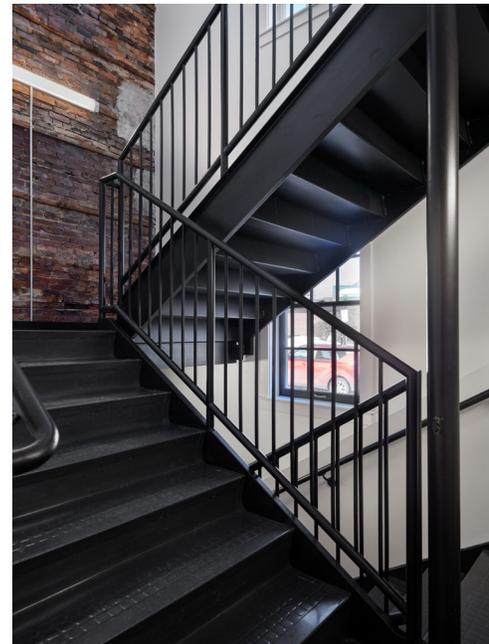


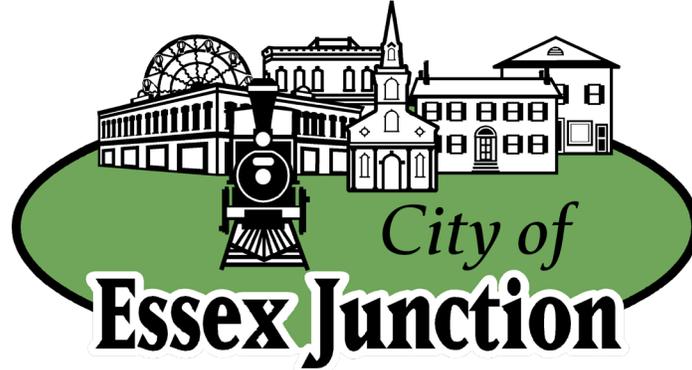
2025 ANNUAL REPORT



APRIL 14, 2026

ANNUAL MEETING

7 AM - 7 PM at the Blue Ribbon Pavilion Building, Champlain Valley Exposition, at 105 Pearl Street



ANNUAL REPORT

of the
City of Essex Junction, Vermont

Fiscal Year July 1, 2024 to June 30, 2025

The City of Essex Junction 2025 Annual Report is dedicated to three remarkable employees whose work has profoundly shaped our community. With heartfelt gratitude, we honor Assistant Fire Chief John Rowell, who retired after 40 years of service; we celebrate EJRP Director Brad Luck as he embarks on an exciting new professional chapter; and we remember Public Works employee Troy Wilber with deep appreciation. We sincerely thank all three for their unwavering commitment and the lasting impact they have had on our residents, staff, and City as a whole.



John Rowell

Assistant Chief John Rowell retired in October after more than 40 years of dedicated service to the Essex Junction Fire Department. John joined the department in June 1982 and, through hard work, mentorship, and steadfast leadership, rose through the ranks to become Assistant Chief. Known by all as a calm and steady presence, John was a voice of reason, a mentor to countless members, and our unofficial Human Resources Chief, always taking the time to know each firefighter personally.

On the fireground, John was a solid and reliable leader, an officer who brought calm to chaos and confidence to those around him, especially during some of our toughest calls. His leadership will have a lasting impact on this department and the community we serve.

Beyond the firehouse, John's service extended throughout Essex Junction. Serving as a Boy Scout Pack leader, coaching Little League, and serving as the City Health Officer. John's name was synonymous with community. The next Memorial Day Parade won't feel quite the same without hearing "Hey John!" or "There's Mr. Rowell!" from the crowd.



Brad Luck

Brad Luck, has served as EJRP Director since 2007 and is moving on to pursue a new opportunity in the private sector. The City extends its heartfelt gratitude to Brad for his outstanding leadership and commitment. Under his guidance, EJRP has developed a range of beloved programs for local families, including a highly sought-after preschool, licensed afterschool childcare, vacation camps, and summer day camps, serving families in Essex Junction, Essex Town, and Westford. Brad's legacy is evident in the vibrant community spaces he helped create and enhance, such as Maple Street Park, the Senior Center, the dog park, and the community gardens.



Troy Wilber

Our friend and colleague, Troy Wilber, passed away unexpectedly on October 7, 2025. For those fortunate enough to know Troy, they can confirm that he was truly one of a kind. Even if you didn't know him personally, you probably noticed when he was around. He was the one driving the sidewalk machine down Pearl Street, clearing snow to make sure everyone could get where they needed to be.

Troy was unapologetically himself; what you saw was exactly what you got, no fluff, no filter, no guessing games. This authenticity was one of the qualities his friends and coworkers appreciated most about him. Those who knew Troy were aware of the things most important to him: his family, especially his wife and daughter, his friends, and his love for fishing and hunting.

6 Warning & Voter Information

City of Essex Junction Warning -----06
 Voting Information -----07
 City of Essex Junction Informational Meeting Minutes March 25, 2025 -----08
 The Articles Explained -----10

12 FY27 General Fund Budget

FY27 Expenditures -----14
 FY 27 Revenue -----15
 Capital & Rolling Stock-----28

30 FY25 Independent Auditor’s Report

Management’s Discussion and Analysis -----34

44 City Department & Regional Reports

Letter from the City Council President-----45
 Strategic Plan Accomplishments -----46
 Elected Officials -----48
 Appointed Officials -----49
 City Meetings -----50
 City Departments -----51
 Letter from the City Manager -----52
 Administration Department-----53
 Assessing Department -----54
 Brownell Library -----56
 City Clerk -----58
 Community Development Department, Development Review Board, & Planning Commission -----59
 Essex Police Department -----62
 Fire Department -----65
 Essex Junction Recreation & Parks, & Recreation Advisory Committee -----66
 Public Works Department -----69
 Water Resource Recovery Facility -----70
 Bike/Walk Advisory Committee-----72
 Tree Advisory Committee -----73
 Governance Committee -----75
 Essex Rescue -----79
 Champlain Water District -----80
 Chittenden County Regional Planning Commission -----81
 Town Meeting TV -----83
 Winooski Valley Park District -----85
 Chittenden Solid Waste District -----87
 Green Mountain Transit -----89
 2 Lincoln Renovations -----91

A special thank you to Bread Loaf for providing the photos of 2 Lincoln that can be found throughout this report.

The legal voters of the City of Essex Junction are hereby notified and warned to meet at the Champlain Valley Exposition in the Blue Ribbon Pavilion, 105 Pearl Street in the City of Essex Junction on Tuesday, April 14, 2026 to transact the following business by Australian (paper) ballot. Said voting by Australian (paper) ballot to begin at 7:00 AM and close at 7:00 PM.

ARTICLE 1. Shall the voters approve an annual General Fund Budget in the amount of \$12,921,469 for fiscal year July 1, 2026, to June 30, 2027, \$11,891,682 of which is to be levied in taxes against the City Grand List?

ARTICLE 2. Shall general obligation bonds or notes of the City of Essex Junction in an amount not to exceed Thirteen Million, Nine Hundred and Sixty Thousand Dollars and Zero Cents (\$13,960,000.00) be issued under Chapter 53 of Title 24, Vermont Statutes Annotated, payable from the City's general fund, derived from the taxation of real property for a period not to exceed thirty years, and subject to reduction by available grants-in-aid or other funding sources, be issued to finance the cost of constructing a public works facility (the Project)?

ARTICLE 3. Should the compensation paid to the City Council members change from \$2,500.00 a year to \$3,600.00 a year starting July 1, 2027.

ARTICLE 4. Shall the voters approve an amendment to the City of Essex Junction Charter that changes the City Council President's annual compensation to be twenty-five percent (25%) more than the annual compensation paid to the other City Council members? (strikethrough represents a deletion, and underline represents an addition):

Subchapter 2: Governance Structure

Section 205. Compensation -

(a)(1) The President of the Council shall be paid an annual compensation that is twenty-five percent (25%) more than the annual compensation paid to the other Council members.

ARTICLE 5. Shall the voters approve an amendment to the City of Essex Junction Charter where compensation paid to the City Council members adjusts annually, effective July 1 of each year, in a manner consistent with any percentage change in the Consumer Price Index for the Northeast Region, as published by the U.S. Bureau of Labor Statistics for the most recent calendar year? (strikethrough represents a deletion, and underline represents an addition):

Subchapter 2: Governance Structure

Section 205. Compensation

(a) Compensation paid to the Council members shall be set by the voters at the annual meeting, adjusted annually, effective July 1 of each year, by the percentage change in the Consumer Price Index for the Northeast Region, as published by the U.S. Bureau of Labor Statistics for the most recent calendar year, with a minimum of . . .

ARTICLE 6. Shall the voters approve an amendment to the City of Essex Junction Charter that states that the City Council shall appoint a Charter Review Committee, at least once every 12 years, to conduct a comprehensive review of the City of Essex Junction Charter? (strikethrough represents a deletion, and underline represents an addition):

Subchapter 12: AMENDMENT OF CHARTER AND INITIATIVES

Section 1202. Charter Review Committee

The City Council shall appoint a Charter Review Committee at least once every twelve (12) years for the purpose of conducting a comprehensive review of this charter. A majority of the Committee's members shall be residents of the City who are not members of the City Council.

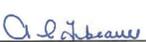
ARTICLE 7. Shall the voters authorize a planning loan through the Drinking Water State Revolving Fund for a project in the Water Enterprise Fund to be used for service line material identification and nonlead service line validation as required by federal drinking water regulations in an amount not to exceed \$892,771 to be financed over a period not to exceed ten years?

ARTICLE 8. Shall the City of Essex Junction voters approve a one-cent Social Services Contributions tax to support social service organizations, such amount being reasonably necessary and for the support of programs to benefit City of Essex Junction residents?

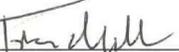
ARTICLE 9. Shall the voters authorize payment of real property taxes in equal installments on March 15 and September 15 by physical delivery or electronic payment to the tax collector by close of business on that date?

ARTICLE 10. To elect City officers required by law including: two City Council member (three-year terms) and one Library Trustee (five-year term)?

Dated this 11th day of March, 2026 by the Essex Junction City Council.


Amber Thibeault, President


Marcus Certa, Vice President


Tim Miller, Clerk


Elaine Haney


Brian Sheldon

Early/Absentee Ballots

Residents should note that ballots for the City and School District elections will not be sent automatically. To request a mailed or absentee ballot, voters can log into their My Voter Page or contact the Clerk's Office via email or phone. All early/absentee ballots must be returned to the Clerk's Office by Monday, April 13 or delivered directly to the polling place before the close of polls on Tuesday, April 14, 2026.

Voter Registration

If you are not already registered in Essex Junction, you can apply online at <https://olvr.vermont.gov/> or at the polling place for same day registration. All that is required for voter registration is your VT driver's license number, or if you do not have a VT driver's license, the last four digits of your social security number. New Vermont residents must provide proof of residence.

Polling Location

All City of Essex Junction voters vote at Champlain Valley Expo – Blue Ribbon Pavilion, 105 Pearl Street. Legislative districts in the city include District 22 (most city streets) and District 23 (part of the northeast section). To see which district you are in, go to <https://mvp.vermont.gov/>, enter your information to log in (from the drop down menu under Registered Town select Essex Junction City), and you will be able to see your state representative and senate districts.

