	85	72	88	87	115	733	645	497	394	214	182	102	125	23	40	22.5	47.1
	Unemp Rate	1.6	1.4	1.7	1.7	2.2	13.5	11.7	8.9	7.2	4.0	3.5	2.0	2.4	0.4	0.8	-	-
Hartland town	Labor Force	1,978	1,962	1,962	1,948	1,964	2,032	2,046	2,082	2,048	1,982	1,972	1,958	1,966	8	-12	0.4	-0.6
	Employed	1,945	1,932	1,920	1,916	1,924	1,778	1,855	1,931	1,935	1,925	1,914	1,925	1,927	2	-18	0.1	-0.9
	Unemployed	33	30	42	32	40	254	191	151	113	57	58	33	39	6	6	18.2	18.2
	Unemp Rate	1.7	1.5	2.1	1.6	2.0	12.5	9.3	7.3	5.5	2.9	2.9	1.7	2.0	0.3	0.3	-	-
Highgate town	Labor Force	2,059	2,045	2,033	2,038	2,056	2,088	2,101	2,138	2,045	1,947	1,943	1,973	1,959	-14	-100	-0.7	-4.9
	Employed	2,019	2,003	1,980	1,981	1,978	1,792	1,888	1,968	1,881	1,856	1,864	1,928	1,908	-20	-111	-1.0	-5.5
	Unemployed	40	42	53	57	78	296	213	170	164	91	79	45	51	6	11	13.3	27.5
	Unemp Rate	1.9	2.1	2.6	2.8	3.8	14.2	10.1	8.0	8.0	4.7	4.1	2.3	2.6	0.3	0.7	-	-
Hinesburg town	Labor Force	2,849	2,819	2,806	2,817	2,824	2,829	2,754	2,812	2,800	2,705	2,648	2,651	2,680	29	-169	1.1	-5.9
	Employed	2,803	2,775	2,736	2,761	2,754	2,420	2,473	2,605	2,616	2,595	2,557	2,601	2,622	21	-181	0.8	-6.5
	Unemployed	46	44	70	56	70	409	281	207	184	110	91	50	58	8	12	16.0	26.1
	Unemp Rate	1.6	1.6	2.5	2.0	2.5	14.5	10.2	7.4	6.6	4.1	3.4	1.9	2.2	0.3	0.6	-	-

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Huntington town	Labor Force	1,254	1,244	1,237	1,245	1,248	1,225	1,176	1,222	1,219	1,177	1,159	1,167	1,180	13	-74	1.1	-5.9
	Employed	1,238	1,226	1,208	1,220	1,216	1,069	1,093	1,151	1,155	1,146	1,129	1,149	1,158	9	-80	0.8	-6.5
	Unemployed	16	18	29	25	32	156	83	71	64	31	30	18	22	4	6	22.2	37.5
	Unemp Rate	1.3	1.4	2.3	2.0	2.6	12.7	7.1	5.8	5.3	2.6	2.6	1.5	1.9	0.4	0.6	-	-
Hyde Park town	Labor Force	1,564	1,602	1,626	1,618	1,600	1,728	1,603	1,609	1,590	1,512	1,416	1,406	1,402	-4	-162	-0.3	-10.4
	Employed	1,526	1,544	1,542	1,542	1,501	1,290	1,341	1,432	1,455	1,440	1,359	1,373	1,356	-17	-170	-1.2	-11.1
	Unemployed	38	58	84	76	99	438	262	177	135	72	57	33	46	13	8	39.4	21.1
	Unemp Rate	2.4	3.6	5.2	4.7	6.2	25.3	16.3	11.0	8.5	4.8	4.0	2.3	3.3	1.0	0.9	-	-
Irasburg town	Labor Force	601	613	624	612	597	614	605	608	590	557	541	540	542	2	-59	0.4	-9.8
	Employed	583	589	583	580	561	495	525	550	542	531	521	529	527	-2	-56	-0.4	-9.6
	Unemployed	18	24	41	32	36	119	80	58	48	26	20	11	15	4	-3	36.4	-16.7
	Unemp Rate	3.0	3.9	6.6	5.2	6.0	19.4	13.2	9.5	8.1	4.7	3.7	2.0	2.8	0.8	-0.2	-	-
Jamaica town	Labor Force	536	538	537	536	536	599	576	569	565	525	514	506	512	6	-24	1.2	-4.5
	Employed	521	529	527	527	526	472	488	502	503	495	486	493	497	4	-24	0.8	-4.6
	Unemployed	15	9	10	9	10	127	88	67	62	30	28	13	15	2	0	15.4	0.0
	Unemp Rate	2.8	1.7	1.9	1.7	1.9	21.2	15.3	11.8	11.0	5.7	5.4	2.6	2.9	0.3	0.1	-	-
Jericho town	Labor Force	3,038	2,993	2,961	2,981	2,989	2,908	2,858	2,951	2,936	2,850	2,799	2,812	2,846	34	-192	1.2	-6.3
	Employed	2,984	2,954	2,912	2,939	2,931	2,576	2,633	2,774	2,785	2,762	2,722	2,769	2,792	23	-192	0.8	-6.4
	Unemployed	54	39	49	42	58	332	225	177	151	88	77	43	54	11	0	25.6	0.0
	Unemp Rate	1.8	1.3	1.7	1.4	1.9	11.4	7.9	6.0	5.1	3.1	2.8	1.5	1.9	0.4	0.1	-	-
Johnson town	Labor Force	1,717	1,733	1,760	1,745	1,720	1,874	1,774	1,800	1,770	1,660	1,559	1,541	1,534	-7	-183	-0.5	-10.7
	Employed	1,650	1,670	1,668	1,667	1,623	1,395	1,450	1,548	1,573	1,557	1,470	1,485	1,466	-19	-184	-1.3	-11.2
	Unemployed	67	63	92	78	97	479	324	252	197	103	89	56	68	12	1	21.4	1.5
	Unemp Rate	3.9	3.6	5.2	4.5	5.6	25.6	18.3	14.0	11.1	6.2	5.7	3.6	4.4	0.8	0.5	-	-
Leicester town	Labor Force	633	626	631	621	644	664	655	670	670	637	627	629	630	1	-3	0.2	-0.5
	Employed	620	612	609	604	620	565	603	624	627	611	601	613	614	1	-6	0.2	-1.0
	Unemployed	13	14	22	17	24	99	52	46	43	26	26	16	16	0	3	0.0	23.1
	Unemp Rate	2.1	2.2	3.5	2.7	3.7	14.9	7.9	6.9	6.4	4.1	4.1	2.5	2.5	0.0	0.4	-	-

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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Lincoln town	Labor Force	706	700	692	698	706	724	686	700	691	664	651	652	657	5	-49	0.8	-6.9
	Employed	692	685	675	682	680	597	611	643	646	640	631	642	647	5	-45	0.8	-6.5
	Unemployed	14	15	17	16	26	127	75	57	45	24	20	10	10	0	-4	0.0	-28.6
	Unemp Rate	2.0	2.1	2.5	2.3	3.7	17.5	10.9	8.1	6.5	3.6	3.1	1.5	1.5	0.0	-0.5	-	-
Londonderry town	Labor Force	919	940	953	939	907	1,038	991	988	981	885	819	800	808	8	-111	1.0	-12.1
	Employed	877	920	927	918	874	725	745	807	836	820	757	768	766	-2	-111	-0.3	-12.7
	Unemployed	42	20	26	21	33	313	246	181	145	65	62	32	42	10	0	31.3	0.0
	Unemp Rate	4.6	2.1	2.7	2.2	3.6	30.2	24.8	18.3	14.8	7.3	7.6	4.0	5.2	1.2	0.6	-	-
Ludlow town	Labor Force	1,003	1,020	1,039	1,033	1,023	1,132	1,120	1,101	1,050	978	1,019	999	1,000	1	-3	0.1	-0.3
	Employed	964	1,000	1,016	1,011	997	870	872	912	903	905	952	963	961	-2	-3	-0.2	-0.3
	Unemployed	39	20	23	22	26	262	248	189	147	73	67	36	39	3	0	8.3	0.0
	Unemp Rate	3.9	2.0	2.2	2.1	2.5	23.1	22.1	17.2	14.0	7.5	6.6	3.6	3.9	0.3	0.0	-	-
Lunenburg town	Labor Force	560	562	565	554	576	619	629	618	592	561	536	540	540	0	-20	0.0	-3.6
	Employed	546	544	541	532	548	510	535	549	540	536	513	528	525	-3	-21	-0.6	-3.8
	Unemployed	14	18	24	22	28	109	94	69	52	25	23	12	15	3	1	25.0	7.1
	Unemp Rate	2.5	3.2	4.2	4.0	4.9	17.6	14.9	11.2	8.8	4.5	4.3	2.2	2.8	0.6	0.3	-	-
Lyndon town	Labor Force	2,675	2,646	2,645	2,626	2,674	2,834	2,876	2,879	2,843	2,679	2,658	2,635	2,634	-1	-41	0.0	-1.5
	Employed	2,609	2,582	2,539	2,537	2,556	2,310	2,493	2,569	2,575	2,537	2,541	2,574	2,553	-21	-56	-0.8	-2.1
	Unemployed	66	64	106	89	118	524	383	310	268	142	117	61	81	20	15	32.8	22.7
	Unemp Rate	2.5	2.4	4.0	3.4	4.4	18.5	13.3	10.8	9.4	5.3	4.4	2.3	3.1	0.8	0.6	-	-
Manchester town	Labor Force	2,037	2,116	2,150	2,129	2,041	2,219	2,134	2,149	2,162	1,984	1,830	1,806	1,819	13	-218	0.7	-10.7
	Employed	1,981	2,077	2,092	2,073	1,974	1,637	1,683	1,821	1,888	1,852	1,710	1,735	1,730	-5	-251	-0.3	-12.7
	Unemployed	56	39	58	56	67	582	451	328	274	132	120	71	89	18	33	25.4	58.9
	Unemp Rate	2.7	1.8	2.7	2.6	3.3	26.2	21.1	15.3	12.7	6.7	6.6	3.9	4.9	1.0	2.2	-	-
Marlboro town	Labor Force	563	568	568	570	572	564	575	587	574	546	535	537	544	7	-19	1.3	-3.4
	Employed	552	561	560	559	559	501	518	533	534	525	516	524	528	4	-24	0.8	-4.3
	Unemployed	11	7	8	11	13	63	57	54	40	21	19	13	16	3	5	23.1	45.5
	Unemp Rate	2.0	1.2	1.4	1.9	2.3	11.2	9.9	9.2	7.0	3.8	3.6	2.4	2.9	0.5	0.9	-	-

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Marshfield town	Labor Force	832	823	827	817	840	853	796	799	825	802	779	774	785	11	-47	1.4	-5.6
	Employed	804	800	792	794	803	698	700	730	770	767	752	759	763	4	-41	0.5	-5.1
	Unemployed	28	23	35	23	37	155	96	69	55	35	27	15	22	7	-6	46.7	-21.4
	Unemp Rate	3.4	2.8	4.2	2.8	4.4	18.2	12.1	8.6	6.7	4.4	3.5	1.9	2.8	0.9	-0.6	-	-
Mendon town	Labor Force	569	567	570	564	566	568	569	568	586	549	536	528	534	6	-35	1.1	-6.2
	Employed	557	556	553	548	551	470	493	514	533	520	508	513	516	3	-41	0.6	-7.4
	Unemployed	12	11	17	16	15	98	76	54	53	29	28	15	18	3	6	20.0	50.0
	Unemp Rate	2.1	1.9	3.0	2.8	2.7	17.3	13.4	9.5	9.0	5.3	5.2	2.8	3.4	0.6	1.3	-	-
Middlebury town	Labor Force	4,045	3,990	4,014	3,961	4,099	4,118	4,207	4,290	4,280	4,060	3,971	3,985	4,006	21	-39	0.5	-1.0
	Employed	3,956	3,908	3,891	3,856	3,960	3,608	3,852	3,985	4,001	3,899	3,834	3,912	3,918	6	-38	0.2	-1.0
	Unemployed	89	82	123	105	139	510	355	305	279	161	137	73	88	15	-1	20.5	-1.1
	Unemp Rate	2.2	2.1	3.1	2.7	3.4	12.4	8.4	7.1	6.5	4.0	3.5	1.8	2.2	0.4	0.0	-	-
Middlesex town	Labor Force	1,124	1,120	1,116	1,116	1,133	1,066	1,035	1,059	1,115	1,085	1,063	1,060	1,067	7	-57	0.7	-5.1
	Employed	1,110	1,105	1,094	1,096	1,108	963	967	1,008	1,064	1,058	1,038	1,048	1,053	5	-57	0.5	-5.1
	Unemployed	14	15	22	20	25	103	68	51	51	27	25	12	14	2	0	16.7	0.0
	Unemp Rate	1.2	1.3	2.0	1.8	2.2	9.7	6.6	4.8	4.6	2.5	2.4	1.1	1.3	0.2	0.1	-	-
Milton town	Labor Force	6,450	6,363	6,336	6,367	6,385	6,499	6,330	6,435	6,407	6,124	5,994	5,994	6,066	72	-384	1.2	-6.0
	Employed	6,308	6,244	6,156	6,213	6,196	5,445	5,566	5,862	5,886	5,838	5,754	5,852	5,901	49	-407	0.8	-6.5
	Unemployed	142	119	180	154	189	1,054	764	573	521	286	240	142	165	23	23	16.2	16.2
	Unemp Rate	2.2	1.9	2.8	2.4	3.0	16.2	12.1	8.9	8.1	4.7	4.0	2.4	2.7	0.3	0.5	-	-
Monkton town	Labor Force	1,349	1,335	1,329	1,341	1,347	1,289	1,253	1,287	1,287	1,254	1,236	1,245	1,260	15	-89	1.2	-6.6
	Employed	1,325	1,311	1,293	1,305	1,301	1,144	1,169	1,231	1,236	1,226	1,208	1,229	1,239	10	-86	0.8	-6.5
	Unemployed	24	24	36	36	46	145	84	56	51	28	28	16	21	5	-3	31.3	-12.5
	Unemp Rate	1.8	1.8	2.7	2.7	3.4	11.2	6.7	4.4	4.0	2.2	2.3	1.3	1.7	0.4	-0.1	-	-
Montgomery town	Labor Force	581	574	575	575	579	659	665	641	616	568	567	566	562	-4	-19	-0.7	-3.3
	Employed	564	559	553	553	552	500	527	549	525	518	520	538	533	-5	-31	-0.9	-5.5
	Unemployed	17	15	22	22	27	159	138	92	91	50	47	28	29	1	12	3.6	70.6
	Unemp Rate	2.9	2.6	3.8	3.8	4.7	24.1	20.8	14.4	14.8	8.8	8.3	4.9	5.2	0.3	2.3	-	-