Annual Meeting

April 14, 2026

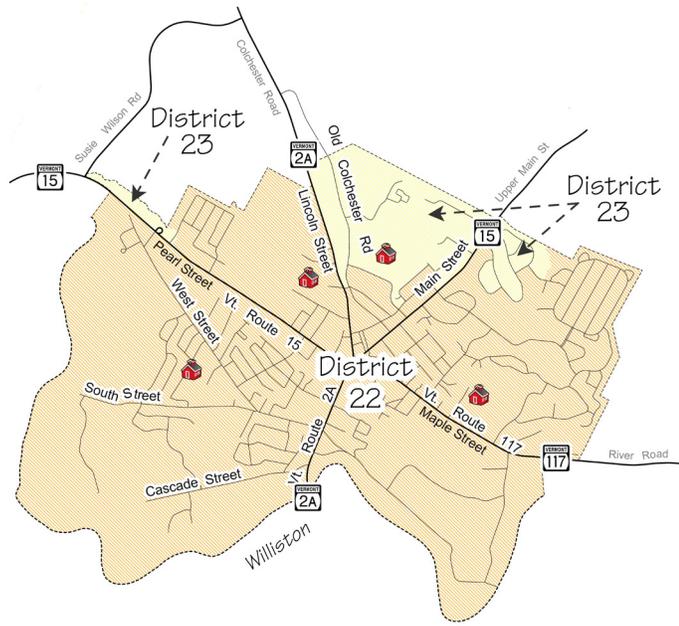
7 AM - 7 PM

Champlain Valley Exposition

Blue Ribbon Pavilion, 105 Pearl Street

The 2026 City Annual Meeting will be held entirely by Australian (paper) ballot, and voting will be held at the Champlain Valley Exposition, Blue Ribbon Pavilion. More information on the budget and articles can be found online at www.essexjunction.org/departments/clerk/voter-information/annual-meeting.

Essex City Residents Voting Districts



**CITY OF ESSEX JUNCTION
CITY COUNCIL
INFORMATIONAL HEARING
MINUTES OF MEETING
March 25, 2025**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52

COUNCILORS PRESENT: Amber Thibeault; Vice President; Tim Miller, Clerk; Marcus Certa, Elaine Haney.

ADMINISTRATION: Regina Mahony, City Manager; Colleen Dwyer, Human Resources Director; Steve Eustis, Moderator; Chris Gaboriault, Fire Chief; Ricky Jones, Public Works Superintendent; Brad Luck, Essex Junction Parks & Recreation Director; Susan McNamara-Hill, City Clerk; Jess Morris, Finance Director; Ashley Snellenberger, Communications & Strategic Initiatives Director; Chris Yuen, Community Development Director.

OTHERS PRESENT: Diane Clemens, Beth Custer, George Dunbar, Karen Hergesheimer, Venessa Luck, Sheila Porter, Andy Suntup, Linda Suntup, Jeanne.

1. CALL TO ORDER

Moderator Steve Eustis called the meeting to order at 6:30 P.M.

2. WELCOME, INTRODUCTIONS AND PROCEDURES OVERVIEW

Moderator Eustis began the meeting by conducting a round of introductions. He then spoke about procedures, noting that this is an informational meeting and that there are no motions or amendments to be made, and that it pertains to the warned items that will be voted on by ballot.

3. PRESENTATION AND DISCUSSION ABOUT ARTICLE 1: Shall the voters approve an annual General Fund Budget in the amount of \$12,419,241 for Fiscal Year July 1, 2025 to June 30, 2026, \$11,405,931 of which is to be levied in taxes against the City Grant List?

City Manager Mahony provided an overview of the proposed FY26 General Fund summary. She noted that the proposed FY26 general Fund budget represents an increase of \$415,117 or 3% over the FY25 budget. She spoke about the estimated FY26 tax impact of the proposed FY26 General Fund budget, noting that the estimated tax increase on a \$280,000 property in FY26 is an increase of \$73 (or 2.6%) per year over FY25. She also shared preliminary impact on residents and taxpayers for FY26 for total annual utility rate increases and stormwater utility fees. She noted that the utility rate (across utilities) is projected to increase by \$99.86 or 14.7%, and that the stormwater utility would increase by \$84.75. She noted that taken with the tax rate increase, the overall increase would be \$257.61 or 7.5% per resident/taxpayer for FY26.

City Manager Mahony then spoke in further detail about the budgeted expenses and revenues for the FY26 General Fund.

The following public comments were received:

- George Dunbar spoke about the EJRP budgets, both within the enterprise funds and the General Fund. He asked whether there is an opportunity to move more administrative costs from the general Fund to the enterprise fund for EJRP, adding that it could save between 5 and 6 cents on the tax rate. City Manager Mahony noted that over the last several budget cycles, the City has been shifting more funding from the General Fund to the enterprise fund where possible, but only where appropriate to do so (for example, if administrative costs can be tied to a specific program or fee within the enterprise fund). Director Luck provided more information about how administrative costs are categorized within the program fund, noting that individual programs' budgets have their own administrative costs associated with them. He said that administrative costs on the General Fund

53 side for EJRP relate to basic overhead, and they have been working over the last several years to
54 ensure that these costs are right-sized for the department.
55

56 4. **PRESENTATION AND DISCUSSION ABOUT ARTICLE 2:** Shall general obligation bonds or notes of
57 the City of Essex Junction in an amount not to exceed three million eight hundred thousand Dollars
58 (\$3,800,000), subject to available grants-in-aid, if any, be issued to finance the cost of retrofitting the
59 three pump stations located on West Street, Maple Street, and River Street?

60 City Manager Mahony noted that this bonding authority would be for retrofitting three pump stations that
61 are nearing or past the end of their useful life. She noted that these would be upgraded to meet future
62 demands and ensure community safety. She noted that the West Street pump station is also shared with
63 the Town of Essex, which would participate in cost-sharing for the debt related to retrofitting that station.
64

65 5. **ANNOUNCEMENT ABOUT ARTICLE 3:** To elect City officers required by law including: one City Council
66 member (three year term), one Library Trustee (five-year term), and one Champlain Water District
67 Commissioner (three year term)?

68 Moderator Eustis noted that ballots are available ahead of time at the City Office, or voting can occur in-
69 person on April 8, 2025 at the Champlain Valley Expo.
70

71 6. **PUBLIC TO BE HEARD**

72 None.

73 7. **READING FILE**

74 a. Annual Report Newsletter

75 b. Annual Report
76

77 8. **ADJOURN**

78
79 **Councilor Thibeault made a motion, seconded by Councilor Certa, to adjourn the meeting. The**
80 **motion passed 4-0 at 6:49 P.M.**

81
82 Respectfully Submitted,
83 Amy Coonradt

ARTICLE 1

You are being asked whether to approve or not approve a General Fund budget of \$12,921,469, with \$11,891,682 to be raised through property taxes.

This budget represents a 4.0% or \$502,228 increase from FY26 \$12,419,241 to FY27 \$12,921,469. This increase is supported mostly with an increase to the City tax levy of \$11,891,682 or 4.3%.

The proposed budget would result in an estimated City General Fund tax rate, plus the tax agreement rate and economic development rate, of \$1.0624, compared to \$1.0202 in FY26, which is a 4.1% increase. The projected City tax cost for a \$280K home in FY27 is an increase of \$118 per year over FY26.

ARTICLE 2

You are being asked whether to approve or not approve issuing up to \$13,960,000 in general obligation bonds or notes to pay for a new Public Works facility.

The current buildings are beyond their serviceable life and no longer adequate to support the Public Works Department's daily operations.

The main building, with parts dating back approximately 80 years, suffers from outdated construction materials and designs that fail to meet modern standards. The current facility faces many deficiencies, including limited storage space for expensive and environmentally sensitive equipment, and inadequate heated storage, risking damage and delays - especially during winter emergencies. Additionally, there are operational inefficiencies caused by having functions spread across three separate buildings.

Staff facilities are also woefully inadequate, with combined bathroom and storage spaces, no dedicated locker or shower rooms, and a lack of break and training areas.

The main building's low ceilings make it impossible to maintain larger vehicles properly, and the facility does not meet current life-safety or accessibility codes.

ARTICLE 3

You are being asked whether to approve or not approve raising the City Council Member's annual minimum pay from \$2,500 to \$3,600.

The Essex Junction Governance Committee recommended increasing the annual minimum pay due to the time, work, and responsibilities required of the Council. They also believe the increase could help more people consider running for office.

ARTICLE 4

You are being asked whether to approve or not approve an amendment to the City Charter that would provide the Council President a 25% higher stipend than other members.

This amendment would add to Subchapter 2: Governance Structure, Section 205, Compensation, of the City Charter: "The President of the Council shall be paid an annual compensation that is twenty-five percent (25%) more than the annual compensation paid to the other Council members."

The Essex Junction Governance Committee recommended this change because the Council President has additional duties and time commitments justifying a 25% higher stipend.

ARTICLE 5

You are being asked whether to approve or not approve an amendment to the City Charter that would adjust the Council stipends annually based on the Consumer Price Index (CPI).

This amendment would change Subchapter 2: Governance Structure, Section 205, Compensation, of the City Charter. Removing (strikethrough) and adding (underlined) the following text: "Compensation paid to the Council members shall be set by the voters at the annual meeting, adjusted annually, effective July 1 of each year, by the percentage change in the Consumer Price Index for the Northeast Region, as published by the U.S. Bureau of Labor Statistics for the most recent calendar year, with a minimum of ..."

The Essex Junction Governance Committee recommended this to remove the Council's ability to raise its own stipends and to set a regular way to increase them. Linking stipend increases to the Consumer Price Index makes the process consistent and keeps the decision separate from the Council.

ARTICLE 6

You are being asked whether to approve or not approve an amendment to the City Charter that would require a comprehensive Charter Review every 12 years.

This amendment would add to Subchapter 12: Amendment of Charter and Initiatives, Section 1202 Charter Review Committee, of the City Charter: “The City Council shall appoint a Charter Review Committee at least once every twelve (12) years for the purpose of conducting a comprehensive review of this charter. A majority of the Committee’s members shall be residents of the City who are not members of the City Council.”

The Essex Junction Governance Committee recommended this to ensure the City Charter is fully reviewed at least every 12 years.

ARTICLE 7

You are being asked whether to approve or not approve authorizing a planning loan through the Drinking Water State Revolving Fund for a Water Enterprise project. The loan amount would not exceed \$892,771 and would be financed for a period of up to ten years.

In 2023, voters authorized a loan for Essex Junction’s Lead Service Line inventory and replacement plan. The inventory and plan are complete and approved.

There are now new United States Environmental Protection Agency (USEPA) lead and copper rules that require the City to conduct further investigation, including non-lead service line validation (by 2034) and service line material identification (by 2037).

The state has funding available now through the Drinking Water State Revolving Fund. The City is eligible for partial loan forgiveness for this phase of the work. With loan forgiveness the expected repayment amount would be about \$400,000.

ARTICLE 8

You are being asked whether to approve or not approve the creation of a Social Services Funding Program and a one-cent tax to support local social service organizations.

Before the City separated from the Town in 2022, Village taxpayers contributed to a similar social services program through the Town budget (dating back to 1987). Since separation, Essex Junction has not had a dedicated program or funding mechanism for social service appropriations.

The funds would support social, health, and human services organizations to benefit Essex Junction residents.

A one-cent tax would generate approximately \$113,000 (based on the FY26 grand list).

This question would be brought to the voters at each Annual Meeting for reconsideration.

ARTICLE 9

You are being asked whether to approve or not approve of the City’s proposal to stop accepting postmarks as proof of on-time tax payment.

The City Charter does not specify how or when tax payments must be delivered. Because of this, the City follows state law 32 V.S.A. § 4773(b), which allows postmarks as proof of on-time payment.

Given operational changes at the US Postal Service, postmarks have become a less reliable indicator of an on-time payment. Currently, the City does not accept postmarks as proof of on-time payment for utility bills.

The City is receiving payments weeks past the due date. Penalties and interest must be applied the day after payments are due. Accepting postmarked payments requires staff to manually reverse penalties or interest for each customer and apply the payment. These adjustments require documentation and supervisor verification for internal controls and audit.



FY27 GENERAL FUND BUDGET

FY27 will be the fourth City budget, benefiting from two full years of financial actuals (FY24 and FY25). In response to the City Council's direction, staff aimed to keep the budget increase as close to 3% as possible, preparing a second scenario at 5%. On Budget Day, the presented budget showed a 4.2% (\$526,192) increase in general fund expenses and a 4.4% rise in the tax levy.

The amended FY27 General Fund budget is below the original Budget Day estimate. Compared to FY26, the new budget represents a 4.0% increase, raising expenditures from \$12,419,241 to \$12,921,469, largely supported by a 4.3% increase in the City tax levy.

FY 26 City Budget	Proposed FY27 City Budget	\$ Change from FY26	% Change from FY26
\$12,419,241	\$12,921,469	\$502,228	4.0%

Altogether, the projected impact for FY27 would be a 4.1% increase to the total City General Fund tax rate (from \$1.0202 to \$1.0624), amounting to an estimated \$118 annual property tax increase for a \$280,000 home.

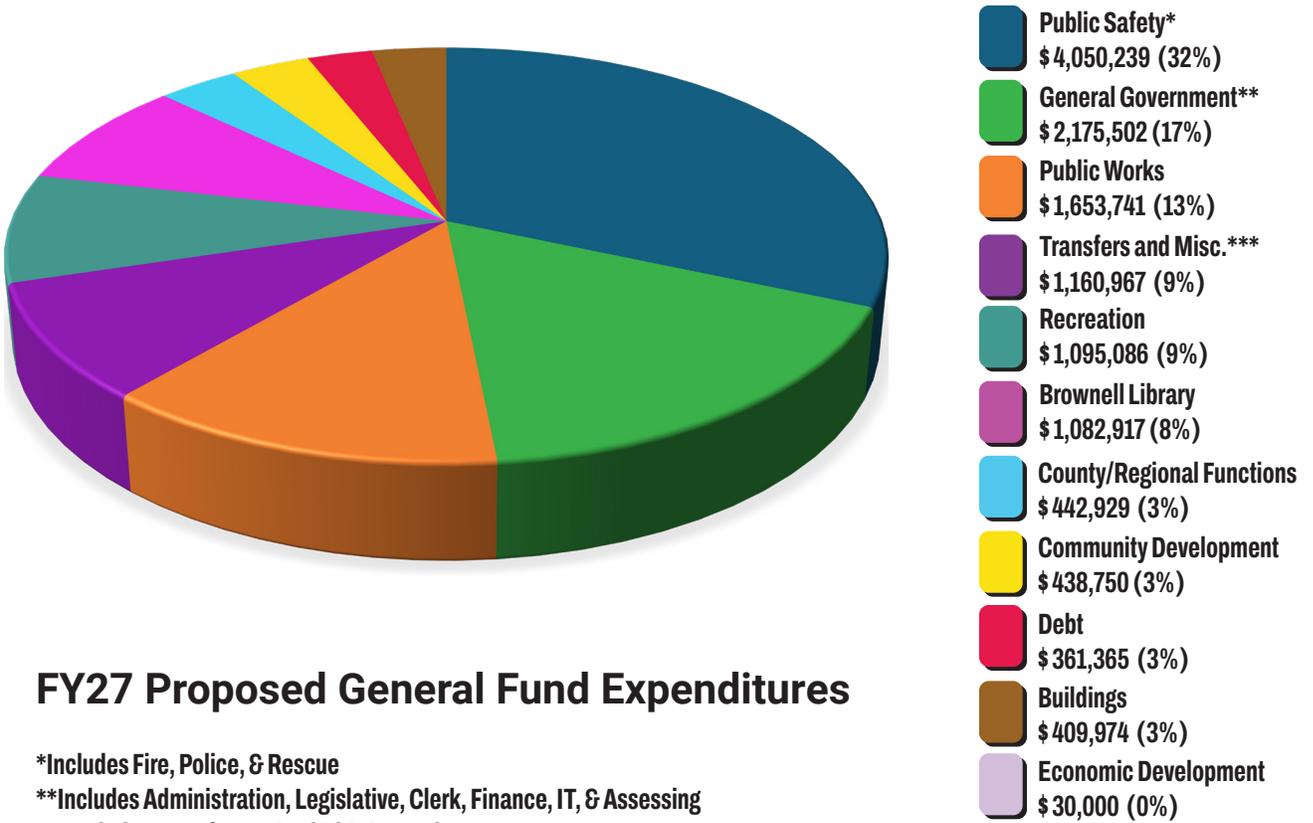
FY26 Rate **	Proposed FY27 Rate**	\$ Change*	% Change
\$1.0202	\$1.0624	\$118	4.1%
*The estimated tax increase to a \$280k property in FY27 is an increase of \$118 per year over FY26			
**Rate includes General Fund + Tax Agreement + Economic Development			

The biggest budget drivers for FY27 include a 4.25% salary and wage merit increase, higher technology and license costs, increased repair and maintenance budgets, health insurance cost increases due to enrollment changes, expanded cleaning and security costs at 2 Lincoln, an expanded Assessor's office, and a higher police budget driven by new contracts and IT needs.

Efforts to control costs continue. Staff has scrutinized service contracts for cleaning, sidewalk plowing, street painting, and insurance brokerage, with plans to analyze IT and phone service contracts in the coming year. Some expenses have been shifted from the General Fund to the EJRP Program Funds, with two administrative positions now allocated 50% to these funds.

Capital transfers remain a priority. The proposed budget keeps the General Fund capital transfer level, increases the rolling stock transfer by 7%, raises the retirement fund transfer to \$25,000, and removes the unassigned fund balance transfer, since that balance is now at 12.5% at the end of FY25. While transferring to capital reserves is fiscally responsible, increasing these transfers every year may not be sustainable for taxpayers.

In summary, the City's FY27 budget proposal reflects a balance between necessary increases and efforts to contain costs, with a clear-eyed view of the impacts on residents and taxpayers.



FY27 Proposed General Fund Expenditures

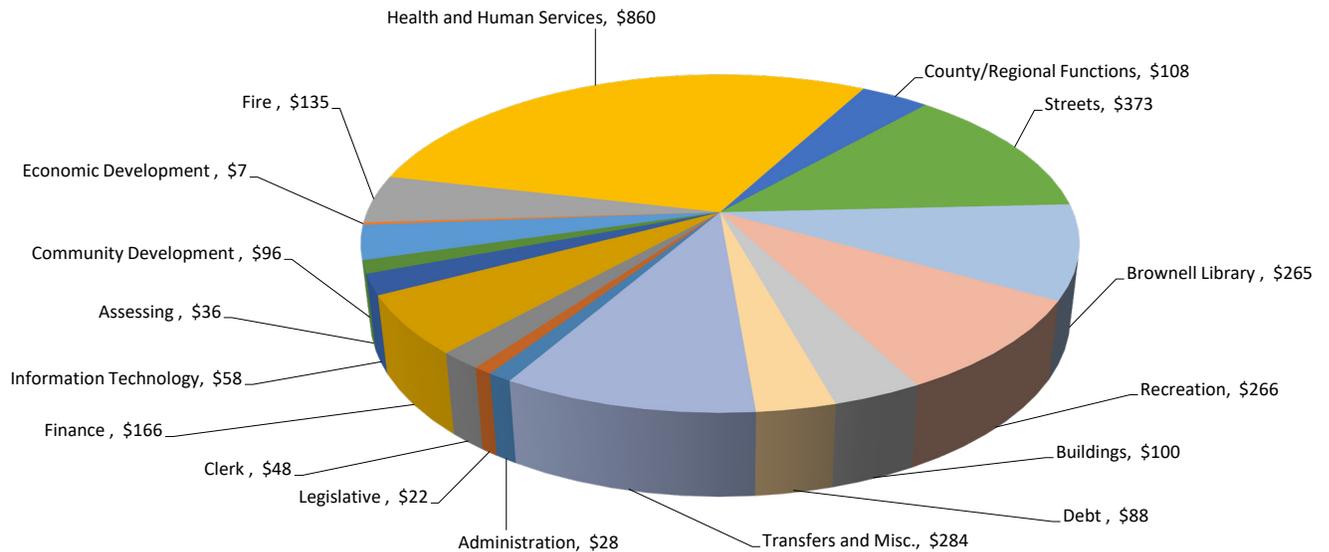
*Includes Fire, Police, & Rescue

**Includes Administration, Legislative, Clerk, Finance, IT, & Assessing

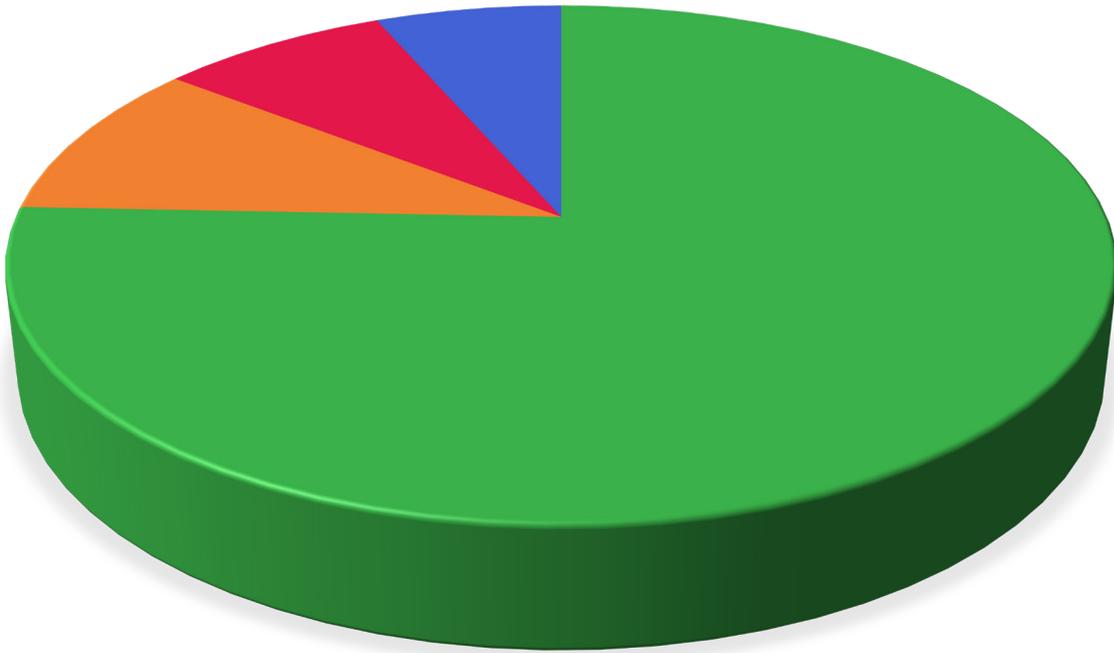
***Includes Transfers to Capital & General Reserves