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Montpelier city	Labor Force	4,391	4,359	4,340	4,339	4,405	4,345	4,252	4,312	4,489	4,296	4,197	4,161	4,201	40	-190	1.0	-4.3
	Employed	4,306	4,289	4,246	4,252	4,300	3,739	3,753	3,914	4,128	4,108	4,029	4,067	4,088	21	-218	0.5	-5.1
	Unemployed	85	70	94	87	105	606	499	398	361	188	168	94	113	19	28	20.2	32.9
	Unemp Rate	1.9	1.6	2.2	2.0	2.4	13.9	11.7	9.2	8.0	4.4	4.0	2.3	2.7	0.4	0.8	-	-
Moretown town	Labor Force	1,081	1,109	1,098	1,113	1,138	1,103	1,023	1,034	1,052	1,031	986	988	1,024	36	-57	3.6	-5.3
	Employed	1,063	1,088	1,075	1,095	1,113	932	915	955	987	993	956	971	1,003	32	-60	3.3	-5.6
	Unemployed	18	21	23	18	25	171	108	79	65	38	30	17	21	4	3	23.5	16.7
	Unemp Rate	1.7	1.9	2.1	1.6	2.2	15.5	10.6	7.6	6.2	3.7	3.0	1.7	2.1	0.4	0.4	-	-
Morristown town	Labor Force	2,932	2,972	3,015	3,001	2,961	3,309	3,165	3,165	3,052	2,870	2,704	2,661	2,650	-11	-282	-0.4	-9.6
	Employed	2,860	2,895	2,891	2,890	2,814	2,419	2,514	2,684	2,728	2,699	2,548	2,574	2,542	-32	-318	-1.2	-11.1
	Unemployed	72	77	124	111	147	890	651	481	324	171	156	87	108	21	36	24.1	50.0
	Unemp Rate	2.5	2.6	4.1	3.7	5.0	26.9	20.6	15.2	10.6	6.0	5.8	3.3	4.1	0.8	1.6	-	-
Mount Holly town	Labor Force	682	693	706	703	697	733	697	702	686	649	681	675	678	3	-4	0.4	-0.6
	Employed	659	684	695	692	682	595	597	624	618	619	651	659	658	-1	-1	-0.2	-0.2
	Unemployed	23	9	11	11	15	138	100	78	68	30	30	16	20	4	-3	25.0	-13.0
	Unemp Rate	3.4	1.3	1.6	1.6	2.2	18.8	14.3	11.1	9.9	4.6	4.4	2.4	2.9	0.5	-0.5	-	-
New Haven town	Labor Force	1,088	1,082	1,084	1,076	1,110	1,129	1,138	1,147	1,151	1,094	1,072	1,078	1,084	6	-4	0.6	-0.4
	Employed	1,074	1,061	1,056	1,047	1,075	980	1,046	1,082	1,086	1,058	1,041	1,062	1,064	2	-10	0.2	-0.9
	Unemployed	14	21	28	29	35	149	92	65	65	36	31	16	20	4	6	25.0	42.9
	Unemp Rate	1.3	1.9	2.6	2.7	3.2	13.2	8.1	5.7	5.6	3.3	2.9	1.5	1.8	0.3	0.5	-	-
Newbury town	Labor Force	1,045	1,039	1,039	1,024	1,057	1,154	1,133	1,132	1,115	1,056	1,077	1,070	1,066	-4	21	-0.4	2.0
	Employed	1,028	1,015	1,002	995	1,016	966	1,008	1,038	1,036	1,020	1,037	1,047	1,040	-7	12	-0.7	1.2
	Unemployed	17	24	37	29	41	188	125	94	79	36	40	23	26	3	9	13.0	52.9
	Unemp Rate	1.6	2.3	3.6	2.8	3.9	16.3	11.0	8.3	7.1	3.4	3.7	2.1	2.4	0.3	0.8	-	-
Newfane town	Labor Force	803	809	812	811	805	848	827	833	832	779	764	759	767	8	-36	1.1	-4.5
	Employed	777	788	787	786	785	704	728	749	750	738	725	736	742	6	-35	0.8	-4.5
	Unemployed	26	21	25	25	20	144	99	84	82	41	39	23	25	2	-1	8.7	-3.8
	Unemp Rate	3.2	2.6	3.1	3.1	2.5	17.0	12.0	10.1	9.9	5.3	5.1	3.0	3.3	0.3	0.1	-	-

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Newport city	Labor Force	1,645	1,663	1,692	1,678	1,644	1,865	1,822	1,733	1,700	1,564	1,529	1,497	1,504	7	-141	0.5	-8.6
	Employed	1,573	1,590	1,575	1,566	1,514	1,337	1,419	1,484	1,464	1,433	1,407	1,428	1,423	-5	-150	-0.4	-9.5
	Unemployed	72	73	117	112	130	528	403	249	236	131	122	69	81	12	9	17.4	12.5
	Unemp Rate	4.4	4.4	6.9	6.7	7.9	28.3	22.1	14.4	13.9	8.4	8.0	4.6	5.4	0.8	1.0	-	-
Newport town	Labor Force	1,330	1,357	1,376	1,357	1,336	1,317	1,303	1,315	1,286	1,235	1,207	1,208	1,210	2	-120	0.2	-9.0
	Employed	1,303	1,318	1,305	1,298	1,254	1,108	1,175	1,230	1,213	1,188	1,166	1,183	1,179	-4	-124	-0.3	-9.5
	Unemployed	27	39	71	59	82	209	128	85	73	47	41	25	31	6	4	24.0	14.8
	Unemp Rate	2.0	2.9	5.2	4.3	6.1	15.9	9.8	6.5	5.7	3.8	3.4	2.1	2.6	0.5	0.6	-	-
Northfield town	Labor Force	2,937	2,999	3,003	3,041	3,145	2,933	2,792	2,855	2,880	2,781	2,661	2,665	2,763	98	-174	3.7	-5.9
	Employed	2,870	2,935	2,902	2,956	3,004	2,515	2,470	2,576	2,665	2,679	2,579	2,620	2,707	87	-163	3.3	-5.7
	Unemployed	67	64	101	85	141	418	322	279	215	102	82	45	56	11	-11	24.4	-16.4
	Unemp Rate	2.3	2.1	3.4	2.8	4.5	14.3	11.5	9.8	7.5	3.7	3.1	1.7	2.0	0.3	-0.3	-	-
Norwich town	Labor Force	1,789	1,771	1,758	1,752	1,764	1,715	1,777	1,829	1,821	1,776	1,769	1,760	1,763	3	-26	0.2	-1.5
	Employed	1,762	1,750	1,739	1,735	1,743	1,610	1,680	1,749	1,753	1,744	1,734	1,744	1,745	1	-17	0.1	-1.0
	Unemployed	27	21	19	17	21	105	97	80	68	32	35	16	18	2	-9	12.5	-33.3
	Unemp Rate	1.5	1.2	1.1	1.0	1.2	6.1	5.5	4.4	3.7	1.8	2.0	0.9	1.0	0.1	-0.5	-	-
Orange town	Labor Force	631	632	641	632	643	625	598	605	632	610	597	592	596	4	-35	0.7	-5.5
	Employed	616	614	608	609	615	535	537	560	591	588	577	582	585	3	-31	0.5	-5.0
	Unemployed	15	18	33	23	28	90	61	45	41	22	20	10	11	1	-4	10.0	-26.7
	Unemp Rate	2.4	2.8	5.1	3.6	4.4	14.4	10.2	7.4	6.5	3.6	3.4	1.7	1.8	0.1	-0.6	-	-
Orwell town	Labor Force	682	673	674	669	688	693	698	702	707	673	662	667	669	2	-13	0.3	-1.9
	Employed	666	658	655	650	667	608	649	671	674	657	646	659	660	1	-6	0.2	-0.9
	Unemployed	16	15	19	19	21	85	49	31	33	16	16	8	9	1	-7	12.5	-43.8
	Unemp Rate	2.3	2.2	2.8	2.8	3.1	12.3	7.0	4.4	4.7	2.4	2.4	1.2	1.3	0.1	-1.0	-	-
Pawlet town	Labor Force	578	605	619	606	579	614	574	585	588	555	510	506	506	0	-72	0.0	-12.5
	Employed	561	588	592	587	559	463	476	515	535	524	484	491	490	-1	-71	-0.2	-12.7
	Unemployed	17	17	27	19	20	151	98	70	53	31	26	15	16	1	-1	6.7	-5.9
	Unemp Rate	2.9	2.8	4.4	3.1	3.5	24.6	17.1	12.0	9.0	5.6	5.1	3.0	3.2	0.2	0.3	-	-

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Area	Data Type	Nov 2019 (B)	Dec 2019 (B)	Jan 2020 (R)	Feb 2020 (R)	Mar 2020 (R)	Apr 2020 (R)	May 2020 (R)	Jun 2020 (R)	Jul 2020 (R)	Aug 2020 (R)	Sep 2020 (R)	Oct 2020 (R)	Nov 2020 (P)	Change		% Change	
															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Pittsford town	Labor Force	1,567	1,559	1,573	1,554	1,577	1,640	1,599	1,593	1,617	1,526	1,480	1,457	1,472	15	-95	1.0	-6.1
	Employed	1,532	1,530	1,521	1,508	1,517	1,294	1,356	1,413	1,466	1,432	1,399	1,413	1,420	7	-112	0.5	-7.3
	Unemployed	35	29	52	46	60	346	243	180	151	94	81	44	52	8	17	18.2	48.6
	Unemp Rate	2.2	1.9	3.3	3.0	3.8	21.1	15.2	11.3	9.3	6.2	5.5	3.0	3.5	0.5	1.3	-	-
Plainfield town	Labor Force	748	740	749	744	752	749	715	724	758	729	711	703	709	6	-39	0.9	-5.2
	Employed	726	723	716	717	725	630	633	660	696	692	679	685	689	4	-37	0.6	-5.1
	Unemployed	22	17	33	27	27	119	82	64	62	37	32	18	20	2	-2	11.1	-9.1
	Unemp Rate	2.9	2.3	4.4	3.6	3.6	15.9	11.5	8.8	8.2	5.1	4.5	2.6	2.8	0.2	-0.1	-	-
Poultney town	Labor Force	1,494	1,565	1,588	1,555	1,494	1,497	1,402	1,466	1,502	1,411	1,301	1,297	1,301	4	-193	0.3	-12.9
	Employed	1,436	1,506	1,517	1,503	1,431	1,187	1,220	1,320	1,369	1,343	1,240	1,258	1,254	-4	-182	-0.3	-12.7
	Unemployed	58	59	71	52	63	310	182	146	133	68	61	39	47	8	-11	20.5	-19.0
	Unemp Rate	3.9	3.8	4.5	3.3	4.2	20.7	13.0	10.0	8.9	4.8	4.7	3.0	3.6	0.6	-0.3	-	-
Pownal town	Labor Force	1,941	1,926	1,926	1,903	1,935	1,939	1,980	1,961	1,952	1,866	1,873	1,870	1,887	17	-54	0.9	-2.8
	Employed	1,885	1,869	1,851	1,847	1,856	1,688	1,783	1,820	1,817	1,789	1,800	1,834	1,839	5	-46	0.3	-2.4
	Unemployed	56	57	75	56	79	251	197	141	135	77	73	36	48	12	-8	33.3	-14.3
	Unemp Rate	2.9	3.0	3.9	2.9	4.1	12.9	9.9	7.2	6.9	4.1	3.9	1.9	2.5	0.6	-0.4	-	-
Proctor town	Labor Force	819	809	810	804	819	847	815	820	846	784	760	751	755	4	-64	0.5	-7.8
	Employed	791	790	785	778	783	668	700	729	757	739	722	729	733	4	-58	0.5	-7.3
	Unemployed	28	19	25	26	36	179	115	91	89	45	38	22	22	0	-6	0.0	-21.4
	Unemp Rate	3.4	2.3	3.1	3.2	4.4	21.1	14.1	11.1	10.5	5.7	5.0	2.9	2.9	0.0	-0.5	-	-
Putney town	Labor Force	1,275	1,286	1,302	1,293	1,298	1,313	1,309	1,324	1,318	1,245	1,215	1,207	1,222	15	-53	1.2	-4.2
	Employed	1,241	1,260	1,258	1,257	1,255	1,125	1,164	1,197	1,199	1,180	1,159	1,177	1,186	9	-55	0.8	-4.4
	Unemployed	34	26	44	36	43	188	145	127	119	65	56	30	36	6	2	20.0	5.9
	Unemp Rate	2.7	2.0	3.4	2.8	3.3	14.3	11.1	9.6	9.0	5.2	4.6	2.5	2.9	0.4	0.2	-	-
Randolph town	Labor Force	2,182	2,164	2,161	2,160	2,158	2,183	2,211	2,252	2,216	2,142	2,152	2,135	2,138	3	-44	0.1	-2.0
	Employed	2,131	2,117	2,083	2,085	2,066	1,862	1,975	2,060	2,042	2,047	2,058	2,079	2,073	-6	-58	-0.3	-2.7
	Unemployed	51	47	78	75	92	321	236	192	174	95	94	56	65	9	14	16.1	27.5
	Unemp Rate	2.3	2.2	3.6	3.5	4.3	14.7	10.7	8.5	7.9	4.4	4.4	2.6	3.0	0.4	0.7	-	-