FY27 Estimated City Tax Rates and Taxes on \$280,000 Assessed Value Home

Estimated Tax Rate = \$1.0502, Estimated Taxes = \$2,941



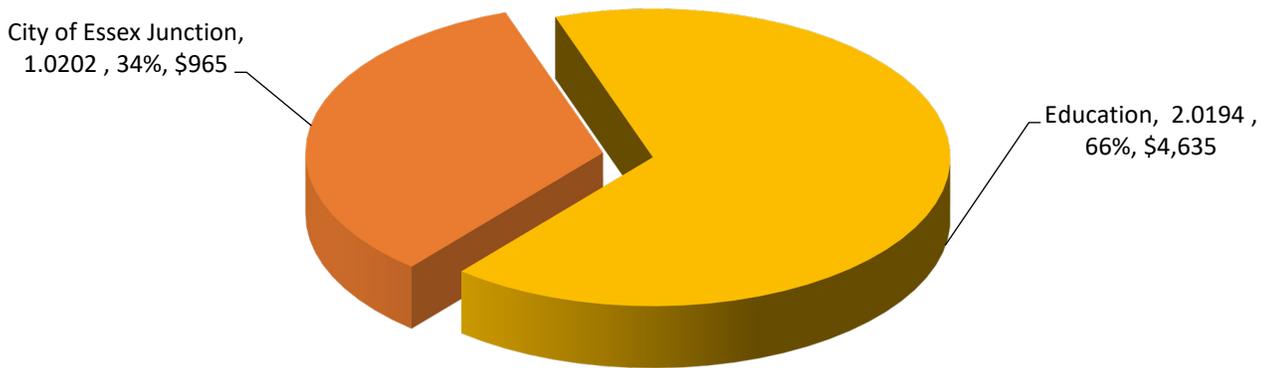
Does not include the penny tax for Economic Development which will cost \$28 on a \$280,000 property



FY27 Proposed General Fund Revenues

- Resident Property Taxes
\$9,775,060 (76%)
- GlobalFoundries Property Taxes
\$837,303 (6%)
- Misc. Revenues
\$1,029,788 (8%)
- Business Property Taxes
\$1,279,319 (10%)

FY26 City of Essex Junction Homestead Tax Rates Totaling \$3.0396 and Tax Amount on \$280,000 assessed value Home



Taxes on average home = \$8,511

FY27 GENERAL FUND SUMMARY

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
Revenues								
Property Taxes	10,420,986	10,433,476	11,110,346	11,145,692	11,405,931	11,891,682	485,751	4%
General	3,456,044	3,507,965	632,664	948,334	721,705	785,864	64,159	9%
Clerk	105,008	76,404	71,464	86,023	78,035	63,800	(14,235)	-18%
Information Technology	14,000	14,000	-	-	-	-	-	n/a
Community Development	79,158	76,720	47,000	43,330	75,000	45,000	(30,000)	-40%
Economic Development	4,000	-	-	-	-	-	-	n/a
Fire	10	10	-	-	-	-	-	n/a
Streets	153,500	168,729	132,500	134,810	127,500	127,220	(280)	0%
Brownell Library	500	21,948	650	17,526	900	900	-	0%
Recreation	12,479	9,267	11,000	7,975	10,170	7,003	(3,167)	-31%
Total Revenues	14,245,685	14,308,518	12,005,624	12,383,689	12,419,241	12,921,469	502,228	4%
Expenditures								
Administration	611,570	627,915	688,830	586,001	735,309	761,756	26,446	4%
Legislative	83,333	48,646	102,244	61,424	99,150	88,251	(10,900)	-11%
Clerk	306,750	262,588	256,470	264,184	268,921	261,444	(7,477)	-3%
Finance	504,300	482,589	589,118	526,823	621,777	677,648	55,871	9%
Information Technology	153,650	259,205	228,611	194,066	211,551	238,513	26,962	13%
Assessing	77,810	79,310	89,568	91,967	96,075	147,890	51,815	54%
Community Development	482,813	320,506	396,078	365,009	425,610	438,750	13,140	3%
Economic Development	40,000	6,005	-	28	-	30,000	30,000	n/a
Fire	545,484	537,675	530,292	513,638	543,037	553,642	10,605	2%
Public Safety and Services	2,977,293	2,973,733	3,057,361	2,897,815	3,235,493	3,516,597	281,104	9%
County/Regional Functions	346,883	316,733	354,376	360,754	445,901	442,929	(2,972)	-1%
Streets	1,566,556	1,572,099	1,552,923	1,445,544	1,583,502	1,653,741	70,239	4%
Stormwater	167,484	163,921	230,850	194,831	-	-	-	n/a
Brownell Library	964,134	915,181	1,016,569	1,003,167	1,047,704	1,082,917	35,213	3%
Recreation	1,100,479	1,065,014	1,131,553	1,167,090	1,135,776	1,095,086	(40,691)	-4%
Buildings	3,215,263	375,786	350,655	351,407	362,720	409,974	47,254	13%
Debt	402,528	394,916	392,053	367,446	375,943	361,365	(14,578)	-4%
Transfers and Misc.	699,356	3,456,126	1,036,574	3,898,816	1,230,770	1,160,967	(69,803)	-6%
Total Expenditures	14,245,685	13,857,948	12,004,124	14,290,010	12,419,241	12,921,469	502,228	4%

FY27 GENERAL FUND BUDGET

%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	Change
--	-------------	-------------	-------------	-------------	-------------	-------------	-----------	--------

FY27 General Fund Budget Detail
210-00-00 - General Revenue

Revenues								
010.000-Property Taxes	10,420,986	10,433,476	11,110,346	11,145,692	11,405,931	11,891,682	485,751	4.3%
020.001-PILOT - Tax Agreements	17,600	17,600	8,800	17,600	17,600	17,600	-	0.0%
020.022-Rents and Royalties	1	-	-	-	-	8,400	8,400	n/a
020.054-Admin Fee - Water	184,005	184,005	190,891	190,891	199,500	216,854	17,354	8.7%
020.055-Admin Fee - WWTF	92,003	92,003	95,446	95,446	99,750	108,427	8,677	8.7%
020.056-Admin Fee - Sanitation	184,005	184,005	190,891	190,891	199,500	216,854	17,354	8.7%
020.059-Admin Fee - EJRP Progs	-	-	45,000	45,000	53,155	56,329	3,174	6.0%
030.009-Cannabis Control	-	-	-	600	400	400	-	0.0%
042.001-PILOT Revenue	17,000	14,309	8,000	16,646	14,000	15,000	1,000	7.1%
042.002-Railroad Taxes	4,700	2,657	4,700	2,654	2,500	2,600	100	4.0%
042.004-State Act 60 Revenue	3,436	32,861	3,436	32,956	32,800	32,900	100	0.3%
042.005-State Act 68 Revenue	38,988	37,724	39,000	43,820	38,000	44,000	6,000	15.8%
060.000-Interest Income	2,500	27,883	2,500	112,491	10,000	10,000	-	0.0%
080.001-State District Court Fines	2,000	7,998	4,500	5,438	5,000	5,000	-	0.0%
085.000-Penalties	70,367	58,033	30,000	168,281	40,000	40,000	-	0.0%
086.000-Interest	13,426	13,382	8,000	20,377	8,000	10,000	2,000	25.0%
ARPA Revenue	2,824,514	2,824,514	-	-	-	-	-	n/a
098.000-Miscellaneous Revenue	1,500	10,991	1,500	5,244	1,500	1,500	-	0.0%
099.000-Use of Fund Balance/Reserves	-	-	-	-	-	-	-	n/a
Total Revenues	13,877,030	13,941,441	11,743,010	12,094,026	12,127,636	12,677,546	549,910	4.5%

210-10-10 - Administration

Revenues								
090.000-Transfer between Town/Village	-	-	-	-	-	-	-	n/a
Total Revenues	-	n/a						

Expenditure								
110.000-Regular Salaries	338,567	333,159	356,253	349,434	362,725	381,988	19,263	5.3%
120.000-Part Time Salaries	-	-	-	-	-	-	-	n/a
130.000-Overtime	-	-	-	-	-	-	-	n/a
150.000-Shared Employee Expense	-	-	-	-	-	-	-	n/a
190.000-Board member payments	-	-	-	-	-	-	-	n/a
210.000-Group Insurance	98,127	113,257	115,354	88,678	136,610	152,451	15,841	11.6%
220.000-Social Security	26,085	25,473	27,438	27,302	27,952	29,426	1,474	5.3%
225.000-Act 76 Childcare Tax	-	50	1,184	1,097	1,206	1,269	64	5.3%
230.000-Retirement	28,897	28,207	31,295	30,965	32,789	35,482	2,693	8.2%
290.000-Other Employee Benefits	-	-	5,978	700	6,178	6,178	-	0.0%
320.000-Legal Services	40,000	34,500	45,000	21,183	35,500	30,000	(5,500)	-15.5%
330.000-Professional Services	6,025	29,896	8,031	1,484	51,507	53,941	2,434	4.7%
340.000-Technical Services	9,552	13,051	-	-	-	-	-	n/a
442.000-Rental of Vehicles or Equipment	4,250	5,388	6,717	3,339	5,784	4,932	(852)	-14.7%
500.000-Training, Conferences, Dues	4,247	3,102	10,982	6,789	8,174	4,920	(3,254)	-39.8%
505.000-Technology Subscription, Licenses	10,875	9,281	15,851	15,688	16,471	19,884	3,413	20.7%
530.000-Communications	3,300	3,637	3,408	3,340	3,348	3,440	92	2.7%
540.000-Advertising	15,075	8,725	29,530	15,556	20,475	20,595	120	0.6%
550.000-Printing and Binding	5,570	5,364	8,000	5,236	5,000	5,700	700	14.0%
560.000-Postage	2,000	8,325	9,310	9,883	9,590	1,450	(8,140)	-84.9%
570.000-Other Purchased Services	1,000	-	-	-	-	-	-	n/a
580.000-Travel	6,000	1,205	2,000	83	2,000	4,000	2,000	100.0%
610.000-General Supplies	5,000	2,188	5,000	1,501	3,000	1,600	(1,400)	-46.7%
735.000-Tech: Equip/Hardware	-	-	-	-	-	-	-	n/a
755.000-Furniture and Fixtures	1,000	-	1,000	-	1,000	-	(1,000)	-100.0%
810.113-Council Expenditures	-	-	-	-	-	-	-	n/a
820.000-Election Expenses	-	-	-	-	-	-	-	n/a

FY27 GENERAL FUND BUDGET

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
845.000-Employee/Volunteer Recognition	6,000	3,108	6,000	3,242	6,000	4,500	(1,500)	-25.0%
850.000 Community Events and Celebrations	-	-	500	500	-	-	-	n/a
900.000-Transfer between Town/Village	-	-	-	-	-	-	-	n/a
Total Expenditure	611,570	627,915	688,830	586,001	735,309	761,756	26,446	3.6%

210-11-10 - Legislative

Expenditure

190.000-Board member payments	16,500	1,000	13,800	2,550	11,800	4,600	(7,200)	-61.0%
190.001-City Council payments	12,500	12,500	12,500	12,500	12,500	12,500	-	0.0%
220.000-Social Security	956	956	956	956	956	956	-	0.0%
225.000-Act 76 Childcare Tax	-	-	41	41	41	41	-	0.0%
320.000-Legal Services	-	-	-	-	3,600	-	(3,600)	-100.0%
330.000-Professional Services	32,114	16,794	33,608	18,460	28,739	28,981	242	0.8%
500.000-Training, Conferences, Dues	17,563	15,648	17,563	15,968	18,364	18,822	458	2.5%
540.000-Advertising	1,200	284	1,200	-	900	900	-	0.0%
580.000-Travel	500	-	500	-	250	250	-	0.0%
610.000-General Supplies	2,000	1,463	2,075	767	2,000	1,200	(800)	-40.0%
831.000-Special or New Programs	-	-	20,000	10,182	20,000	20,000	-	0.0%
Total Expenditure	83,333	48,646	102,244	61,424	99,150	88,251	(10,900)	-11.0%

210-12-10 - Clerk

Revenues

020.003-Use of Vault	-	27	50	54	25	50	25	100.0%
020.004-Recording Fees	86,000	47,589	55,000	56,487	55,000	55,000	-	0.0%
020.010-Printing and Duplication Services	5,590	288	4,000	411	1,000	500	(500)	-50.0%
020.011-Online Land Records	-	70	-	628	150	800	-	0.0%
020.013-Sales of Certified Copy	7,200	720	6,000	1,340	1,000	1,000	-	0.0%
020.023-Records Preservation	-	17,248	-	20,511	15,000	-	(15,000)	-100.0%
030.001-Liquor Licenses	2,875	2,250	2,875	2,055	2,500	2,000	(500)	-20.0%
030.002-Hunting and Fishing	-	-	10	5	10	-	(10)	-100.0%
030.003-Marriage Licenses	624	240	630	495	250	500	250	100.0%
030.004-Animal Licenses	2,500	3,150	2,700	3,842	3,000	3,800	800	26.7%
030.005-Green Mountain Passport	120	116	100	156	100	150	50	50.0%
030.006-DMV Registrations	99	6	99	39	-	-	-	n/a
098.000-Misc Revenue	-	4,700	-	-	-	-	-	n/a
Total Revenues	105,008	76,404	71,464	86,023	78,035	63,800	(14,235)	-18.2%

Expenditure

110.000-Regular Salaries	162,764	164,685	157,132	159,733	151,619	157,098	5,479	3.6%
120.000-Part Time Salaries	2,785	3,151	7,426	3,014	10,024	6,100	(3,924)	-39.1%
130.000-Overtime	434	235	453	1,145	470	736	265	56.4%
210.000-Group Insurance	51,149	21,912	30,302	51,064	37,371	37,655	284	0.8%
220.000-Social Security	12,790	12,794	12,919	12,592	12,682	12,542	(141)	-1.1%
225.000-Act 76 Childcare Tax	-	26	557	530	547	541	(6)	-1.1%
230.000-Retirement	15,627	15,673	15,396	15,529	15,172	15,872	700	4.6%
290.000-Other Employee Benefits	-	-	700	700	800	800	-	0.0%
330.000-Professional Services	-	-	192	252	486	2,744	2,259	465.0%
430.000-R&M Vehicles and Equipment	50	-	50	-	50	-	(50)	-100.0%
442.000-Rental of Vehicles or Equipment	2,664	-	-	-	-	-	-	n/a
500.000-Training, Conferences, Dues	3,000	2,198	3,000	2,774	2,000	2,000	-	0.0%
505.000-Technology Subscriptions, Licenses	15,000	3,154	4,200	4,284	4,300	4,457	157	3.7%
550.000-Printing and Binding	1,000	817	1,500	574	1,500	500	(1,000)	-66.7%
560.000-Postage	500	377	500	325	400	3,400	3,000	750.0%
570.023-Records Preservation	-	16,432	-	(4)	15,000	-	(15,000)	-100.0%
580.000-Travel	1,738	1,367	500	879	500	1,000	500	100.0%
610.000-General Supplies	5,250	1,829	3,776	2,688	2,000	2,000	-	0.0%
735.000-Technology: Hardware, Software, Equipment	-	-	2,000	3,199	-	-	-	n/a

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
820.000-Election Expenses	32,000	17,939	15,867	4,906	14,000	14,000	-	0.0%
Total Expenditure	306,750	262,588	256,470	264,184	268,921	261,444	(7,477)	-2.8%

210-13-10 - Finance

Expenditure								
110.000-Regular Salaries	225,124	228,034	287,174	281,534	292,962	309,259	16,297	5.6%
130.000-Overtime	-	-	-	-	-	-	-	n/a
190.000-Board Member Payments	750	400	1,400	150	1,400	1,400	-	0.0%
210.000-Group Insurance	53,585	36,244	57,813	46,028	59,140	87,062	27,921	47.2%
220.000-Social Security	17,730	18,750	23,190	23,701	25,436	25,621	185	0.7%
225.000-Act 76 Childcare Tax	-	30	1,000	965	1,097	1,105	8	0.7%
230.000-Retirement	20,688	20,675	27,366	27,136	30,634	31,496	862	2.8%
250.000-Unemployment Insurance	3,209	2,205	3,834	3,850	4,608	4,716	108	2.3%
260.000-Workers Comp insurance	21,182	9,124	21,182	28,663	39,043	39,284	241	0.6%
290.000-Other Employee Benefits	-	-	1,400	700	1,600	1,600	-	0.0%
330.000-Professional Services	15,250	15,327	14,310	8,257	14,388	13,690	(699)	-4.9%
335.000-Audit	12,612	11,400	14,453	16,957	18,412	21,828	3,416	18.6%
442.000-Rental of Vehicles or Equipment	2,000	-	-	-	-	-	-	n/a
500.000-Training, Conferences, Dues	1,500	380	1,758	700	1,758	1,799	41	2.3%
505.000-Technology Subscription, Licenses	28,640	26,476	21,999	15,226	22,754	17,474	(5,280)	-23.2%
520.000-Insurance	93,600	107,517	103,615	66,902	99,922	109,990	10,068	10.1%
550.000-Printing and Binding	2,780	2,997	3,883	3,795	3,883	4,450	567	14.6%
560.000-Postage	3,400	1,721	2,800	1,887	2,800	6,000	3,200	114.3%
570.000-Other Purchased Services	-	-	-	-	-	-	-	n/a
580.000-Travel	1,100	189	1,140	54	1,140	275	(865)	-75.9%
610.000-General Supplies	1,150	403	800	320	800	600	(200)	-25.0%
735.000-Tech: Equip/Hardware	-	719	-	-	-	-	-	n/a
Total Expenditure	504,300	482,589	589,118	526,823	621,777	677,648	55,871	9.0%

210-14-10 - Information Technology

Revenues								
Contribution from WWTF	14,000	14,000	-	-	-	-	-	n/a
Total Revenues	14,000	14,000	-	-	-	-	-	n/a
Expenditure								
330.000-Professional Services	100,000	169,301	118,981	115,012	140,016	153,324	13,308	9.5%
432.000-R&M Technology	5,000	-	5,000	-	5,000	5,000	-	0.0%
505.000-Technology Subscription, Licenses	25,000	56,657	63,026	66,838	41,785	56,189	14,404	34.5%
735.000-Technology: Hardware, Software, Equipment	23,650	33,248	41,604	12,216	24,750	24,000	(750)	-3.0%
Total Expenditure	153,650	259,205	228,611	194,066	211,551	238,513	26,962	12.7%

210-15-10 - Assessing

Expenditure								
330.000-Professional Services	-	-	89,068	90,932	94,575	144,415	49,840	52.7%
505.000-Technology Subscription, Licenses	-	1,500	500	1,035	1,500	3,475	1,975	131.7%
900.000-Transfer between Town/City	77,810	77,810	-	-	-	-	-	n/a
Total Expenditure	77,810	79,310	89,568	91,967	96,075	147,890	51,815	53.9%

210-16-10 - Community Development

Revenues								
030.008-License and Zoning Fees	39,000	76,720	47,000	43,330	75,000	45,000	(30,000)	-40.0%
091.000-Transfer btwn Funds	40,158	-	-	-	-	-	-	n/a
Total Revenues	79,158	76,720	47,000	43,330	75,000	45,000	(30,000)	-40.0%
Expenditure								
110.000-Regular Salaries	256,708	202,758	223,763	219,440	225,773	234,543	8,770	3.9%
130.000-Overtime	-	38	-	-	-	-	-	n/a
190.000-Board member payments	15,600	7,300	14,400	8,550	9,600	9,600	-	0.0%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
210.000-Group Insurance	89,186	23,412	33,625	55,615	59,616	70,667	11,051	18.5%
220.000-Social Security	20,281	16,488	18,142	17,883	18,624	19,286	662	3.6%
225.000-Act 76 Childcare Tax	-	30	783	696	803	832	29	3.6%
230.000-Retirement	23,328	17,981	21,347	18,152	19,374	20,256	882	4.6%
290.000-Other Employee Benefits	-	-	1,050	1,050	1,200	1,200	-	0.0%
320.000-Legal Services	6,000	22,451	16,978	12,807	17,000	17,000	-	0.0%
330.000-Professional Services	40,760	17,233	25,780	14,004	23,560	23,666	107	0.5%
500.000-Training, Conferences, Dues	4,700	1,831	5,890	4,181	4,630	5,800	1,170	25.3%
505.000-Technology Subscription, Licenses	360	-	600	-	600	600	-	0.0%
530.000-Communications	5,660	502	1,320	-	1,080	-	(1,080)	-100.0%
540.000-Advertising	1,350	687	3,650	1,434	2,600	2,300	(300)	-11.5%
550.000-Printing and Binding	1,000	2,685	1,000	556	3,000	3,000	-	0.0%
560.000-Postage	280	165	350	-	2,350	2,700	350	14.9%
580.000-Travel	6,600	2,840	8,400	3,521	5,800	5,800	-	0.0%
610.000-General Supplies	1,000	53	3,000	336	3,000	2,000	(1,000)	-33.3%
810.111-Bike/Walk Committee	10,000	4,052	10,000	6,783	10,000	10,000	-	0.0%
899.000-Matching Grant Funds	-	-	6,000	-	17,000	9,500	(7,500)	-44.1%
Total Expenditure	482,813	320,506	396,078	365,009	425,610	438,750	13,140	3.1%

210-17-10 - Economic Development

Revenues								
050.000-Event Donations	4,000	-	-	-	-	-	-	n/a
Total Revenues	4,000	-	-	-	-	-	-	n/a
Expenditure								
330.000-Professional Services	-	-	-	-	-	30,000	30,000	n/a
800.000-Appropriations to other agencies	-	-	-	-	-	-	-	n/a
831.000-Special or New Programs	5,000	4,328	-	-	-	-	-	n/a
850.000-Community Events and Celebrations	15,000	1,676	-	28	-	-	-	n/a
899.000-Matching Grant Funds	20,000	-	-	-	-	-	-	n/a
Total Expenditure	40,000	6,005	-	28	-	30,000	30,000	n/a

210-18-10 - Public Safety and Services

Expenditure								
500.000-Training, Conferences, Dues	2,000	-	-	-	-	-	-	n/a
530.000-Communications	1,560	-	-	-	-	-	-	n/a
800.106-Essex Rescue	190,620	190,620	196,338	196,338	207,140	207,140	-	0.0%
800.107-Essex Jct. Cemetery Association	20,000	20,000	20,000	20,000	20,000	20,000	-	0.0%
800.10X-Essex Police Dept.	2,763,113	2,763,113	2,841,023	2,681,477	3,008,353	3,289,457	281,104	9.3%
Total Expenditure	2,977,293	2,973,733	3,057,361	2,897,815	3,235,493	3,516,597	281,104	8.7%