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Richford town	Labor Force	1,066	1,061	1,065	1,073	1,083	1,139	1,145	1,147	1,090	1,019	1,017	1,026	1,024	-2	-42	-0.2	-3.9
	Employed	1,037	1,029	1,017	1,018	1,017	921	970	1,011	967	954	958	991	981	-10	-56	-1.0	-5.4
	Unemployed	29	32	48	55	66	218	175	136	123	65	59	35	43	8	14	22.9	48.3
	Unemp Rate	2.7	3.0	4.5	5.1	6.1	19.1	15.3	11.9	11.3	6.4	5.8	3.4	4.2	0.8	1.5	-	-
Richmond town	Labor Force	2,653	2,619	2,596	2,611	2,615	2,548	2,497	2,570	2,551	2,480	2,436	2,449	2,479	30	-174	1.2	-6.6
	Employed	2,599	2,573	2,537	2,560	2,553	2,244	2,293	2,416	2,425	2,406	2,371	2,411	2,432	21	-167	0.9	-6.4
	Unemployed	54	46	59	51	62	304	204	154	126	74	65	38	47	9	-7	23.7	-13.0
	Unemp Rate	2.0	1.8	2.3	2.0	2.4	11.9	8.2	6.0	4.9	3.0	2.7	1.6	1.9	0.3	-0.1	-	-
Rochester town	Labor Force	587	581	578	577	575	617	621	618	604	579	578	567	568	1	-19	0.2	-3.2
	Employed	566	563	554	554	549	495	525	547	543	544	547	553	551	-2	-15	-0.4	-2.7
	Unemployed	21	18	24	23	26	122	96	71	61	35	31	14	17	3	-4	21.4	-19.0
	Unemp Rate	3.6	3.1	4.2	4.0	4.5	19.8	15.5	11.5	10.1	6.0	5.4	2.5	3.0	0.5	-0.6	-	-
Rockingham town	Labor Force	2,165	2,206	2,228	2,210	2,220	2,284	2,298	2,309	2,273	2,134	2,093	2,076	2,106	30	-59	1.4	-2.7
	Employed	2,115	2,147	2,143	2,142	2,139	1,918	1,984	2,040	2,043	2,011	1,975	2,005	2,021	16	-94	0.8	-4.4
	Unemployed	50	59	85	68	81	366	314	269	230	123	118	71	85	14	35	19.7	70.0
	Unemp Rate	2.3	2.7	3.8	3.1	3.6	16.0	13.7	11.7	10.1	5.8	5.6	3.4	4.0	0.6	1.7	-	-
Royalton town	Labor Force	1,449	1,434	1,438	1,434	1,459	1,547	1,552	1,565	1,536	1,469	1,453	1,436	1,445	9	-4	0.6	-0.3
	Employed	1,424	1,414	1,405	1,402	1,408	1,301	1,357	1,413	1,416	1,409	1,401	1,409	1,410	1	-14	0.1	-1.0
	Unemployed	25	20	33	32	51	246	195	152	120	60	52	27	35	8	10	29.6	40.0
	Unemp Rate	1.7	1.4	2.3	2.2	3.5	15.9	12.6	9.7	7.8	4.1	3.6	1.9	2.4	0.5	0.7	-	-
Rutland city	Labor Force	7,770	7,758	7,747	7,681	7,795	8,301	8,185	8,133	8,185	7,591	7,384	7,261	7,356	95	-414	1.3	-5.3
	Employed	7,562	7,553	7,510	7,443	7,485	6,388	6,691	6,976	7,236	7,067	6,903	6,973	7,007	34	-555	0.5	-7.3
	Unemployed	208	205	237	238	310	1,913	1,494	1,157	949	524	481	288	349	61	141	21.2	67.8
	Unemp Rate	2.7	2.6	3.1	3.1	4.0	23.0	18.3	14.2	11.6	6.9	6.5	4.0	4.7	0.7	2.0	-	-
Rutland town	Labor Force	2,258	2,254	2,258	2,227	2,264	2,235	2,221	2,232	2,275	2,152	2,099	2,087	2,105	18	-153	0.9	-6.8
	Employed	2,219	2,216	2,204	2,184	2,197	1,875	1,964	2,047	2,123	2,074	2,026	2,046	2,056	10	-163	0.5	-7.3
	Unemployed	39	38	54	43	67	360	257	185	152	78	73	41	49	8	10	19.5	25.6
	Unemp Rate	1.7	1.7	2.4	1.9	3.0	16.1	11.6	8.3	6.7	3.6	3.5	2.0	2.3	0.3	0.6	-	-

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Ryegate town	Labor Force	541	532	532	522	539	578	571	567	564	539	547	544	544	0	3	0.0	0.6
	Employed	527	520	514	510	521	496	517	532	531	523	532	537	533	-4	6	-0.7	1.1
	Unemployed	14	12	18	12	18	82	54	35	33	16	15	7	11	4	-3	57.1	-21.4
	Unemp Rate	2.6	2.3	3.4	2.3	3.3	14.2	9.5	6.2	5.9	3.0	2.7	1.3	2.0	0.7	-0.6	-	-
Salisbury town	Labor Force	611	602	613	603	625	673	664	662	658	621	610	611	613	2	2	0.3	0.3
	Employed	603	596	593	588	604	550	587	607	610	594	584	596	597	1	-6	0.2	-1.0
	Unemployed	8	6	20	15	21	123	77	55	48	27	26	15	16	1	8	6.7	100.0
	Unemp Rate	1.3	1.0	3.3	2.5	3.4	18.3	11.6	8.3	7.3	4.3	4.3	2.5	2.6	0.1	1.3	-	-
Shaftsbury town	Labor Force	1,932	1,913	1,902	1,890	1,915	1,975	2,017	1,983	1,967	1,872	1,877	1,881	1,892	11	-40	0.6	-2.1
	Employed	1,892	1,876	1,858	1,854	1,863	1,694	1,789	1,827	1,824	1,796	1,807	1,841	1,846	5	-46	0.3	-2.4
	Unemployed	40	37	44	36	52	281	228	156	143	76	70	40	46	6	6	15.0	15.0
	Unemp Rate	2.1	1.9	2.3	1.9	2.7	14.2	11.3	7.9	7.3	4.1	3.7	2.1	2.4	0.3	0.3	-	-
Sharon town	Labor Force	837	835	831	827	838	858	866	883	874	840	834	828	832	4	-5	0.5	-0.6
	Employed	821	816	811	809	812	751	783	815	817	813	808	813	814	1	-7	0.1	-0.9
	Unemployed	16	19	20	18	26	107	83	68	57	27	26	15	18	3	2	20.0	12.5
	Unemp Rate	1.9	2.3	2.4	2.2	3.1	12.5	9.6	7.7	6.5	3.2	3.1	1.8	2.2	0.4	0.3	-	-
Shelburne town	Labor Force	4,099	4,060	4,019	4,049	4,058	3,914	3,917	4,018	4,015	3,871	3,805	3,822	3,866	44	-233	1.2	-5.7
	Employed	4,048	4,006	3,950	3,987	3,976	3,494	3,572	3,762	3,777	3,746	3,692	3,755	3,787	32	-261	0.9	-6.4
	Unemployed	51	54	69	62	82	420	345	256	238	125	113	67	79	12	28	17.9	54.9
	Unemp Rate	1.2	1.3	1.7	1.5	2.0	10.7	8.8	6.4	5.9	3.2	3.0	1.8	2.0	0.2	0.8	-	-
Sheldon town	Labor Force	1,217	1,212	1,212	1,206	1,215	1,330	1,311	1,312	1,239	1,174	1,168	1,181	1,176	-5	-41	-0.4	-3.4
	Employed	1,197	1,188	1,174	1,175	1,173	1,062	1,120	1,167	1,115	1,101	1,105	1,144	1,132	-12	-65	-1.0	-5.4
	Unemployed	20	24	38	31	42	268	191	145	124	73	63	37	44	7	24	18.9	120.0
	Unemp Rate	1.6	2.0	3.1	2.6	3.5	20.2	14.6	11.1	10.0	6.2	5.4	3.1	3.7	0.6	2.1	-	-
Shoreham town	Labor Force	714	701	702	703	715	742	737	750	748	714	702	708	711	3	-3	0.4	-0.4
	Employed	703	694	691	685	704	641	684	708	711	693	681	695	696	1	-7	0.1	-1.0
	Unemployed	11	7	11	18	11	101	53	42	37	21	21	13	15	2	4	15.4	36.4
	Unemp Rate	1.5	1.0	1.6	2.6	1.5	13.6	7.2	5.6	4.9	2.9	3.0	1.8	2.1	0.3	0.6	-	-

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Shrewsbury town	Labor Force	573	566	563	557	563	586	562	576	587	551	535	529	535	6	-38	1.1	-6.6
	Employed	559	558	555	550	553	472	495	516	535	522	510	515	518	3	-41	0.6	-7.3
	Unemployed	14	8	8	7	10	114	67	60	52	29	25	14	17	3	3	21.4	21.4
	Unemp Rate	2.4	1.4	1.4	1.3	1.8	19.5	11.9	10.4	8.9	5.3	4.7	2.6	3.2	0.6	0.8	-	-
South Burlington city	Labor Force	11,638	11,507	11,393	11,468	11,513	11,457	11,443	11,645	11,532	11,065	10,861	10,870	10,992	122	-646	1.1	-5.6
	Employed	11,473	11,356	11,196	11,300	11,270	9,904	10,123	10,663	10,705	10,619	10,465	10,644	10,733	89	-740	0.8	-6.4
	Unemployed	165	151	197	168	243	1,553	1,320	982	827	446	396	226	259	33	94	14.6	57.0
	Unemp Rate	1.4	1.3	1.7	1.5	2.1	13.6	11.5	8.4	7.2	4.0	3.6	2.1	2.4	0.3	1.0	-	-
South Hero town	Labor Force	1,001	998	988	991	994	983	958	983	979	947	929	932	943	11	-58	1.2	-5.8
	Employed	984	974	961	970	967	850	869	915	918	911	898	913	921	8	-63	0.9	-6.4
	Unemployed	17	24	27	21	27	133	89	68	61	36	31	19	22	3	5	15.8	29.4
	Unemp Rate	1.7	2.4	2.7	2.1	2.7	13.5	9.3	6.9	6.2	3.8	3.3	2.0	2.3	0.3	0.6	-	-
Springfield town	Labor Force	4,046	4,186	4,271	4,244	4,224	4,188	4,101	4,262	4,130	3,920	4,089	4,056	4,065	9	19	0.2	0.5
	Employed	3,941	4,089	4,154	4,133	4,079	3,557	3,565	3,731	3,695	3,700	3,893	3,938	3,931	-7	-10	-0.2	-0.3
	Unemployed	105	97	117	111	145	631	536	531	435	220	196	118	134	16	29	13.6	27.6
	Unemp Rate	2.6	2.3	2.7	2.6	3.4	15.1	13.1	12.5	10.5	5.6	4.8	2.9	3.3	0.4	0.7	-	-
St. Albans city	Labor Force	3,859	3,813	3,776	3,805	3,822	4,020	3,919	3,950	3,904	3,700	3,626	3,600	3,656	56	-203	1.6	-5.3
	Employed	3,755	3,717	3,665	3,699	3,689	3,242	3,314	3,490	3,504	3,476	3,425	3,484	3,513	29	-242	0.8	-6.4
	Unemployed	104	96	111	106	133	778	605	460	400	224	201	116	143	27	39	23.3	37.5
	Unemp Rate	2.7	2.5	2.9	2.8	3.5	19.4	15.4	11.6	10.2	6.1	5.5	3.2	3.9	0.7	1.2	-	-
St. Albans town	Labor Force	3,241	3,203	3,187	3,213	3,230	3,246	3,189	3,234	3,223	3,084	3,026	3,036	3,069	33	-172	1.1	-5.3
	Employed	3,197	3,165	3,120	3,149	3,141	2,760	2,821	2,972	2,984	2,960	2,917	2,967	2,991	24	-206	0.8	-6.4
	Unemployed	44	38	67	64	89	486	368	262	239	124	109	69	78	9	34	13.0	77.3
	Unemp Rate	1.4	1.2	2.1	2.0	2.8	15.0	11.5	8.1	7.4	4.0	3.6	2.3	2.5	0.2	1.1	-	-
St. Johnsbury town	Labor Force	3,362	3,339	3,319	3,308	3,362	3,515	3,603	3,597	3,548	3,349	3,327	3,310	3,299	-11	-63	-0.3	-1.9
	Employed	3,276	3,242	3,189	3,186	3,211	2,901	3,131	3,227	3,234	3,186	3,191	3,233	3,206	-27	-70	-0.8	-2.1
	Unemployed	86	97	130	122	151	614	472	370	314	163	136	77	93	16	7	20.8	8.1
	Unemp Rate	2.6	2.9	3.9	3.7	4.5	17.5	13.1	10.3	8.9	4.9	4.1	2.3	2.8	0.5	0.2	-	-