210-19-10 - County and Regional Functions

Expenditure								
800.101-Chittenden County Regional Planning Commission	13,225	13,225	13,720	13,720	19,712	16,269	(3,443)	-17.5%
800.102-Green Mountain Transit	244,355	244,355	249,615	249,615	311,638	314,996	3,358	1.1%
800.103-County Tax	54,553	24,418	58,604	64,982	73,911	67,978	(5,933)	-8.0%
800.104-Chamber of Commerce	950	935	965	965	995	1,025	30	3.0%
800.105-GBIC	3,500	3,500	-	-	3,750	3,750	-	0.0%
800.110-Essex Community Historical Society	-	-	-	-	2,000	2,000	-	0.0%
800.109-Winooski Valley Park District	30,300	30,300	31,472	31,472	33,895	36,911	3,016	8.9%
Total Expenditure	346,883	316,733	354,376	360,754	445,901	442,929	(2,972)	-0.7%

210-25-10 - Fire

Revenues								
098.000-Miscellaneous Revenue	10	10	-	-	-	-	-	n/a
Total Revenues	10	10	-	-	-	-	-	n/a
Expenditure								

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
120.000-Part Time Salaries	216,000	224,067	302,400	269,348	315,000	327,600	12,600	4.0%
210.000-Group Insurance	3,600	2,688	3,400	2,677	3,400	3,400	-	0.0%
220.000-Social Security	16,524	17,188	23,134	20,651	24,098	25,061	964	4.0%
225.000-Act 76 Childcare Tax	-	20	998	913	1,040	1,081	42	4.0%
260.000-Workers Comp insurance	20,000	16,454	20,000	13,113	20,000	15,000	(5,000)	-25.0%
290.000-Other Employee Benefits	1,000	864	1,000	3,364	1,000	1,000	-	0.0%
330.000-Professional Services	7,000	3,157	7,000	6,481	6,000	6,000	-	0.0%
430.000-R&M Vehicles and Equipment	26,000	20,270	26,000	55,103	25,000	25,000	-	0.0%
431.000-R&M Buildings and Grounds	-	280	-	-	-	-	-	n/a
500.000-Training, Conferences, Dues	5,500	6,840	7,000	11,113	7,000	8,000	1,000	14.3%
505.000-Technology Subscription, licenses	7,000	220	8,000	7,082	8,000	8,000	-	0.0%
530.000-Communications	2,600	2,721	3,361	1,312	4,500	3,500	(1,000)	-22.2%
570.000-Other Purchased Services	11,000	13,889	11,000	20,478	11,000	11,000	-	0.0%
610.000-General Supplies	4,000	5,384	4,000	5,228	4,000	4,000	-	0.0%
611.000-Small Tools and Equipment	45,000	41,332	45,000	46,272	45,000	45,000	-	0.0%
612.000-Uniforms	30,000	30,326	32,000	18,564	32,000	34,000	2,000	6.3%
613.000-Program Supplies	6,000	3,258	7,500	13,631	7,500	7,500	-	0.0%
626.000-Gasoline	6,000	4,150	6,500	4,671	6,500	6,500	-	0.0%
750.000-Machinery and Equipment	20,000	26,307	22,000	13,637	22,000	22,000	-	0.0%
920.000-Transfer between funds (capital)	118,260	118,260	-	-	-	-	-	n/a
Total Expenditure	545,484	537,675	530,292	513,638	543,037	553,642	10,605	2.0%

210-30-10 - EJRP, Administration

Revenues								
020.000-Charges for Services	12,479	7,767	9,500	6,475	8,670	5,503	(3,167)	-36.5%
050.001-Memorial Day Parade	-	-	-	-	-	-	-	n/a
090.000-Transfer between Town/Village	-	-	-	-	-	-	-	n/a
091.000-Transfer between funds	-	1,500	-	-	-	-	-	n/a
Total Revenues	12,479	9,267	9,500	6,475	8,670	5,503	(3,167)	-36.5%
Expenditure								
110.000-Regular Salaries	395,062	392,843	461,786	455,535	436,934	420,662	(16,272)	-3.7%
120.000-Part Time Salaries	-	3,835	-	5,218	-	-	-	n/a
130.000-Overtime	-	-	-	-	-	-	-	n/a
210.000-Group Insurance	162,427	151,163	189,293	222,266	217,195	144,659	(72,536)	-33.4%
220.000-Social Security	30,453	30,371	35,603	35,016	33,731	35,035	1,304	3.9%
225.000-Act 76 Childcare Tax	-	56	1,536	1,339	1,455	1,511	56	3.9%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
230.000-Retirement	33,729	33,674	40,590	35,062	33,819	35,271	1,453	4.3%
290.000-Other Employee Benefits	-	-	2,100	3,150	2,400	2,400	-	0.0%
330.000-Professional Services	1,764	496	21,424	13,019	11,764	11,764	-	0.0%
442.000-Rental of Vehicles or Equipment	-	713	1,776	1,899	1,776	1,776	-	0.0%
500.000-Training, Conferences, Dues	6,068	2,791	3,155	3,985	2,873	2,742	(131)	-4.6%
505.000-Technology Subscription, Licenses	10,825	12,072	-	11,701	-	-	-	n/a
530.000-Communications	1,980	2,607	2,640	2,641	2,160	2,160	-	0.0%
540.000-Advertising	3,000	3,000	-	12	-	-	-	n/a
550.000-Printing and Binding	-	-	-	-	-	-	-	n/a
561.000-Credit Card Processing Fees	-	220	200	368	200	-	(200)	-100.0%
610.000-General Supplies	7,200	5,180	15,000	11,626	15,000	15,000	-	0.0%
735.000-Technology: Hardware, Software, Equipme	-	-	-	-	-	-	-	n/a
832.000-Scholarships	4,000	4,000	4,000	4,000	4,000	4,000	-	0.0%
850.000-Community Events & Celebrations	17,500	17,500	17,500	17,344	-	-	-	n/a
910.000-Transfer to Other Funds	-	-	-	-	17,500	42,500	25,000	142.9%
Total Expenditure	674,007	660,522	796,603	824,181	780,807	719,481	(61,326)	-7.9%

210-30-12 - EJRP, Parks and Facilities

Revenues

091.000-Transfer between funds	-	-	1,500	1,500	1,500	1,500	-	0.0%
Total Revenues	-	-	1,500	1,500	1,500	1,500	-	0.0%

Expenditure

110.000-Regular Salaries	139,627	141,265	143,767	144,351	129,489	135,104	5,615	4.3%
120.000-Part Time Salaries	46,574	64,633	56,341	58,872	66,335	65,292	(1,043)	-1.6%
130.000-Overtime	-	1,592	-	646	-	-	-	n/a
210.000-Group Insurance	38,170	31,891	40,769	37,355	64,535	76,475	11,940	18.5%
220.000-Social Security	14,337	16,252	15,400	15,542	15,082	15,432	350	2.3%
225.000-Act 76 Childcare Tax	-	54	664	685	651	666	15	2.3%
230.000-Retirement	14,033	13,986	14,447	13,926	12,484	13,161	677	5.4%
290.000-Other Employee Benefits	-	-	700	350	800	800	-	0.0%
330.000-Professional Services	12,573	12,991	12,603	22,175	16,049	18,500	2,451	15.3%
431.000-R&M Buildings and Grounds	4,532	4,699	12,013	10,995	11,577	10,995	(583)	-5.0%
441.000-Rental of Land or Buildings	500	500	500	500	500	500	-	0.0%
442.000-Rental of Vehicles or Equipment	4,743	2,356	2,925	-	2,207	-	(2,207)	-100.0%
500.000-Training, Conferences, Dues	3,902	3,239	2,000	235	2,000	2,000	-	0.0%
505.000-Tech. Subs/Licenses	-	-	-	-	-	-	-	n/a
530.000-Communications	1,320	-	1,320	495	1,080	1,080	-	0.0%
610.000-General Supplies	28,759	23,215	30,000	30,289	27,681	32,289	4,608	16.6%
626.000-Gasoline	1,500	3,601	1,500	3,313	4,500	3,313	(1,187)	-26.4%
Total Expenditure	310,569	320,274	334,950	339,729	354,970	375,605	20,635	5.8%

210-30-13 - EJRP, Adult

Expenditure

110.000-Regular Salaries	26,167	5,425	-	-	-	-	-	n/a
210.000-Group Insurance	13,055	-	-	-	-	-	-	n/a
220.000-Social Security	2,048	415	-	-	-	-	-	n/a
225.000-Act 76 Childcare	-	-	-	-	-	-	-	n/a
230.000-Retirement	2,254	-	-	-	-	-	-	n/a
290.000-Other Employee Benefits	-	-	-	-	-	-	-	n/a
330.000-Professional Services	20,000	20,012	-	1,300	-	-	-	n/a
500.000-Training, Conferences, Dues	2,000	-	-	1,292	-	-	-	n/a
530.000-Communications	-	776	-	305	-	-	-	n/a
610.000-General Supplies	-	7,207	-	283	-	-	-	n/a
900.000-Transfer between Town/City	50,379	50,382	-	-	-	-	-	n/a
Total Expenditure	115,902	84,218	-	3,180	-	-	-	n/a

2024 Budget 2024 Actual 2025 Budget 2025 Actual 2026 Budget 2027 Budget \$ Change Change

210-35-10 - Brownell Library

Revenues

050.000-Donation Revenue	-	-	-	-	-	-	-	n/a
098.000-Miscellaneous Revenue	500	937	650	1,233	900	900	-	0.0%
Total Revenues	500	937	650	1,233	900	900	-	0.0%

Expenditure

110.000-Regular Salaries	463,761	429,464	458,449	451,512	475,410	492,939	17,529	3.7%
120.000-Part Time Salaries	125,170	121,221	146,548	137,322	146,132	149,400	3,267	2.2%
190.000-Board Member Payments	-	900	5,500	1,100	2,200	3,300	1,100	50.0%
210.000-Group Insurance	138,896	137,670	158,376	174,585	188,643	191,031	2,388	1.3%
220.000-Social Security	45,552	42,510	46,605	44,483	47,904	49,495	1,591	3.3%
225.000-Act 76 Childcare Tax	-	82	2,010	1,913	2,066	2,135	69	3.3%
230.000-Retirement	48,256	45,678	48,190	44,086	44,755	46,660	1,905	4.3%
250.000-Unemployment Insurance	-	172	-	-	-	-	-	n/a
290.000-Other Employee Benefits	-	-	2,450	2,450	2,800	2,800	-	0.0%
340.000-Technical Services	2,000	1,100	3,000	2,160	3,000	3,000	-	0.0%
442.000-Rental of Vehicles or Equipment	3,000	4,694	3,901	3,936	3,936	4,000	64	1.6%
500.000-Training, Conferences, Dues	5,500	3,106	6,500	6,576	6,000	6,000	-	0.0%
505.000-Technology Subscription, Licenses	12,500	10,360	13,500	11,720	14,797	14,797	-	0.0%
530.000-Communications	2,640	2,585	2,640	2,280	2,160	2,160	-	0.0%
540.000-Advertising	700	-	700	-	700	700	-	0.0%
560.000-Postage	3,000	2,201	3,000	2,639	3,000	3,800	800	26.7%
610.000-General Supplies	14,000	14,068	12,200	12,529	11,200	11,200	-	0.0%
640.201-Adult Collection	50,000	49,507	52,000	51,994	46,000	34,000	(12,000)	-26.1%
640.202-Juvenile Collection	25,000	24,962	26,000	25,995	25,500	17,000	(8,500)	-33.3%
650.201-Adult Digital Collection	-	-	-	-	-	18,000	18,000	n/a
650.202-Juvenile Digital Collection	-	-	-	-	-	9,000	9,000	n/a
735.000-Technology: Hardware, Software, Equipme	8,660	9,228	9,000	9,165	7,000	7,000	-	0.0%
750.000-Machinery and Equipment	8,000	8,435	-	-	-	-	-	n/a
755.000-Furniture and Fixtures	-	-	8,000	8,678	7,000	7,000	-	0.0%
840.201-Adult Programs	1,500	1,181	2,000	2,065	2,000	2,000	-	0.0%
840.202-Childrens Programs	4,500	4,588	4,500	4,471	4,500	4,500	-	0.0%
845.000-Employee/Volunteer Recognition	1,500	1,470	1,500	1,509	1,000	1,000	-	0.0%
Total Expenditure	964,134	915,181	1,016,569	1,003,167	1,047,704	1,082,917	35,213	3.4%

210-40-12 - PW, Streets

Revenues

020-017 EV Charger	-	-	-	2,711	-	2,500	2,500	n/a
042.006-State Aid to Highways	130,000	125,136	130,000	128,710	125,000	122,220	(2,780)	-2.2%
090.000-Transfer between Town/Village	20,000	40,000	-	-	-	-	-	n/a
098.000-Miscellaneous Revenue	3,500	3,593	2,500	3,389	2,500	2,500	-	0.0%
Total Revenues	153,500	168,729	132,500	134,810	127,500	127,220	(280)	-0.2%

Expenditure

110.000-Regular Salaries	232,292	208,344	247,092	234,430	218,526	236,400	17,874	8.2%
120.000-Part Time Salaries	21,973	13,315	28,323	27,294	33,920	35,980	2,060	6.1%
130.000-Overtime	26,974	12,849	28,237	13,466	21,342	30,834	9,492	44.5%
190.000-Board Member Payments	3,000	-	3,000	500	3,000	3,000	-	0.0%
210.000-Group Insurance	121,401	112,582	135,833	133,914	124,748	81,169	(43,579)	-34.9%
220.000-Social Security	21,962	18,639	23,615	21,050	21,341	24,019	2,679	12.6%
225.000-Act 76 Childcare Tax	-	42	1,019	801	921	1,036	116	12.6%
230.000-Retirement	22,855	17,971	24,809	21,731	21,732	25,309	3,577	16.5%
250.000-Unemployment Insurance	250	226	432	399	204	383	179	87.7%
260.000-Workers Comp insurance	12,600	16,482	12,600	12,774	15,663	24,229	8,566	54.7%
290.000-Other Employee Benefits	-	-	1,400	700	1,600	1,600	-	0.0%
330.000-Professional Services	18,000	14,140	20,000	27,381	20,000	30,050	10,050	50.3%
410.000-Water and Sewer Charges	3,500	3,575	3,500	3,177	3,800	3,800	-	0.0%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
422.000-Snow Removal	21,000	17,576	21,000	24,991	25,000	28,000	3,000	12.0%
425.000-Trash Removal	9,100	13,341	9,500	12,125	9,500	12,000	2,500	26.3%
430.000-R&M Vehicles and Equipment	38,000	118,837	100,000	152,050	120,000	188,000	68,000	56.7%
431.000-R&M Buildings and Grounds	10,000	10,644	10,000	4,626	10,000	10,000	-	0.0%
432.000-R&M Technology	-	-	-	189	-	567	567	n/a
441.000-Rental of Land or Buildings	13,000	9,926	13,000	10,183	13,000	13,000	-	0.0%
442.000-Rental of Vehicles or Equipment	3,000	3,663	3,864	2,996	3,000	3,800	800	26.7%
451.000-Summer Construction Services	300,000	366,319	300,000	197,652	310,000	310,000	-	0.0%
500.000-Training, Conferences, Dues	2,000	180	3,500	426	3,500	3,000	(500)	-14.3%
505.000-Tech. Subs, Licenses	-	-	-	8,066	-	861	861	n/a
520.000-Insurance	17,800	19,175	17,800	12,954	17,264	20,452	3,188	18.5%
521.000-Insurance Deductibles	1,000	2,110	1,000	3,779	1,000	1,000	-	0.0%
530.000-Communications	4,500	4,825	4,500	5,085	5,340	5,040	(300)	-5.6%
540.000-Advertising	-	92	500	446	500	500	-	0.0%
571.000-Streetscape Maintenance	20,000	29,184	20,000	20,936	25,000	23,000	(2,000)	-8.0%
572.000-Traffic Control	33,000	30,378	33,000	40,735	35,000	35,000	-	0.0%
573.000-Sidewalk and Curb Maintenance	6,000	-	6,000	-	6,000	6,000	-	0.0%
575.000-Storm Sewer Maintenance	145,000	78,495	165,000	158,435	165,000	165,000	-	0.0%
600.000-Salt, Sand and Gravel	45,000	19,226	45,000	24,154	45,000	35,000	(10,000)	-22.2%
605.000-Summer Construction Supplies	3,000	1,201	3,000	1,275	3,000	3,000	-	0.0%
609.000-Safety Supplies	35,000	36,180	35,000	32,500	35,000	35,000	-	0.0%
610.000-General Supplies	15,000	26,175	15,000	12,537	20,000	15,000	(5,000)	-25.0%
610.200-Streetlight Supplies	3,510	5,326	2,700	4,632	3,400	3,510	110	3.2%
612.000-Uniforms	4,200	3,504	4,200	3,925	4,200	4,200	-	0.0%
621.000-Natural Gas/Heating	4,200	20,463	4,500	14,703	25,000	20,000	(5,000)	-20.0%
622.000-Electricity	138,000	141,925	138,000	150,708	142,000	150,000	8,000	5.6%
622.200-Streetlight Electricity	42,000	39,475	50,000	39,640	50,000	45,000	(5,000)	-10.0%
626.000-Gasoline/Fuel	-	-	-	2,046	-	-	-	n/a
750.000-Machinery and Equipment	7,000	-	7,000	-	10,000	10,000	-	0.0%
810.112-Tree Advisory Committee	10,000	4,272	10,000	6,136	10,000	10,000	-	0.0%
920.000-Transfer between funds (capital)	151,440	151,440	-	-	-	-	-	n/a
Total Expenditure	1,566,556	1,572,099	1,552,923	1,445,544	1,583,502	1,653,741	70,239	4.4%

210-41-20 - Buildings - 2 Lincoln St

Expenditure								
400.000-Contracted Services	3,000	4,944	3,000	1,545	6,000	6,579	579	9.7%
410.000-Water and Sewer Charges	1,500	828	750	761	1,700	1,500	(200)	-11.8%
420.000-Cleaning Services	22,000	15,841	15,000	7,665	18,000	27,132	9,132	50.7%
425.000-Trash Removal	3,600	3,657	4,000	3,979	4,000	4,392	392	9.8%
431.000-R&M Buildings and Grounds	20,000	10,558	5,000	4,599	8,000	7,000	(1,000)	-12.5%
450.000-Construction Services	2,824,514	-	-	-	-	-	-	n/a
505.000-Technology Subscription, Licenses	-	-	-	-	-	2,102	2,102	n/a
530.000-Communications	8,968	13,911	10,600	7,144	7,000	6,959	(41)	-0.6%
610.000-General Supplies	5,000	1,569	2,150	1,242	3,500	1,500	(2,000)	-57.1%
621.000-Natural Gas/Heating	6,500	5,332	5,800	2,396	6,000	6,000	-	0.0%
622.000-Electricity	11,000	8,215	8,500	9,187	9,000	10,000	1,000	11.1%
755.000-Furniture and Fixtures	7,000	1,072	7,000	211	500	750	250	50.0%
Total Expenditure	2,913,082	65,926	61,800	38,729	63,700	73,914	10,214	16.0%

210-41-21 - Buildings - Brownell Library

Expenditure								
400.000-Contracted Services	4,750	15,498	6,350	5,197	6,350	6,500	150	2.4%
410.000-Water and Sewer Charges	700	606	540	627	650	650	-	0.0%
420.000-Cleaning Services	30,000	26,906	30,000	37,384	42,000	43,300	1,300	3.1%
425.000-Trash Removal	25,175	14,315	23,300	25,901	21,650	40,000	18,350	84.8%
431.000-R&M Buildings and Grounds	-	-	-	-	-	1,000	1,000	n/a
530.000-Communications	4,090	4,005	4,470	4,031	4,470	4,500	30	0.7%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
610.000-General Supplies	-	-	1,800	1,989	1,500	2,000	500	33.3%
621.000-Natural Gas/Heating	7,200	6,589	7,200	7,433	7,200	7,500	300	4.2%
622.000-Electricity	14,750	16,740	14,650	18,977	16,800	19,500	2,700	16.1%
755.000-Furniture and Fixtures	-	-	2,155	1,493	-	2,000	2,000	n/a
Total Expenditure	86,665	84,659	90,465	103,031	100,620	126,950	26,330	26.2%

210-41-22 - Buildings - Fire Station

Expenditure								
400.000-Contracted Services	600	736	600	563	850	1,420	570	67.1%
410.000-Water and Sewer Charges	500	575	500	408	600	600	-	0.0%
420.000-Cleaning Services	500	-	250	-	250	-	(250)	-100.0%
431.000-R&M Buildings and Grounds	8,000	7,783	8,500	11,121	8,500	20,000	11,500	135.3%
530.000-Communications	2,400	4,880	4,140	797	2,000	1,500	(500)	-25.0%
610.000-General Supplies	1,100	1,562	1,500	343	1,500	500	(1,000)	-66.7%
621.000-Natural Gas/Heating	4,000	3,523	5,000	6,541	5,000	5,000	-	0.0%
622.000-Electricity	7,000	8,215	8,000	9,187	8,250	8,500	250	3.0%
755.000-Furniture and Fixtures	-	-	2,000	1,200	-	-	-	n/a
Total Expenditure	24,100	27,275	30,490	30,161	26,950	37,520	10,570	39.2%

210-41-23 - Buildings - Park Street School

Expenditure								
400.000-Contracted Services	1,000	1,083	2,000	2,370	2,000	4,348	2,348	117.4%
410.000-Water and Sewer Charges	1,500	1,222	1,150	784	1,500	784	(716)	-47.8%
420.000-Cleaning Services	32,500	21,453	-	2,282	-	-	-	n/a
431.000-R&M Buildings and Grounds	15,000	14,778	15,000	30,326	15,000	15,000	-	0.0%
505.000-Technology Subscription, Licenses	-	-	-	-	-	671	671	n/a
530.000-Communications	3,100	3,337	3,100	2,873	2,500	2,873	373	14.9%
621.000-Natural Gas/Heating	3,500	1,987	3,900	2,892	3,900	2,892	(1,008)	-25.8%
622.000-Electricity	5,900	4,493	5,900	4,737	5,900	4,737	(1,163)	-19.7%
Total Expenditure	62,500	48,354	31,050	46,263	30,800	31,305	505	1.6%