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Stamford town	Labor Force	462	464	456	446	473	515	499	501	486	457	456	447	450	3	-12	0.7	-2.6
	Employed	441	442	432	429	450	441	438	458	446	433	432	436	436	0	-5	0.0	-1.1
	Unemployed	21	22	24	17	23	74	61	43	40	24	24	11	14	3	-7	27.3	-33.3
	Unemp Rate	4.5	4.7	5.3	3.8	4.9	14.4	12.2	8.6	8.2	5.3	5.3	2.5	3.1	0.6	-1.4	-	-
Starksboro town	Labor Force	1,076	1,060	1,060	1,061	1,071	1,081	1,054	1,065	1,070	1,022	1,000	998	1,013	15	-63	1.5	-5.9
	Employed	1,049	1,038	1,024	1,033	1,030	905	925	975	979	971	957	973	981	8	-68	0.8	-6.5
	Unemployed	27	22	36	28	41	176	129	90	91	51	43	25	32	7	5	28.0	18.5
	Unemp Rate	2.5	2.1	3.4	2.6	3.8	16.3	12.2	8.5	8.5	5.0	4.3	2.5	3.2	0.7	0.7	-	-
Stowe town	Labor Force	2,545	2,542	2,554	2,543	2,490	2,884	2,845	2,792	2,703	2,521	2,376	2,323	2,305	-18	-240	-0.8	-9.4
	Employed	2,471	2,501	2,498	2,497	2,432	2,090	2,172	2,319	2,357	2,332	2,202	2,224	2,197	-27	-274	-1.2	-11.1
	Unemployed	74	41	56	46	58	794	673	473	346	189	174	99	108	9	34	9.1	45.9
	Unemp Rate	2.9	1.6	2.2	1.8	2.3	27.5	23.7	16.9	12.8	7.5	7.3	4.3	4.7	0.4	1.8	-	-
Strafford town	Labor Force	623	618	617	616	623	623	630	645	641	622	620	614	620	6	-3	1.0	-0.5
	Employed	611	607	604	602	605	559	583	607	608	605	602	605	606	1	-5	0.2	-0.8
	Unemployed	12	11	13	14	18	64	47	38	33	17	18	9	14	5	2	55.6	16.7
	Unemp Rate	1.9	1.8	2.1	2.3	2.9	10.3	7.5	5.9	5.1	2.7	2.9	1.5	2.3	0.8	0.4	-	-
Sutton town	Labor Force	428	421	450	442	459	486	463	466	461	428	426	419	419	0	-9	0.0	-2.1
	Employed	409	404	398	397	400	362	390	402	403	397	398	403	400	-3	-9	-0.7	-2.2
	Unemployed	19	17	52	45	59	124	73	64	58	31	28	16	19	3	0	18.8	0.0
	Unemp Rate	4.4	4.0	11.6	10.2	12.9	25.5	15.8	13.7	12.6	7.2	6.6	3.8	4.5	0.7	0.1	-	-
Swanton town	Labor Force	3,613	3,584	3,565	3,581	3,590	3,631	3,522	3,583	3,586	3,428	3,358	3,358	3,401	43	-212	1.3	-5.9
	Employed	3,530	3,495	3,445	3,477	3,468	3,048	3,115	3,281	3,294	3,268	3,220	3,275	3,303	28	-227	0.9	-6.4
	Unemployed	83	89	120	104	122	583	407	302	292	160	138	83	98	15	15	18.1	18.1
	Unemp Rate	2.3	2.5	3.4	2.9	3.4	16.1	11.6	8.4	8.1	4.7	4.1	2.5	2.9	0.4	0.6	-	-
Thetford town	Labor Force	1,577	1,563	1,563	1,555	1,569	1,565	1,588	1,621	1,618	1,576	1,562	1,555	1,560	5	-17	0.3	-1.1
	Employed	1,555	1,544	1,535	1,531	1,538	1,421	1,483	1,543	1,547	1,539	1,530	1,539	1,540	1	-15	0.1	-1.0
	Unemployed	22	19	28	24	31	144	105	78	71	37	32	16	20	4	-2	25.0	-9.1
	Unemp Rate	1.4	1.2	1.8	1.5	2.0	9.2	6.6	4.8	4.4	2.3	2.0	1.0	1.3	0.3	-0.1	-	-

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															Oct 2020- Nov 2020	Nov 2019- Nov 2020	Oct 2020- Nov 2020	Nov 2019- Nov 2020
Topsham town	Labor Force	638	627	641	623	634	706	670	668	665	634	642	642	641	-1	3	-0.2	0.5
	Employed	616	607	600	596	608	579	603	621	620	611	621	627	623	-4	7	-0.6	1.1
	Unemployed	22	20	41	27	26	127	67	47	45	23	21	15	18	3	-4	20.0	-18.2
	Unemp Rate	3.4	3.2	6.4	4.3	4.1	18.0	10.0	7.0	6.8	3.6	3.3	2.3	2.8	0.5	-0.6	-	-
Townshend town	Labor Force	668	677	676	675	686	698	704	697	690	650	637	634	643	9	-25	1.4	-3.7
	Employed	652	661	660	660	659	591	611	628	629	620	608	617	622	5	-30	0.8	-4.6
	Unemployed	16	16	16	15	27	107	93	69	61	30	29	17	21	4	5	23.5	31.3
	Unemp Rate	2.4	2.4	2.4	2.2	3.9	15.3	13.2	9.9	8.8	4.6	4.6	2.7	3.3	0.6	0.9	-	-
Troy town	Labor Force	805	824	832	819	813	947	911	868	855	773	755	737	739	2	-66	0.3	-8.2
	Employed	775	783	776	771	745	659	699	731	721	706	693	703	701	-2	-74	-0.3	-9.5
	Unemployed	30	41	56	48	68	288	212	137	134	67	62	34	38	4	8	11.8	26.7
	Unemp Rate	3.7	5.0	6.7	5.9	8.4	30.4	23.3	15.8	15.7	8.7	8.2	4.6	5.1	0.5	1.4	-	-
Tunbridge town	Labor Force	806	797	804	798	813	830	827	845	833	809	799	795	799	4	-7	0.5	-0.9
	Employed	789	783	779	777	780	721	752	783	785	781	776	781	781	0	-8	0.0	-1.0
	Unemployed	17	14	25	21	33	109	75	62	48	28	23	14	18	4	1	28.6	5.9
	Unemp Rate	2.1	1.8	3.1	2.6	4.1	13.1	9.1	7.3	5.8	3.5	2.9	1.8	2.3	0.5	0.2	-	-
Underhill town	Labor Force	1,984	1,958	1,938	1,948	1,957	1,943	1,914	1,950	1,951	1,873	1,841	1,839	1,856	17	-128	0.9	-6.5
	Employed	1,952	1,932	1,905	1,923	1,918	1,685	1,722	1,814	1,821	1,807	1,781	1,811	1,826	15	-126	0.8	-6.5
	Unemployed	32	26	33	25	39	258	192	136	130	66	60	28	30	2	-2	7.1	-6.3
	Unemp Rate	1.6	1.3	1.7	1.3	2.0	13.3	10.0	7.0	6.7	3.5	3.3	1.5	1.6	0.1	0.0	-	-
Vergennes city	Labor Force	1,367	1,356	1,344	1,360	1,364	1,394	1,341	1,369	1,351	1,293	1,269	1,269	1,290	21	-77	1.7	-5.6
	Employed	1,339	1,326	1,307	1,319	1,315	1,156	1,182	1,245	1,250	1,240	1,222	1,242	1,253	11	-86	0.9	-6.4
	Unemployed	28	30	37	41	49	238	159	124	101	53	47	27	37	10	9	37.0	32.1
	Unemp Rate	2.0	2.2	2.8	3.0	3.6	17.1	11.9	9.1	7.5	4.1	3.7	2.1	2.9	0.8	0.9	-	-
Vernon town	Labor Force	1,152	1,181	1,181	1,179	1,189	1,180	1,165	1,177	1,165	1,116	1,091	1,091	1,105	14	-47	1.3	-4.1
	Employed	1,127	1,144	1,142	1,141	1,139	1,022	1,057	1,087	1,089	1,072	1,052	1,068	1,077	9	-50	0.8	-4.4
	Unemployed	25	37	39	38	50	158	108	90	76	44	39	23	28	5	3	21.7	12.0
	Unemp Rate	2.2	3.1	3.3	3.2	4.2	13.4	9.3	7.6	6.5	3.9	3.6	2.1	2.5	0.4	0.3	-	-

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Waitsfield town	Labor Force	1,035	1,058	1,047	1,065	1,083	1,032	979	997	1,021	986	946	947	981	34	-54	3.6	-5.2
	Employed	1,018	1,041	1,029	1,048	1,065	892	876	914	945	950	915	929	960	31	-58	3.3	-5.7
	Unemployed	17	17	18	17	18	140	103	83	76	36	31	18	21	3	4	16.7	23.5
	Unemp Rate	1.6	1.6	1.7	1.6	1.7	13.6	10.5	8.3	7.4	3.7	3.3	1.9	2.1	0.2	0.5	-	-
Wallingford town	Labor Force	1,040	1,038	1,051	1,033	1,041	1,091	1,029	1,025	1,055	990	966	967	975	8	-65	0.8	-6.3
	Employed	1,016	1,015	1,009	1,000	1,006	859	899	937	972	950	928	937	942	5	-74	0.5	-7.3
	Unemployed	24	23	42	33	35	232	130	88	83	40	38	30	33	3	9	10.0	37.5
	Unemp Rate	2.3	2.2	4.0	3.2	3.4	21.3	12.6	8.6	7.9	4.0	3.9	3.1	3.4	0.3	1.1	-	-
Warren town	Labor Force	1,048	1,074	1,063	1,082	1,106	1,127	1,068	1,065	1,068	1,024	990	981	1,017	36	-31	3.7	-3.0
	Employed	1,037	1,060	1,048	1,067	1,085	908	892	930	962	968	931	946	978	32	-59	3.4	-5.7
	Unemployed	11	14	15	15	21	219	176	135	106	56	59	35	39	4	28	11.4	254.5
	Unemp Rate	1.0	1.3	1.4	1.4	1.9	19.4	16.5	12.7	9.9	5.5	6.0	3.6	3.8	0.2	2.8	-	-
Washington town	Labor Force	581	584	599	592	606	599	561	567	586	564	552	545	549	4	-32	0.7	-5.5
	Employed	562	560	554	555	561	488	490	511	539	536	526	531	534	3	-28	0.6	-5.0
	Unemployed	19	24	45	37	45	111	71	56	47	28	26	14	15	1	-4	7.1	-21.1
	Unemp Rate	3.3	4.1	7.5	6.3	7.4	18.5	12.7	9.9	8.0	5.0	4.7	2.6	2.7	0.1	-0.6	-	-
Waterbury town	Labor Force	3,011	3,057	3,076	3,044	3,004	3,082	3,050	3,118	3,075	2,910	2,746	2,713	2,692	-21	-319	-0.8	-10.6
	Employed	2,941	2,976	2,973	2,972	2,894	2,488	2,585	2,760	2,805	2,776	2,620	2,647	2,614	-33	-327	-1.2	-11.1
	Unemployed	70	81	103	72	110	594	465	358	270	134	126	66	78	12	8	18.2	11.4
	Unemp Rate	2.3	2.6	3.3	2.4	3.7	19.3	15.2	11.5	8.8	4.6	4.6	2.4	2.9	0.5	0.6	-	-
Waterford town	Labor Force	646	650	648	644	654	666	678	680	664	640	638	637	636	-1	-10	-0.2	-1.5
	Employed	637	630	620	619	624	564	609	627	628	619	620	628	623	-5	-14	-0.8	-2.2
	Unemployed	9	20	28	25	30	102	69	53	36	21	18	9	13	4	4	44.4	44.4
	Unemp Rate	1.4	3.1	4.3	3.9	4.6	15.3	10.2	7.8	5.4	3.3	2.8	1.4	2.0	0.6	0.6	-	-
Weathersfield town	Labor Force	1,355	1,396	1,417	1,410	1,398	1,365	1,325	1,369	1,328	1,293	1,349	1,349	1,350	1	-5	0.1	-0.4
	Employed	1,329	1,379	1,401	1,394	1,376	1,200	1,203	1,259	1,246	1,248	1,313	1,328	1,326	-2	-3	-0.2	-0.2
	Unemployed	26	17	16	16	22	165	122	110	82	45	36	21	24	3	-2	14.3	-7.7
	Unemp Rate	1.9	1.2	1.1	1.1	1.6	12.1	9.2	8.0	6.2	3.5	2.7	1.6	1.8	0.2	-0.1	-	-

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Wells town	Labor Force	419	440	450	440	423	446	417	425	435	406	378	368	371	3	-48	0.8	-11.5
	Employed	409	429	432	428	407	338	347	376	390	382	353	358	357	-1	-52	-0.3	-12.7
	Unemployed	10	11	18	12	16	108	70	49	45	24	25	10	14	4	4	40.0	40.0
	Unemp Rate	2.4	2.5	4.0	2.7	3.8	24.2	16.8	11.5	10.3	5.9	6.6	2.7	3.8	1.1	1.4	-	-
West Rutland town	Labor Force	1,084	1,083	1,093	1,077	1,088	1,199	1,128	1,128	1,132	1,053	1,023	1,008	1,023	15	-61	1.5	-5.6
	Employed	1,053	1,052	1,046	1,037	1,042	890	932	972	1,008	984	961	971	976	5	-77	0.5	-7.3
	Unemployed	31	31	47	40	46	309	196	156	124	69	62	37	47	10	16	27.0	51.6
	Unemp Rate	2.9	2.9	4.3	3.7	4.2	25.8	17.4	13.8	11.0	6.6	6.1	3.7	4.6	0.9	1.7	-	-
West Windsor town	Labor Force	554	550	552	556	568	581	585	593	580	561	556	551	553	2	-1	0.4	-0.2
	Employed	546	542	539	538	540	499	521	542	543	541	538	541	541	0	-5	0.0	-0.9
	Unemployed	8	8	13	18	28	82	64	51	37	20	18	10	12	2	4	20.0	50.0
	Unemp Rate	1.4	1.5	2.4	3.2	4.9	14.1	10.9	8.6	6.4	3.6	3.2	1.8	2.2	0.4	0.8	-	-
Westford town	Labor Force	1,340	1,328	1,315	1,324	1,331	1,294	1,270	1,306	1,298	1,257	1,234	1,245	1,256	11	-84	0.9	-6.3
	Employed	1,321	1,308	1,290	1,302	1,298	1,141	1,166	1,228	1,233	1,223	1,205	1,226	1,236	10	-85	0.8	-6.4
	Unemployed	19	20	25	22	33	153	104	78	65	34	29	19	20	1	1	5.3	5.3
	Unemp Rate	1.4	1.5	1.9	1.7	2.5	11.8	8.2	6.0	5.0	2.7	2.4	1.5	1.6	0.1	0.2	-	-
Westminster town	Labor Force	1,567	1,584	1,590	1,585	1,592	1,572	1,581	1,607	1,599	1,526	1,491	1,489	1,509	20	-58	1.3	-3.7
	Employed	1,538	1,561	1,558	1,557	1,555	1,394	1,443	1,483	1,485	1,462	1,436	1,458	1,469	11	-69	0.8	-4.5
	Unemployed	29	23	32	28	37	178	138	124	114	64	55	31	40	9	11	29.0	37.9
	Unemp Rate	1.9	1.5	2.0	1.8	2.3	11.3	8.7	7.7	7.1	4.2	3.7	2.1	2.7	0.6	0.8	-	-
Whitingham town	Labor Force	666	678	680	678	682	687	685	682	680	648	633	632	639	7	-27	1.1	-4.1
	Employed	654	664	663	663	662	593	614	631	632	622	611	620	625	5	-29	0.8	-4.4
	Unemployed	12	14	17	15	20	94	71	51	48	26	22	12	14	2	2	16.7	16.7
	Unemp Rate	1.8	2.1	2.5	2.2	2.9	13.7	10.4	7.5	7.1	4.0	3.5	1.9	2.2	0.3	0.4	-	-
Williamstown town	Labor Force	2,164	2,175	2,226	2,205	2,263	2,246	2,092	2,093	2,173	2,104	2,061	2,050	2,072	22	-92	1.1	-4.3
	Employed	2,132	2,124	2,102	2,105	2,129	1,851	1,858	1,938	2,044	2,034	1,995	2,014	2,024	10	-108	0.5	-5.1
	Unemployed	32	51	124	100	134	395	234	155	129	70	66	36	48	12	16	33.3	50.0
	Unemp Rate	1.5	2.3	5.6	4.5	5.9	17.6	11.2	7.4	5.9	3.3	3.2	1.8	2.3	0.5	0.8	-	-

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Williston town	Labor Force	5,208	5,143	5,100	5,133	5,159	5,143	5,108	5,180	5,140	4,924	4,836	4,834	4,896	62	-312	1.3	-6.0
	Employed	5,107	5,055	4,984	5,030	5,017	4,409	4,506	4,746	4,765	4,727	4,658	4,738	4,777	39	-330	0.8	-6.5
	Unemployed	101	88	116	103	142	734	602	434	375	197	178	96	119	23	18	24.0	17.8
	Unemp Rate	1.9	1.7	2.3	2.0	2.8	14.3	11.8	8.4	7.3	4.0	3.7	2.0	2.4	0.4	0.5	-	-
Wilmington town	Labor Force	1,053	1,054	1,045	1,038	1,050	1,236	1,197	1,167	1,113	1,028	1,001	990	1,010	20	-43	2.0	-4.1
	Employed	1,010	1,025	1,023	1,022	1,021	915	947	973	975	960	943	957	965	8	-45	0.8	-4.5
	Unemployed	43	29	22	16	29	321	250	194	138	68	58	33	45	12	2	36.4	4.7
	Unemp Rate	4.1	2.8	2.1	1.5	2.8	26.0	20.9	16.6	12.4	6.6	5.8	3.3	4.5	1.2	0.4	-	-
Windsor town	Labor Force	1,505	1,499	1,492	1,483	1,500	1,608	1,618	1,621	1,595	1,532	1,512	1,497	1,506	9	1	0.6	0.1
	Employed	1,480	1,470	1,461	1,457	1,464	1,352	1,411	1,469	1,472	1,464	1,456	1,464	1,466	2	-14	0.1	-0.9
	Unemployed	25	29	31	26	36	256	207	152	123	68	56	33	40	7	15	21.2	60.0
	Unemp Rate	1.7	1.9	2.1	1.8	2.4	15.9	12.8	9.4	7.7	4.4	3.7	2.2	2.7	0.5	1.0	-	-
Winooski city	Labor Force	4,539	4,481	4,436	4,480	4,516	4,733	4,740	4,782	4,704	4,414	4,299	4,269	4,324	55	-215	1.3	-4.7
	Employed	4,459	4,413	4,351	4,391	4,380	3,849	3,934	4,144	4,160	4,127	4,067	4,137	4,171	34	-288	0.8	-6.5
	Unemployed	80	68	85	89	136	884	806	638	544	287	232	132	153	21	73	15.9	91.3
	Unemp Rate	1.8	1.5	1.9	2.0	3.0	18.7	17.0	13.3	11.6	6.5	5.4	3.1	3.5	0.4	1.7	-	-
Wolcott town	Labor Force	915	930	951	948	936	1,011	938	939	931	879	830	825	822	-3	-93	-0.4	-10.2
	Employed	890	901	900	900	876	753	782	836	849	840	793	801	791	-10	-99	-1.2	-11.1
	Unemployed	25	29	51	48	60	258	156	103	82	39	37	24	31	7	6	29.2	24.0
	Unemp Rate	2.7	3.1	5.4	5.1	6.4	25.5	16.6	11.0	8.8	4.4	4.5	2.9	3.8	0.9	1.1	-	-
Woodstock town	Labor Force	1,655	1,693	1,754	1,745	1,614	1,546	1,448	1,506	1,495	1,435	1,313	1,310	1,365	55	-290	4.2	-17.5
	Employed	1,624	1,670	1,727	1,720	1,586	1,245	1,182	1,308	1,364	1,365	1,251	1,276	1,326	50	-298	3.9	-18.3
	Unemployed	31	23	27	25	28	301	266	198	131	70	62	34	39	5	8	14.7	25.8
	Unemp Rate	1.9	1.4	1.5	1.4	1.7	19.5	18.4	13.1	8.8	4.9	4.7	2.6	2.9	0.3	1.0	-	-

(P) - Preliminary, (R) - Revised, (B) - 2019 Benchmarked

Towns with a population of 1,000 or more

Unemp Rate - The unemployment rate is the number of unemployed divided by total labor force, expressed as a percent.

Source: Vermont Department of Labor (www.vtlni.info/laus.cfm), Economic and Labor Market Information Division, in cooperation with the U.S. Bureau of Labor Statistics (www.bls.gov/lau).

Village of Essex Junction

2021

Annual Meeting/Election Preparation Schedule

February 25, 2021	Last day for voters to file a petition with the village clerk to have an article appear on the ballot. 17 V.S.A. 2642(a)(3)(A) (47 days prior to village meeting). Petition must contain signatures from at least 5% of registered voters in the municipality.
March 8, 2021	5:00 p.m. - deadline for Consent of Candidate forms to be filed with Village Clerk (<i>6th Monday before Election - Act 162 removes requirement for nominating petition containing 30 signatures this year</i>)
March 9, 2021	Trustees Meeting - Adopt Warning for Annual Village Meeting (<i>At least 30 days before Annual Meeting</i>)
March 4 th thru 14 th	Warning to be posted in two public places, plus in or near the Clerk's office, between these dates. (<i>No earlier than 40, nor later than 30 days before Annual Meeting</i>)
March 23, 2021	Ballots must be ready by this date. 17 V.S.A. 2681a(a)
March 29, 2021	Last day (10 days prior to April 7 th) to post warning for public informational hearing on public question to be voted by Australian ballot at a village meeting. The warning must be posted in at least two public places within the municipality and in the village clerk's office. The legislative body is responsible for the administration of the informational hearing and the preparation of minutes. 17 V.S.A. 2680(g)
April 3, 2021	Must distribute village meeting warning in annual village report (at least 10 days prior to village meeting) or other written form by this date to all postal patrons in the municipality to avoid publishing warning in newspaper (if publishing in the newspaper that must happen at least 5 days before village meeting). 24 V.S.A. 1682, 17 V.S.A. 2641(b)
April 8, 2021	Village meeting warning must be published in newspaper by this date if warning has not been published in the Village Report or otherwise distributed (at least five days before the meeting). 17 V.S.A. 2641(b). (<i>Would probably want to publish before the informational meeting on April 7th</i>)
April 12, 2021	Last day for legislative body to hold public informational hearing on any public question to be voted by Australian ballot at village meeting. 17 V.S.A. 2680(g) (<i>I have suggested April 7th as it is the normal date of Village meeting</i>)
April 13, 2021	Annual Election - Polls open 7:00 a.m. to 7:00 p.m.

(Essex High School)

MEMORANDUM

TO: Board of Trustees and Evan Teich, Unified Manager
FROM: Susan McNamara-Hill, Village Clerk
DATE: December 28, 2020
SUBJECT: 2021 Candidate Information

Issue

The purpose of this memo is provide information regarding candidates for the 2021 Annual meeting.

Discussion

In a normal year, candidates for local office are required to submit a petition with at least 30 qualified voter signatures in order to have their name placed on the ballot.

“Act 162 eliminates the requirement for candidates to collect voter signatures in order to get their name on the ballot for a local election held at a 2021 town meeting. However, Act 162 did not waive the consent form requirement. Therefore, any candidate wishing to add their name to a ballot must complete the consent form and submit it to the town clerk.”

<https://www.vlct.org/village-meeting-covid-19-faqs> (town can mean any municipality in this context.)

The deadline to submit consent forms is March 8th (the sixth Monday preceding the date of election 17 VSA §2681(a)(1)(A). Consent forms may be mailed to the village clerk or left in the payment drop box at the village office.

Offices available this year are:

Moderator – 1 year term

Board of Trustees – two 3 year terms

Library Trustee – one 5 year term

Cost

There is no additional cost associated with this information.

Recommendation

The provided information does not require any action.

CONSENT OF CANDIDATE
LOCAL ELECTION
17 V.S.A. § 2681(a)

The filing deadline for petitions of nomination is the sixth Monday preceding the day of the election. Each candidate for office must also file a written consent to the printing of the candidate's name on the ballot with the Town or City Clerk no later than 5:00 p.m. on the Wednesday after the filing deadline.

This consent form is used by election officials to determine the form of a candidate's name, its spelling and use of initials or nicknames for the ballot. Please complete this form carefully, using the exact form of your name as you want to appear on the ballot. You may include a nickname, but you may not include a title. (For example, Rick "Speedy" Driver is o.k., but you cannot use Dr. Rick Driver.)

I consent to having my name printed on the ballot for the office of:

(Office and Term Length)

(Name of town or city)

Put your name exactly as you wish it to appear on the ballot, town or city of residence, and party are as follows:

Name: _____

Town of Residence: _____

Party*: _____

Date

Signature of Candidate

Mailing Address

Town, State, Zip

Daytime Telephone Number

*This is not allowed in most towns. **Leave blank unless your town has complied with the following state law:** No political party or other designation shall be listed unless the municipal charter provides for such listing, the town has voted at an earlier election to provide such a listing or, in the absence of previous consideration of the question by the town, the legislative body decides to permit listing. If political party or other designations are permitted, no candidate shall use the name of a political party whose certificate of organization has been filed properly with the secretary of state unless the candidate has been endorsed by a legally called town caucus of that political party for the office in question. In any event, the candidate must still file the petition and consent form required by section 2681 of this title. 17 V.S.A. §2681a(c).

TOWN OF ESSEX

PREAMBLE

The inhabitants of the Town of Essex, including the historical, unincorporated Village of Essex Junction, are a corporate and political body under the name of "Town of Essex." As such, inhabitants enjoy all rights, immunities, powers, and privileges and are subject to all the duties and liabilities now appertaining to or incumbent upon them as a municipal corporation.

Subchapter 1: Transitional Provisions

§ 101 Adoption of town and village assets and liabilities

- (a) All assets and obligations formerly owned or held by the Town and Village shall become the assets and obligations of the new Town of Essex upon the effective date of the charter. This shall include all real property, easements, rights, and interests in land, buildings, and other improvements; vehicles, equipment, and other personal property; assessed but uncollected taxes, rents, and charges, together with lien rights and enforcement powers; moneys, rights of action in legal or administrative proceedings; insurance policies; documents and records; debts, claims, bonded indebtedness; without any further act, deed, or instrument being necessary. Pursuant to § 104, the unincorporated Village shall become a debt assessment district until the Village's residual bond debt is retired.
- (b) All contracts, agreements, trusts, and other binding written documents affecting the Town or Village shall remain in effect on the effective date of the charter, and the new Town of Essex shall assume all the responsibilities formerly belonging to the Town and Village unless otherwise specified.

§ 102 Transition Period

The transition period shall begin on the July 1, following approval of the charter by the Legislature, and end on June 30 the year after approval of the charter. At the end of the transition period, any provision of the charter not otherwise triggered during the transition period will become effective. Nothing in this section shall affect or limit other provisions in this subchapter or in other subchapters, which serve a transitional purpose and which by their own provisions continue beyond the transitional period. In such cases, transitional provisions intended to extend beyond the transitional period shall be governed by specific sunset terms.

§ 103 Organizational Municipal Meeting

The first annual Town Meeting shall occur as follows: On the Monday before the first Town Meeting Day following the effective date of the charter, there shall be a unified,

informational meeting of the new municipality, which shall be noticed and warned to all residents of the former Town of Essex and unincorporated Village of Essex Junction. This meeting shall be for the purpose of presenting and discussing a unified budget for the new Town. Other (new Town) business may also be presented and discussed but shall not be voted on during this meeting. After presentation and discussion of the budget and any other business the meeting shall adjourn until the following day of Town Meeting Day when voting on the election of officers, the Town budget, and any other business included in the warning for the meeting shall be by Australian ballot. Time and holding of the Meeting shall be pursuant to Subchapter 5 of the Town charter. The first annual Town Meeting shall be jointly warned by the Interim Governing Body pursuant to §105. The Interim Governing Body shall appoint a Moderator to run the informational meeting.

§ 104 Transitional Districts

Transitional district rates shall be set by the new Town Selectboard.

- (a) For a transitional period commencing from the July 1 effective date of the charter, the unincorporated Village of Essex Junction (formerly the incorporated Village of Essex Junction) shall be designated as a Debt Assessment District for the purpose of retiring the Village's residual bonded debt in existence before the transitional period. This residual debt is scheduled to retire in FY 2035.
- (b) For a transitional period of 12 consecutive years commencing from the July 1 effective date of the charter, the unincorporated Village of Essex Junction (formerly the incorporated Village of Essex Junction) shall be designated as a Tax Reconciliation District for the purpose of transferring the cost of the Village's municipal operations into the Town's operational budget at a rate for each of those 12 years consistent with this purpose.
- (c) For a transitional period of 12 consecutive years commencing from the July 1 effective date of the charter, the unincorporated Village of Essex Junction (formerly the incorporated Village of Essex Junction) shall be designated as a Sidewalk District for the purpose of levying a special tax on properties within the Village for the purpose of maintaining the Village's sidewalks, including snow removal and routine maintenance, but not capital repairs, in accordance with its previous sidewalk maintenance procedures prior to the merger.
- (d) For a transitional period of 12 consecutive years commencing from the July 1 effective date of the charter, the unincorporated Village of Essex Junction (formerly the incorporated Village of Essex Junction) shall be designated as a Capital Improvement District for the purpose of levying a special tax on properties within the Village for the purpose of paying for Village capital infrastructure projects on the Village's Capital Reserve Plan prior to the merger. The Capital Improvement District

is not required to complete all projects in the plan prior to the end of the transitional period and the Selectboard shall designate in their proposed budgets which projects are to be completed in each new fiscal year of the transitional period.

- (e) For a transitional period of 12 consecutive years commencing from the July 1 effective date of the charter, the Village Center Zone, as designated in the Essex Junction zoning plan, shall be designated as a Downtown Improvement District for the purpose of continuing the Village's downtown revitalization efforts as outlined in the Village's municipal plan, and shall retain any and all state designations for the purposes of redevelopment in force at the time of adoption of the charter or until such designations are withdrawn or amended as per routine statutory process.

§ 105 Interim Governing Body

- (a) For the transition period beginning as described in § 102 until the election of a new Selectboard, as described in § 103, and the new Board's seating in accord with § 305, all members of the former Town Selectboard and Village Board of Trustees shall comprise an Interim Governing Body. In no event shall the Interim Governing Body consist of fewer than three former trustees and three former selectpersons. In the event of a resignation, the remaining members of the board on which the resignation occurred shall appoint a replacement chosen from the registered voters in the communities over which they had jurisdiction. The Interim Governing Body shall schedule, warn, and hold meetings as appropriate. The selectperson members of the Interim Governing Body shall address details and issues relating to expenditures in the Essex Town budget approved by voters for the fiscal year of the transitional period. The trustee members shall address details and issues relating to expenditures in the Essex Junction budget approved by voters for the fiscal year of the transitional period. The selectpersons and trustees shall address all details and issues relating to the transition from a town and village to the new Town of Essex jointly. The Interim Governing Body with the assistance of the Unified Manager shall develop recommendations for whatever proposals or policies are needed to ensure a smooth transition. The new Town of Essex Selectboard may implement such proposals at the end of the transitional period.
- (b) During the transition period the Interim Governing Body will also, with the assistance of the Manager and staff, integrate the ordinances of the former Town of Essex with the ordinances of the former Village of Essex Junction, pursuant to § 110 below, by identifying conflicting ordinances and determining in each case whether the more or less restrictive ordinance will apply or a combination thereof.
- (c) In the event of a vacancy that results in fewer than three members of the former Town Selectboard or fewer than three members of the former Village Trustees, all

remaining members shall vote to appoint a member from the district with a vacancy in a manner pursuant to § 304.

- (d) The Interim Governing Body will also, with the assistance of the Unified Manager and staff, propose and warn in the manner pursuant to this charter, the first annual budget of the new Town of Essex for consideration by the voters at the first annual meeting held pursuant to § 103. This meeting shall be informational only. Voting for the budget shall occur by Australian Ballot on Town Meeting Day pursuant to § 103.

§ 106 Town Selectboard

- (a) There shall be a Town Selectboard consisting of six members.
- (b) Three members shall reside within the boundaries of the former incorporated Village of Essex Junction to be elected by the qualified voters within the boundaries of the former incorporated Village of Essex Junction. This area will become known as Ward 2. Boundary adjustments shall be made over time as necessary pursuant to § 301. Three members shall reside within the boundaries of the Town of Essex exclusive of the former Village of Essex Junction to be elected by the qualified voters of the Town of Essex exclusive of the former Village of Essex Junction. This area will become known as Ward 1. Boundary adjustments will be made over time as necessary pursuant to § 301.
- (c) The term of office of a Town Selectperson shall be three years and terms shall be staggered. For the first election cycle six people will be elected. One seat for each ward will be for three years; one seat for each ward will be for two years; one seat for each ward will be for one year. After that, every seat shall be a three-year term.
- (d) No sooner than three years, and no later than five years after the first election of the six-member Selectboard, the Selectboard shall appoint a special commission to study the composition of voting wards within the Town of Essex, including the former incorporated Village of Essex Junction, and, having regard to an equal division of population and other considerations deemed proper, recommend within one year, changes, if any, to the number and boundaries of wards by which members of the Selectboard are elected.

§ 107 Budget and Municipality Administration

Following the approval of the charter by the Legislature pursuant to § 103 and § 105, the Manager will propose a unified budget for the community for the next fiscal year that addresses proper service levels, contractual obligations, capital projects, and debt, and that reflects any changes related to the merger.

§ 108 Village and Town Department Transitional Provisions

- (a) For a transitional period of five consecutive years commencing from the July 1 effective date of the charter, the Manager, with the advice and consent of the new Town of Essex Selectboard, shall integrate the fire departments, community development and planning departments, parks and recreation departments, and any other former town and village municipal services and operations, with special provisions and considerations outlined below.
- (b) The Town of Essex shall operate the former Essex Junction Fire Department and former Essex Town Fire Department, and each department shall have a chief appointed by the Manager. At the Manager's discretion, one person may be appointed chief for both departments. During the transitional period, pursuant to § 105, the Interim Governing Body may review options for integrating the operations of the two departments for the purpose of improving efficiency and service levels, with a preference for retaining the historic identities of the two departments and for the predominant level of service to remain "paid on call."
- (c) During the five-year transitional period the Manager shall integrate and reorganize the former town and village recreation and parks departments and the Manager shall appoint a department head.
- (d) During the five-year transitional period the Manager shall integrate and reorganize the former town and village community development and planning departments, and the Manager shall appoint a department head.

§ 109 Planning and Development

- (a) On the effective date of this charter, the former Town plan and Village plan, and the former Town zoning bylaws and subdivision regulations, and the former Village's zoning bylaws and Land Development Code shall remain in effect in their respective former geographic areas until amended or revised by the new Town Selectboard upon recommendation by the merged Planning Commission and in conjunction with the Chittenden County Regional Planning Commission and pursuant to 24 VSA 4350(a).
- (b) Prior to the effective date of the charter, the Town Selectboard shall appoint three members and the Village Trustees shall appoint three members to serve on the new Town Planning Commission. The duration of the first terms shall be staggered to establish ongoing, staggered appointment schedules. Once it has organized, the new Town Selectboard shall choose a seventh member.
- (c) Prior to the effective date of the charter, the Town Selectboard shall appoint three members and the Village Trustees shall appoint three members to serve on the new Town Development Review Board. The duration of the first terms shall be staggered

to establish ongoing, staggered appointment schedules. Once it has organized, the new Town Selectboard shall choose a seventh member for a three-year term.

§ 110 Unification and Adoption of Ordinances, Bylaws, and Rules

On the effective date of this charter, all ordinances, and bylaws of the Town of Essex and the Village of Essex Junction shall become ordinances and bylaws of the new Town of Essex. Any adoption, repeal, or amendment of ordinances shall happen according to the provisions of subchapter 6 of the charter. Whenever a power is granted by any such ordinance or bylaw to an officer or officers of the Town of Essex or the Village of Essex Junction, such power is conferred upon the appropriate officer or officers of the new Town of Essex.

§ 111 Personnel

- (a) Pursuant to § 105, the Interim Governing Body shall develop a pay and classification plan and make recommendations to meet the Town's needs. The new Town of Essex Selectboard may implement such proposals.
- (b) The Town of Essex and Village of Essex Junction personnel regulations in effect at the time of approval of the charter shall carry over and control until amended by the new Town of Essex Selectboard. Any employment contracts or collective bargaining agreements with the former Town of Essex or Village of Essex Junction shall continue with the new Town of Essex as successor to the two former municipalities.
- (c) Employees of the Town of Essex and the Village of Essex Junction shall become employees of the new Town of Essex. The dates of hire with the Town of Essex and the Village of Essex Junction will be used as the dates of hire for purposes related to benefits with the new Town of Essex and all accrued benefits shall carry over.

§ 112 Water and Sewer Districts

Upon the effective date of the charter, there shall be a transitional phase to incorporate the municipal water systems and municipal sewer systems into one service area district. The one district shall be made up of multiple systems which follow the boundaries of the legacy systems including those operated separately by the Village of Essex Junction and the Town of Essex. Each system will have its own user base consistent with the legacy systems. Costs specific to each system will be charged solely to the user base within the boundaries of that system including capital and debt service costs. Any new costs incurred after the effective date of the charter of the merged municipality attributable to the entire district will be borne by all users. Costs attributable to specific users through a special assessment, surcharge, or other contractual arrangement shall continue to be assessed to the specific users until they are paid in full. The Selectboard may amend or

establish new water and sewer rates as necessary and practicable. This does not preclude that at some time in the future, both systems could have the same rates.

§ 113 Finances

- (a) The existing real property tax system of the Town shall become the system of the new Town of Essex. Upon the effective date of the charter, all grand lists will remain in effect and any remaining taxes due to the Village and Town will be payable to the new Town of Essex keeping all existing due dates. The new Town of Essex will manage the existing budget of the Village and Town with oversight by the Interim Governing Body.
- (b) All tax and indebtedness incurred by the Village tax payers at the time of merger are to remain with these properties until final payment of said obligations are made in full.
- (c) All existing legal obligations, including but not limited to tax stabilization agreements and any agreements to purchase real property, are to be considered obligations of the new governmental entity.

§ 114 Terms Extended

All elected officials holding office at the time of Legislative approval of the charter shall remain in their seats until elections occur according to the provisions of this charter or until they step down from office.

§ 115 Transitional Tax Districts and Transitional Tax Provisions

Transitional tax districts shall be established pursuant to § 104.

§ 116 Repeals

24 App. V.S.A. chapters 117 (Town of Essex Charter) and 221 (Village of Essex Junction Charter) are repealed.

Subchapter 2: Incorporation and Powers of the Town

§ 201 Corporate Existence

The inhabitants of the Town of Essex, within the corporate limits as now established, shall be a municipal corporation by the name of the Town of Essex. This municipal corporation is a merger of and a successor to the Town of Essex (24 App. V.S.A. chapter 117 repealed) and the Village of Essex Junction (24 App. V.S.A. chapter 221 repealed).

§202 General Powers, Law

Except as modified by the provisions of this charter, or by any lawful regulation or ordinance of the Town of Essex, all provisions of the statutes of this state applicable to municipal corporations shall apply to the Town of Essex.

§ 203 Specific Powers

- (a) The Town of Essex shall have all the powers granted to towns and municipal corporations by the Constitution and laws of this State together with all the implied powers necessary to carry into execution all the powers granted; and it may enact ordinances not inconsistent with the Constitution and laws of the State of Vermont or with this charter.
- (b) The Town of Essex may acquire real and personal property within or without its corporate limits for any municipal purpose, including storm water collection and disposal, waste water collection and disposal, solid waste collection and disposal, provision of public water supply, provision of public parks and recreation facilities, provision of municipal facilities for office, fire protection, and police protection, provision of public libraries, provision of public parking areas, provision of sidewalks, bicycle paths, and green strips, provision of public roadways, provision of public view zones and open spaces, and such other purposes as are addressed under the general laws of the State of Vermont. The Town of Essex may acquire such property in fee simple or any lesser interest or estate, by purchase, gift, devise, lease, or condemnation and may sell, lease, mortgage, hold, manage, and control such property as its interest may require.
- (c) The Town of Essex may exercise any of its powers or perform any of its functions and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with other Vermont municipalities, the State of Vermont, any one or more subdivisions or agencies of the State, or the United States, or any agency thereof.
- (d) The Town may acquire property within or without its corporate limits for any town purpose, in fee simple or any lesser interest or estate, by purchase, gift, devise or lease, and may sell, lease, mortgage, hold, manage, and control such property as its interests may acquire. The Town may further acquire property within its corporate limits by condemnation where granted to towns by the statutes of the State of Vermont.
- (e) The Town of Essex may establish and maintain an electric power system and regulate power line installations; provided, however, that the Town shall have no authority

under this charter which conflicts with that authority granted to the Public Utilities Commission or any other state regulatory agency.

- (f) In this charter, mention of a particular power shall not be construed to be exclusive or to restrict the scope of the powers which the Town of Essex would have if the particular power were not mentioned.

§ 204 Reservation of Powers

Nothing in this charter shall be so construed as in any way to limit the powers and functions conferred upon the Town of Essex and the Town Selectboard by general or special enactments in force or effect or hereafter enacted; and the powers and functions conferred by this charter shall be cumulative and in addition to the provisions of such general or special enactments.

§205 Form of Government

- (a) The municipal government provided by this chapter shall be known as selectboard-manager form of government. Pursuant to its provisions and subject only to the limitations imposed by the State Constitution and by this chapter, all powers of the Town of Essex shall be vested in an elective Town Selectboard, which shall enact ordinances, codes, and regulations, adopt budgets, determine policies, and appoint the Town Manager, who shall enforce the laws and ordinances and administer the government of the Town. All powers of the Town shall be exercised in the manner prescribed by this chapter or prescribed by ordinance.
- (b) Voting districts shall be established pursuant to § 301.

Subchapter 3: Voting District and Governance Structure

§ 301 Voting Wards

- (a) The former incorporated Village of Essex Junction shall be known as Ward 2. Boundary adjustments will be made over time as necessary pursuant to § 301(b). The Town of Essex exclusive of the former Village of Essex Junction shall be known as Ward 1. Boundary adjustments will be made over time as necessary pursuant to § 301(b).
- (b) The Town of Essex shall be divided into wards by ordinance. The Selectboard—or its designee being the Board of Civil Authority or a special commission appointed by the Selectboard—may make changes to the number and boundaries of the wards in order to provide an equal division of population among them in accordance with U.S. Census data. Ward changes shall not be made more frequently than once in ten years. Such changes shall be approved by the Selectboard and shall become effective immediately upon approval unless a later date is established therein.

§ 302 Powers and Duties of Governing Body

- (a) The members of the Town of Essex Selectboard shall constitute the legislative body of the Town of Essex for all purposes required by statute, and except as otherwise herein specifically provided shall have all the powers and authority given to, and perform all duties required of town legislative bodies or selectboards under the laws of the State of Vermont.
- (b) Within the limitations of the foregoing, the Town of Essex Selectboard shall have the power to:
 - (1) Appoint and remove a Town Manager and supervise, create, change, and abolish offices, commissions, or departments other than the offices, commissions, or departments established by this charter.
 - (2) Appoint the members of all boards, commissions, committees, or similar bodies unless specifically provided otherwise by this charter.
 - (3) Provide for an independent audit by a certified public accountant.
 - (4) Inquire into the conduct of any officer, commission, or department and investigate any and all municipal affairs.
 - (5) Exercise every other power which is not specifically set forth herein, but which is granted to selectboards or legislative bodies by the statutes of the state of Vermont.

§ 303 Governing Body Composition and Term of Office

- (a) There shall be a Town Selectboard consisting of six members.
- (b) The term of office of a Town Selectperson shall be three years and terms shall be staggered.
- (c) Selectpersons shall represent the Town.

§ 304 Vacancy in office

In case of a vacancy of a Selectboard seat, such vacancy shall be filled by the Town Selectboard until the next annual election pursuant to § 305(c) of this charter.

§305 Election of Governing Body Officers

- (a) The terms of the officers shall commence on the first day of the month following the month of election. At the first meeting of the month following the annual Town

meeting, the Selectboard shall organize and elect a chairperson, vice chairperson, and clerk by a majority vote of the entire Selectboard, and shall file a certificate of the election for record in the office of the Town clerk.

- (b) The chairperson of the Selectboard or in the chairperson's absence, the vice chairperson, shall preside at all meetings of the Selectboard and shall be recognized as the head of the Town government for all ceremonial purposes.
- (c) In the event of death, resignation, or incapacity of any Selectboard member, the remaining members of the Selectboard may appoint a person to fill that position until the next annual election. Incapacity shall include the failure by any member of the board to attend at least 50 per cent of the meetings of the board in any calendar year. At the next annual Town Meeting Day, the vacancy shall be filled by election and the person so elected shall serve for the remainder of the term of office. In the event the Selectboard is unable to agree upon an interim replacement until the next annual Town election, a special election shall be held forthwith to fill the position.
- (d) Elected Selectpersons who move from their ward prior to the expiration of their terms shall surrender their seats.

§ 306 Compensation

- (a) Compensation paid to the Selectboard members shall be set by the voters at the annual meeting, with a minimum of \$1500.00 a year per member. Selectboard members' compensation must be set forth as a separate item in the annual budget presented to the meeting.
- (b) The Selectboard shall fix the compensation of all officers and employees, except as otherwise provided in this charter.

§ 307 Prohibitions and Conflicts of Interest

- (a) Holding Other Office. No Selectboard member shall hold any Town employment during the term for which they were elected to the Selectboard. A Selectboard member may be appointed to represent the Town on other boards except as pursuant to 17 V.S.A. § 2647. No former Selectboard member shall hold any compensated appointive municipal office or employment, except for poll worker, until one year after the expiration of the term for which they were elected to the legislative body.
- (b) Appointments and Removals. Neither the legislative body nor any of its members shall in any manner dictate the appointment or removal of any municipal administrative officers or employees whom the Manager or any of the Manager's subordinates are empowered to appoint.

- (c) Interference with Administration. Except for the purpose of inquiries and investigations under § 302 (b)(4), the legislative body or its members shall deal with the municipal officers and employees who are subject to the direction and supervision of the Manager solely through the Manager, and neither the legislative body nor its members shall give orders to any such officer or employee, either publicly or privately.

§ 308 Governing Body Meetings

As soon as possible after the election of the chairperson and vice chairperson, the Selectboard shall fix the time and place of its regular meetings, and such meetings shall be held at least once a month.

§ 309 Special Town Meetings

Special Town meetings shall be called in the manner provided by the laws of the State, and the voting on all questions shall be by the Australian ballot system.

§ 310 Procedure

- (a) The Selectboard shall determine its own rules and order of business.
- (b) The presence of four members shall constitute a quorum. Four affirmative votes shall be necessary to take binding Selectboard action.
- (c) The Selectboard shall, in accordance with Vermont law, keep minutes of its proceedings. This journal shall be a public record.
- (d) All meetings of the Selectboard shall be open to the public unless, by an affirmative vote of the majority of the members present, the Selectboard shall vote that any particular session shall be an executive session or deliberative session in accordance with Vermont law.

§ 311 Appointments

The Selectboard shall have the power to appoint the members of all boards, commissions, committees, or similar bodies unless specifically provided otherwise by this charter. The terms of all appointments shall commence on the day after the day of appointment unless the appointment is to fill a vacancy in an office, in which case the term shall commence at the time of appointment.

§ 312 Additional Governing Body Provisions

- (a) No claim for personal services shall be allowed to the officers elected at the annual meeting, except when compensation for such services is provided for under the provisions of this chapter or by the general law. The compensation of all officers and employees of the Town shall be fixed by the Selectboard, except as herein otherwise provided.
- (b) The Selectboard may authorize the sale or lease of any real or personal estate belonging to the Town.

Subchapter 4 Other Elected Offices

§ 401 Brownell Library trustees

There shall be a five-member Board of Library Trustees who shall be elected to five-year terms using the Australian ballot system pursuant to § 501. Only qualified voters of the Town of Essex shall be eligible to hold the office of elected library trustee. The five permanent, self-perpetuating library trustees shall function in accordance with the terms of the Brownell Trust agreement dated May 25, 1925.

§ 402 Moderator

The Selectboard shall select a Moderator who shall preside at the informational portion of the Town Annual Meeting. The term of Moderator shall be one year. Only qualified voters of the Town of Essex shall be eligible to hold the office of Moderator.

§ 403 Town Clerk and Treasurer

The Town Clerk and Treasurer, who may be the same person, shall be hired as laid out in § 702 of this charter.

Subchapter 5 Town Meetings

§ 501 Town of Essex Meetings/Elections

- (a) Annual meetings for the election of officers, the voting on the budgets, and voting on any other business included in the warnings for the meetings, shall be held on Town Meeting Day, as defined in 17 VSA § 2640(b).
- (b) The Town shall hold an informational meeting as part of the annual meeting on the Monday before Town Meeting Day. This informational meeting shall be for the purpose of presenting and discussing a budget for the Town. Other business may also be presented and discussed but shall not be voted on during this meeting. A Moderator designated by the Selectboard shall preside at such meetings. After presentation and discussion of the budget and any other business the meeting shall adjourn until the following day of Town Meeting Day when voting shall occur.

- (c) Provisions of the laws of the State of Vermont relating to the qualifications of electors, the manner of voting, the duties of elections officers, and all other particulars respective to preparation for, conducting, and management of elections, so far as they may be applicable, shall govern all municipal elections, and all general and special meetings, except as otherwise provided in this charter.
- (d) The election of officers and the voting on all questions shall be by Australian ballot system. The Town Clerk and Board of Civil Authority shall conduct elections in accordance with general laws of the State.

Subchapter 6 Ordinances

§ 601 Adoption of Ordinances

Ordinances shall be adopted in accordance with state law pursuant to 24 V.S.A. §§ 1972 – 1976, with the additional requirements noted in this subchapter.

§ 602 Public Hearing

- (a) The Selectboard shall hold a minimum of one public hearing prior to the adoption of any ordinance.
- (b) At the time and place so advertised, or at any time and place to which the hearing may from time to time be adjourned, the ordinance shall be introduced, and thereafter, all persons interested shall be given an opportunity to be heard.
- (c) After the hearing, the Selectboard may finally pass the ordinance with or without amendment, except that if the Selectboard makes an amendment, it shall cause the amended ordinance to be published, pursuant to subsection (a) of this section at least once together with a notice of the time and place of a public hearing at which the amended ordinance will be further considered, which publication shall be at least three days prior to the public hearing. At the time so advertised or at any time and place to which the meeting may be adjourned, the amended ordinance shall be introduced, and after the hearing, the Selectboard may finally pass the amended ordinance, or again amend it subject to the same procedures as outlined herein.

§ 603 Effective Date

Every ordinance shall become effective upon passage unless otherwise specified.

§ 604 Rescission of Ordinances

All ordinances shall be subject to rescission by a special or annual Town meeting, as follows: If, within 44 days after final passage by the Selectboard of any such ordinance, a petition signed by voters of the Town not less in number than five percent of the qualified voters of the municipality is filed with the Town Clerk requesting its reference to a special or annual Town meeting, the Selectboard shall fix the time and place of the meeting, which shall be within 60 days after the filing of the petition, and notice thereof shall be given in the manner provided by law in the calling of a special or annual Town meeting. Voting shall be by Australian ballot. An ordinance so referred shall remain in effect upon the conclusion of the meeting unless a majority of those present and voting against the ordinance at the special or annual Town meeting exceeds five percent in number of the qualified voters of the municipality.

§ 605 Petition for Enactment of Ordinance; Special Meeting

- (a) Subject to the provisions of §304 of this §charter, voters of the Town may at any time petition in the same manner as in §304 for the enactment of any proposed lawful ordinance by filing the petition, including the text of the ordinance, with the Town Clerk. The Selectboard shall call a special Town meeting (or include the ordinance as annual meeting business) to be held within 60 days of the date of the filing, unless prior to the meeting the ordinance shall be enacted by the Selectboard. The warning for the meeting shall state the proposed ordinance in full or in concise summary and shall provide for an Australian ballot vote as to its enactment. The ordinance shall take effect on the 10th day after the conclusion of the meeting provided that voters as qualified in §304, constituting a majority of those voting thereon, shall have voted in the affirmative.
- (b) The proposed ordinance shall be examined by the Town Attorney before being submitted to the special Town meeting. The Town Attorney is authorized subject to the approval of the Selectboard, to correct the ordinance so as to avoid repetitions, illegalities, and unconstitutional provisions and to ensure accuracy in its text and references and clearness and preciseness in its phraseology, but the Town Attorney shall not materially change its meaning and effect.
- (c) The provisions of this section shall not apply to any appointments of officers, members of commissions, or boards made by the Selectboard or to the appointment or designation of Selectboard, or to rules governing the procedure of the Selectboard.

Subchapter 7: Town Manager

§701 Appointment/Hiring of Manager

The Selectboard shall appoint a Town Manager under and in accordance with Vermont Statutes Annotated, as amended from time to time hereafter. The Manager shall be appointed solely on the basis of the Manager's executive and administrative qualifications in accordance with the Vermont statutes.

§ 702 Powers of Manager

The Manager shall be the chief administrative officer of the Town of Essex. The Manager shall be responsible to the Selectboard for the administration of all Town of Essex affairs placed in the Manager's charge by or under this charter. The Manager shall have the following powers and duties in addition to those powers and duties delegated to municipal managers under the Vermont statutes.

- (a) The Manager shall appoint and, when the Manager deems it necessary for the good of the service, suspend or remove all Town of Essex employees, and other employees provided for by or under this charter for cause, except as otherwise provided by law, this charter, or personnel rules adopted pursuant to this charter. The Manager may authorize any employee who is subject to the Manager's direction and supervision to exercise these powers with respect to subordinates in that employee's department, office, or agency. There shall be no discrimination in employment, in accordance with applicable state and federal laws, including but not limited to 21 V.S.A. § 495. Appointments, lay-offs, suspensions, promotions, demotions, and removals shall be made primarily on the basis of training, experience, fitness, and performance of duties, in such manner as to ensure that the responsible administrative officer may secure efficient service.
- (b) The Town Manager shall hire: a Town Clerk and a Town Treasurer to serve in accordance with established personnel guidelines.
- (c) The Town Manager shall appoint, if needed, with the approval of the selectboard, constables, Grand Juror, a Town Agent if the Town Attorney is not a resident of the Town of Essex, cemetery commissioners, fire wardens, fence viewers, Inspector of Lumber and Shingles, and any other officer which the selectboard of a Town are authorized to appoint if the selectboard have not filled the office. The terms of the appointed officials shall commence on the first day of July following appointment. Appointments to fill a vacancy in an office shall be effective at the time of appointment and shall run for the unexpired period of the term.
- (d) The Manager shall direct and supervise the administration of all departments, offices, and agencies of the Town of Essex, except as otherwise provided by this charter or by law.

- (e) The Manager shall recommend hiring of Town Attorney with Selectboard approval, and shall hire special attorneys as needed.
- (f) The Manager or a staff member designated by the Manager shall attend all Selectboard meetings and shall have the right to take part in discussion and make recommendations but may not vote. The Selectboard may meet in executive session without the Manager for discussion of the Manager's performance or if the Manager is the subject of an investigation pursuant to §302(b)(4) of this charter.
- (g) The Manager shall see that all laws, provisions of this charter, and acts of the Selectboard, subject to enforcement by the Manager or by officers subject to the Manager's direction and supervision, are faithfully executed.
- (h) The Manager shall prepare and submit the annual budget and capital program to the Selectboard.
- (i) The Manager shall submit to the Selectboard and make available to the public a complete report on the finances and administrative activities of the Town of Essex as of the end of each fiscal year.
- (j) The Manager shall make such other reports as the Selectboard may require concerning the operations of Town of Essex departments, offices, and agencies subject to the Manager's direction and supervision.
- (k) The Manager shall keep the Selectboard fully advised as to the financial condition and future needs of the Town of Essex and make such recommendations to the Selectboard concerning the affairs of the Town of Essex as the Manager deems desirable.
- (l) The Manager shall be responsible for the enforcement of all Town of Essex ordinances and laws.
- (m) The Manager may when advisable or proper delegate to subordinate officers and employees of the Town of Essex any duties conferred upon the Manager by this charter, the Vermont statutes, or the Selectboard members.
- (n) The Manager shall perform such other duties as are specified in this charter or in State law, or as may be required by the Selectboard.

§ 703 Hearing/Removal Process

- (a) The Selectboard may remove the Manager from office for cause in accordance with the following procedures:

1. The Selectboard shall adopt by affirmative vote of a majority of all its members a preliminary resolution which must state the reasons for removal and may suspend the Manager from duty for a period not to exceed 45 days. A copy of the resolution shall be delivered within three days to the Manager.
 2. Within five days after a copy of the resolution is delivered to the Manager, the Manager may file with the Selectboard a written request for a hearing; said hearing to be in a public or executive session by choice of the Manager. This hearing shall be held at a special Selectboard meeting not earlier than 15 days nor later than 30 days after the request is filed. The Manager may file with the Selectboard a written reply not later than five days before the hearing.
 3. The Selectboard, if it determines cause exists, shall adopt a final resolution of removal, which may be made effective immediately, by affirmative vote of a majority of all its members at any time after five days from the date when a copy of the preliminary resolution was delivered to the Manager, if the Manager has not requested a public hearing, or at any time after the public hearing if the Manager has requested one.
- (b) The Manager shall continue to receive the Manager's salary until the effective date of a final resolution of removal.

§ 704 Vacancy in Office of Manager

The Deputy Manager, or the Manager's designee, shall perform the Manager's duties in the event of the Manager's absence due to disability, incapacitation, or vacation. If the Deputy Manager is unable or if the Manager fails to make such designations, then the Selectboard, may by resolution appoint an officer or employee of the Town to perform the duties of the Manager until the Manager is able to return to duty.

Subchapter 8: Boards and Commissions

§ 801 Board of Civil Authority

The Board of Civil Authority shall be defined by 17 VSA § 2103(5).

§ 802 Board of Abatement of Taxes

The Board of Civil Authority shall constitute a Board of Abatement as provided by law. The Board of Abatement shall meet and discharge its duties as required by the applicable statutory provisions.

§ 803 Planning Commission

There shall be a Planning Commission and its powers, obligations, and operation shall be under and in accordance with Vermont Statutes Annotated, as they may be amended from time to time hereafter. The Planning Commission shall consist of seven members and alternate members as necessary, appointed by the Town Selectboard in accordance with 24 V.S.A. §§ 4322-4323, as may be amended from time to time. Members of the Commission shall hold no other Town office.

§ 804 Development Review Board

A Development Review Board shall be established and its powers, obligations, and operation shall be under and in accordance with Vermont Statutes Annotated, as they may be amended from time to time hereafter. The Development Review Board shall consist of seven regular members and alternate members as necessary, appointed by the Town Selectboard in accordance with 24 V.S.A. § 4460, as may be amended from time to time. .

§ 805 Brownell Library Trustees

There shall be a five-member Board of Library Trustees who shall be elected to five-year terms using the Australian ballot system pursuant to § 501. Only qualified voters of the Town of Essex shall be eligible to hold the office of elected library trustee. The Trustees holding office at the time of enactment of the charter shall serve until their terms are completed. The Library Trustees shall establish policy for the operation of the Library and shall otherwise act in conformance with the Vermont statutes. The five permanent, self-perpetuating Library Trustees shall function in accordance with the terms of the Brownell Trust agreement dated May 25, 1925. The Library shall be required to follow all financial and personnel policies adopted by the Town Selectboard.

Subchapter 9: Administrative Departments

§ 901 Personnel Administration and Benefits

- (a) The Manager or the Manager's appointee shall be the personnel director. The Manager shall maintain personnel rules and regulations protecting the interests of the Town and of the employees. These rules and regulations must be approved by the Selectboard and shall include the procedure for amending them and for placing them into practice. Each employee shall receive a copy of the rules and regulations when the employee is hired.
- (b) The rules and regulations may deal with the following subjects or with other similar matters of personnel administration: job classification, jobs to be filled, tenure, retirement, pensions, leaves of absence, vacations, holidays, hours and days of work, group insurance, salary plans, rules governing hiring, temporary appointments, lay-off,

reinstatement, promotion, transfer, demotion, settlement of disputes, dismissal, probationary periods, permanent or continuing status, in-service training, injury, employee records, and further regulations concerning the hearing of appeals.

- (c) No person in the service of the Town shall either directly or indirectly give, render, pay, or receive any service or other valuable thing for or on account of or in connection with any appointment, proposed appointment, promotion, or proposed promotion.

§ 902 Department of Real Estate Appraisal

There shall be established a department of real estate appraisal headed by a professionally qualified real estate assessor, who shall be appointed by the Manager.

§ 903 Appraisal of Property

The department of real estate appraisal shall appraise all real and business personal property for the purpose of establishing the grand list. Appraisals shall be reviewed periodically and kept up to date. Technically qualified individuals or firms may be employed as needed.

§ 904 Appraisal of Business Personal Property for Tax Purposes

Appraisal of business personal property shall be in accordance with the provisions of 32 V.S.A. § 3618, as the same may from time to time be amended, provided that all business personal property acquired by a taxpayer after September 30, 1995 shall be exempt from tax.

§ 905 Duties of Department

The duties and powers of the department of real estate appraisal shall be the same as those established for listers under the general statutes.

§ 906 Purpose

The purpose of the department of real estate appraisal is to provide for appointment of a qualified real estate assessor rather than the election of listers. The Town shall be governed by, and each taxpayer shall have rights granted by, the applicable statutes concerning real and personal property taxation, appeal therefrom, and other statutes concerning taxation.

Subchapter 10 Budget Process

§ 1001 Fiscal year

The fiscal year of the Town shall begin on the first day of July and end on the last day of June of each calendar year. The fiscal year shall constitute the budget and accounting year as used in this charter.

§ 1002 Annual Municipal Budget

With support from the finance department, the Manager shall submit to the Selectboard a budget for review before annual Town Meeting or at such previous time as may be directed by the Selectboard. The budget shall contain:

- (a) An estimate of the financial condition of the Town as of the end of the fiscal year.
- (b) An itemized statement of appropriations recommended for current expenses, and for capital improvements, during the next fiscal year, with comparative statements of appropriations and estimated expenditures for the current fiscal year and actual appropriations and expenditures for the immediate preceding fiscal year.
- (c) An itemized statement of estimated revenues from all sources, other than taxation, for the next fiscal year and comparative figures of tax and other sources of revenue for the current and immediate preceding fiscal years.
- (d) A capital budget for the next five fiscal years, showing anticipated capital expenditures, financing, and tax requirements.
- (e) Such other information as may be required by the Selectboard.

§ 1003 Governing Body's Action on the Budget

The Selectboard shall review and approve the recommended budget with or without change. The budget shall be published not later than two weeks after its preliminary adoption by the Selectboard. The Selectboard shall fix the time and place for holding a public hearing for the budget and shall give a public notice of such hearing.

§ 1004 Meeting Warning and Budget

- (a) The Selectboard shall hold at least one public hearing at least 30 days prior to the annual meeting to present and explain its proposed budget and shall give a public notice of such hearing.

- (b) The Manager shall not less than 15 days prior to the annual meeting make available the Selectboard's recommended budget and the final warning of the pending annual meeting.
- (c) The annual Town report shall be made available to the legal voters of the Town not later than 10 days prior to the annual meeting.

§ 1005 Appropriation and Transfers

- (a) An annual budget shall be adopted at Town Meeting by the vote of a majority of eligible voters by Australian ballot. If, after the total budget has been appropriated, the Selectboard finds additional appropriations necessary, the appropriations shall be made and reported at the next Town Meeting as a specific item. The appropriations shall only be made in special circumstances or situations of an emergency nature. No specific explanation need be given for any normal annual operating expense in any office, department, or agency which may be increased over the budget amount by an amount not more than 10 percent of the office's, department's, or agency's budget.
- (b) From the effective date of the budget, the amounts stated therein, as approved by the voters, become appropriated to the several agencies and purposes therein named.
- (c) The Manager may at any time transfer an unencumbered appropriation balance or portion thereof between general classifications of expenditures within an office, department, or agency. At the request of the Manager, the Selectboard may, by resolution, transfer any unencumbered appropriation balance or portion thereof within the Selectboard budget from one department, office, or agency to another. Notwithstanding the above, no unexpended balance in any appropriation not included in the Selectboard budget shall be transferred or used for any other purpose.

§ 1006 Amount to be Raised by Taxation

Upon passage of the budget by the voters, the amounts stated therein as the amount to be raised by taxes shall constitute a determination of the amount of the levy for the purposes of the Town in the corresponding tax year, and the Selectboard shall levy such taxes on the grand list as prepared by the assessor for the corresponding tax year.

Subchapter 11: Taxation

§ 1101 Taxes on Real Property

Taxes on real property shall be paid in equal installments on March 15 and September 15. The Selectboard shall send notice to taxpayers no less than 30 days prior to when taxes are due.

§ 1102 Penalty

- (a) An additional charge of eight percent shall be added to any tax not paid on or before the dates specified in section § 1101 of this charter, and interest as authorized by Vermont statutes.

§ 1103 Assessment and Taxation Agreement

Notwithstanding section § 904 of this charter and the requirements of the general laws of the State of Vermont, the Selectboard is hereby authorized and empowered to negotiate and execute assessment and taxation agreements between the Town and a taxpayer or taxpayers within the Town of Essex consistent with applicable requirements of the Vermont Constitution.

Subchapter 12: Capital Improvements

§ 1201 Capital Programs

- (a) The Manager shall prepare and submit to the Selectboard a five-year capital program at least three months prior to the final date for submission of the budget.
- (b) Contents. The capital program shall include:
 - 1. A clear general summary of its contents;
 - 2. A list of all capital improvements which are proposed to be undertaken during the five fiscal years next ensuing, with appropriate supporting information as to the necessity for such improvements;
 - 3. Cost estimates, method of financing, and recommended time schedules for each such improvement; and
 - 4. The estimated annual cost of operating and maintaining the facilities to be constructed or acquired.

The above information may be revised and extended each year with regard to capital improvements still pending or in process of construction or acquisition.

Subchapter 13: Amendment of Charter and Initiatives

§ 1301 Laws Governing

This charter may be amended in accordance with the procedure provided for by state statutes for amendment of municipal charters.

Subchapter 14: General

§ 1401 Savings Clause

Repeal or modification of this charter shall not affect the validity of previously enacted ordinance, resolution, or bylaw.

§ 1402 Separability of Provisions

The provisions of this charter are declared to be severable. If any provisions of this charter are for any reason invalid, such invalidity shall not affect the remaining provisions, which can be given effect without the invalid provision.

Memo

TO: Evan Teich, Unified Manager and the Selectboard

FROM: Dennis Lutz, P.E., Public Works Director

Owiso Makuku, Community Development Director

Annie Costandi, P.E, Stormwater Coordinator/Staff Engineer

Chelsea Mandigo, Village Stormwater Coordinator/Wastewater Treatment Operator

Jim Jutras, Water Quality Superintendent

CC: Essex Junction Trustees

DATE: 11 January 2021

SUBJECT: Request for Approval of CCRPC Unified Planning Work Program Projects (UPWP)

ISSUE: The issue is whether to support applications for the Chittenden County Regional Planning Commission Unified Planning Work Program (UPWP) as referenced in this memorandum and to present the UPWP submittals as part of a regular Selectboard meeting for the purpose of providing the public with the opportunity to comment.

DISCUSSION: The CCRPC has funds available to local communities for planning, traffic counts and studies/evaluation of infrastructure. They are requesting that applications be submitted by Friday, January 22, 2021 and that governing boards approve the requests prior to the end of March 2021. The purpose of having the UPWP requests presented at a public meeting is to inform the community about the project requests, entertain comments and confirm the availability of local funds and staff “to assist with the projects as needed.

This year there are four elements of the Town’s UPWP request.

- 1) A scoping/planning study jointly recommended by Public Works and the Community Development Department to improve traffic and pedestrian access and safety along the VT15 Corridor with a concentration of effort in the zone between the Circ Highway Access Ramps and Essex Way. This study evolved from recommendations contained partly in the Town’s ETC Plan and partly from staff observations in the corridor. The estimated cost for the work is \$25,000 with a UPWP request for \$20,000 and \$5,000 from the Town. The local share will be funded through Highway Professional Services in the Operating Account.
- 2) Continuation of televising and evaluating the older storm pipes in the urbanized area of the Town and the Village, many of which are over 60 years old. Similar work was funded in prior years through this program. The prior funding allowed for televising selected storm drains in the Village and the Town. That effort is currently being used to develop a priority schedule for repair and replacement where needed. The request for funding is \$50,000 with \$40,000 in UPWP funds and \$10,000 in local funds, each for the Town and Village. The local funds will be provided through the Town’s Capital Stormwater Account.

- 3) Another category of work involves intersection traffic counts. This work is part of the UPWP but is funded entirely by the CCRPC with the counts taken by summer interns.
- 4) The CCRPC assists the Town in conducting traffic counts on major roadways on a periodic and recurring basis. This work is part of the UPWP but is funded entirely by the CCRPC with the counts taken by summer interns.




The Town has the local funds within existing/proposed budgets to support the UPWP request.

RECOMMENDATION: It is recommended that the Selectboard schedule the referenced UPWP request presentation for the Selectboard meeting on January 19, 2021 and upon completion of the presentation of the UPWP requests, authorize the Unified Manager to sign the attached letter on behalf of the Selectboard in support of the UPWP requests.

MEETING SCHEDULES

1/21/2021

DUE TO THE COVID-19 PANDEMIC, ALL MEETINGS ARE HELD ONLINE UNTIL FURTHER NOTICE

TOWN SELECTBOARD MEETINGS		VILLAGE TRUSTEES MEETINGS	JOINT MEETINGS
			
January 22, 2021 – 12:00 PM	SB Special		Tammy
January 25, 2021—6:30 PM	JT Special		Cathy
January 26, 2021—6:30 PM	VB Regular		Amy
January 28, 2021 – 6:30 PM	SB Special		Darby
February 1, 2021—6:30 PM	SB Regular		Darby
February 9, 2021—6:30 PM	VB Regular		Cathy
February 16, 2021—6:30 PM	SB Regular		Darby
February 22, 2021—6:30 PM	JT Special		Amy
February 23, 2021—6:30 PM	VB Regular		Cathy
March 1, 2021—7:30 PM	Town Annual Meeting		Cathy
March 9, 2021—6:30 PM	VB Regular		Cathy
March 15, 2021—6:30 PM	SB Regular		Cathy
March 22, 2021—6:30 PM	JT Special		Cathy
March 23, 2021—6:30 PM	VB Regular		Cathy
April 5, 2021—6:30 PM	SB Regular		Cathy
April 7, 2021—7:00 PM	Village Annual Meeting		Cathy