210-41-26 - Buildings - Maple Street Park and Pool

Expenditure								
400.000-Contracted Services	1,000	3,336	3,000	3,246	6,500	7,501	1,001	15.4%
410.000-Water and Sewer Charges	7,800	8,623	7,800	7,594	8,750	7,594	(1,156)	-13.2%
420.000-Cleaning Services	32,500	26,580	32,500	44,698	35,000	28,743	(6,257)	-17.9%
425.000-Trash Removal	4,716	4,279	4,900	5,634	4,900	5,634	734	15.0%
431.000-R&M Buildings and Grounds	30,000	53,206	30,000	18,300	-	-	-	n/a
505.000-Technology Subscription, Licenses	-	-	-	-	-	1,343	1,343	n/a
530.000-Communications	8,900	9,844	9,150	7,366	4,000	7,366	3,366	84.2%
610.000-General Supplies	-	-	6,500	781	6,500	6,500	-	0.0%
621.000-Natural Gas/Heating	6,500	5,785	6,500	5,975	7,000	5,975	(1,025)	-14.6%
622.000-Electricity	37,500	37,919	36,500	39,629	38,000	39,629	1,629	4.3%
920.000-Transfer between funds (capital)	-	-	-	-	30,000	30,000	-	0.0%
Total Expenditure	128,916	149,571	136,850	133,224	140,650	140,284	(366)	-0.3%

210-90-00 - Transfers and Misc

Revenues								
050.000-Donation Revenue	-	8,106	-	12,309	-	-	-	n/a
Grant Revenue	-	12,904	-	3,984	-	-	-	n/a
Total Revenues	-	21,010	-	16,293	-	-	-	n/a
Expenditure								
Grant Expenses	-	3,021	-	26,109	-	-	-	n/a
Donation Expenses	-	8,974	-	11,620	-	-	-	n/a
Capital Transfer	531,585	3,276,360	584,744	3,409,258	643,218	643,218	-	0.0%
Rolling Stock Transfer	-	-	283,450	283,450	300,638	322,283	21,645	7.2%
Buildings Transfer	50,000	50,000	50,000	50,000	50,000	50,000	-	0.0%

	2024 Budget	2024 Actual	2025 Budget	2025 Actual	2026 Budget	2027 Budget	\$ Change	% Change
EJRP Capital Transfer	112,771	112,771	113,380	113,380	114,103	114,103	0	0.0%
910.000-Stormwater Fees	-	-	-	-	7,811	6,363	(1,448)	-18.5%
922.000-Contribution to Fund Balance/Reserves	5,000	5,000	5,000	5,000	5,000	25,000	20,000	400.0%
922.XXX-General Reserves	-	-	-	-	110,000	-	(110,000)	-100.0%
Total Expenditure	699,356	3,456,126	1,036,574	3,898,816	1,230,770	1,160,967	(69,803)	-5.7%

210-95-00 - Debt

Expenditure								
900.000-Transfer between Town/City	203,203	203,203	200,574	193,608	188,738	183,148	(5,590)	-3.0%
950.903-Capital Imp Principal	135,135	135,300	135,135	135,135	135,135	135,135	-	0.0%
955.903-Capital Imp Interest	64,190	56,413	56,344	38,702	52,070	43,082	(8,988)	-17.3%
Total Expenditure	402,528	394,916	392,053	367,446	375,943	361,365	(14,578)	-3.9%

OTHER FUNDS

Building Maintenance Fund

	FY26 Projection	FY27 Projection	FY28 Projection	Notes
Beginning Balance	1,178,148	98,108	148,108	
Add	50,000	50,000	50,000	\$50,000 annual transfer, \$2,824,513.71 FY24 surplus transfer and \$400,000 LOT funds for 2 Lincoln
Spend	1,130,040	-	-	FY24 Brownell roof and entrance \$200,000 (spent \$11,399.50 in FY23, \$39,730.08 in FY24, \$6787.76 in FY25), FY25 2 Lincoln renovations \$3,892,679.71 (spent \$46,048.50 in FY24, \$2,933,674.10 in FY25), FY26 Brownell carpet replacement \$75,000 (originally budgeted FY25) - actual roof replacement cost \$65,000 plus architect fees
Ending Balance	98,108	148,108	198,108	

Economic Development Fund

	FY26 Projection	FY27 Projection	FY28 Projection	Notes
Beginning Balance	914,544	293,327	316,327	
Add	113,000	113,000		tax revenue - this amount will most likely change after reappraisal (potential increase); this figure does not include interest revenue for FY26/FY27; to be reconsidered by voters in 2027
Spend	734,217	90,000		FY25 \$40,000 Main St Park (spent \$6425 in FY25); FY25 \$90,000 Crescent Connector (spent \$86,820.25 in FY25) and \$250,000 Amtrak (spent \$2865 in FY25); FY26 \$450,000 Amtrak; FY27 \$50,000 Amtrak; FY27 \$40,000 Connect the Junction implementation or Pearl St quick build
Ending Balance	293,327	316,327	316,327	

Local Option Tax Fund

	FY26 Projection	FY27 Projection	FY28 Projection	FY29 Projection	FY30 Projection	Notes
Beginning Balance	1,087,262	759,263	609,263	459,263	309,263	
Add	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	annualized average of actual receipts
Spend	1,327,999	1,150,000	1,150,000	1,150,000	1,150,000	FY25 Rebranding \$27,500 (not spent FY25); FY25 Banners/Signs \$14,375 (not spent FY25); FY25 Sidewalks \$255,525.56 (spent \$19,401.75); FY26-FY29 conservative revenue estimate with 25% to sidewalks and \$800,000 to capital (revenue does not include potential interest)
Ending Balance	759,263	609,263	459,263	309,263	159,263	

General Fund Capital Reserve Fund Balance

	FY27	FY28	FY29	FY30	FY31
Beginning Fund Balance	387,495	51,954	3,690	1,549,837	940,923
Planned Spending	(1,895,320)	(1,614,806)	(10,000)	(2,171,622)	(1,963,254)
Revenue Sources					
<i>General Fund Transfer In</i>	643,218	649,650	656,147	662,708	669,335
<i>CVE Annual Contribution</i>	16,561	16,892			
<i>LOT Transfer In</i>	900,000	900,000	900,000	900,000	750,000
<i>Misc. Donations and Interest Earnings</i>					
<i>Summary Stormwater Grants</i>					
<i>Brickyard Culvert</i>					
<i>Vtrans Structures Grant-Main St. Ped Bridge</i>					
<i>Crescent Connector Grant</i>					
<i>Pearl St. Missing Link Grants</i>					
<i>FEMA - Densmore Drive (Oct 2019 event) and State 15%</i>					
Total Revenues	1,559,779	1,566,542	1,556,147	1,562,708	1,419,335
Ending Fund Balance	51,954	3,690	1,549,837	940,923	397,005

Rolling Stock Fund Balance

	FY27	FY28	FY29	FY30	FY31
Beginning Fund Balance	369,870	78,653	(213,309)	(326,346)	(64,317)
Planned Spending					
<i>Streets</i>	(613,500)	(637,450)	(483,400)	(135,000)	-
<i>Fire</i>	-	-	-	(1,100,000)	-
Total Spending	(613,500)	(637,450)	(483,400)	(1,235,000)	-
Debt Payments (fire truck)				1,100,000	(390,000)
Revenue Sources					
<i>Highway General Fund Transfer In</i>					
<i>Fire General Fund Transfer In</i>					
<i>General Fund Transfer In</i>	322,283	345,488	370,363	397,029	425,615
<i>Vac Truck Rental</i>					
<i>Sale of Assets</i>					
<i>Interest Earnings</i>					
Total Revenues	322,283	345,488	370,363	397,029	425,615
Ending Fund Balance	78,653	(213,309)	(326,346)	(64,317)	(28,702)

Capital Plan and Rolling Stock Fund Details

Fund	Dept	Project	FY27	FY28	FY29	FY30	FY31
GFC	Streets	Main St Shared Use Path	592,500				
GFC	Streets	Rosewood Lane Road Reconstruction and Sidewalk	1,214,820	1,304,806			
GFC	Streets	Replace Waterline North St - Grove St to Central St				2,111,622	
GFC	Streets	Road Reconstruction Pleasant St - Main St to Mansfield Ave					1,963,254
GFC	Streets	Asset Management Program	13,000				
GFC	Streets	Bike Lanes - FY27 Park St (parking removal and bike	10,000				
RS	Streets	Mower			15,900		
GFC	Streets	Pedestrian Crossings - FY30 West St Ext and CVE				TBD	
GFC	Fire	Thermal Cameras (placed in service 2022)				60,000	
GFC	Streets	Traffic calming measures	10,000	10,000	10,000		
GFC	Streets	Traffic cameras (FY27 5 corners lights - 5 cameras @	55,000				
GFC	General	Veteran's Memorial Park		300,000			
RS	Streets	Compressor - 2017 Sullair #13		31,200			
RS	Streets	Dumptruck - 2014 Freightliner #6	287,500				
RS	Streets	Loader - 2014 Cat #9		281,250			
RS	Streets	Mower	15,000				
RS	Streets	Pickup - 2019 Silverado #1		72,000			
RS	Streets	Pickup 1 Ton - 2019 Silverado #15	69,000				
RS	Fire	Pumper - 2008 8E5				1,100,000	
RS	Streets	Sidewalk Plow - 2017 Prinoth PW4S #10	242,000				
RS	Streets	Sidewalk Plow - 2021 Prinoth SW50S #11		253,000			
RS	Streets	Trailer Mounted Boom Lift - 2019 #35			45,000		
RS	Streets	Vac Truck #8					
RS	Streets	Vacuum Sweeper - 2013 Johnston #16			422,500		
RS	Streets	Wheel Loader - 2019 Neuson Wacker #38				135,000	

EJRP Capital Plan

Based on 1% of City grand list with 0.35% annual growth

Category	FY27	FY28	FY29	FY30	FY31
	Amount	Amount	Amount	Amount	Amount
Resurfacing	\$ 2,653	\$ -	\$ 6,850	\$ -	\$ 38,709
Lighting & Technology	\$ -	\$ -	\$ 6,204	\$ 11,884	\$ -
Maintenance Equipment	\$ 44,450	\$ 22,433	\$ 19,849	\$ 7,090	\$ -
Park Amenities	\$ -	\$ -	\$ -	\$ 10,000	\$ 10,000
Buildings & Facilities	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000
Pool	\$ -	\$ 25,069	\$ 15,000	\$ 19,331	\$ -
Landscaping	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
TOTAL	\$114,103	\$114,502	\$114,903	\$115,305	\$115,709

FY27 Detail

Category	Items	Amount
Resurfacing	Replenish playground safety chips	\$ 2,653
Maintenance Equipment	Truck (payment 3 of 5); Line painter (payment 3 of 6); New Kabota	\$ 44,450
Buildings & Facilities	Maintenance garage addition; Cascade Park redevelopment project	\$ 55,000
Landscaping	Landscaping, tree, and turf maintenance.	\$ 12,000
TOTAL		\$114,103



INDEPENDENT AUDITOR'S REPORT





Kittell Branagan & Sargent

Certified Public Accountants

Vermont License #167

INDEPENDENT AUDITOR'S REPORT

To the City Council
City of Essex Junction, Vermont
Essex Junction, Vermont

Opinions

We have audited the accompanying financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the City of Essex Junction, Vermont as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the City of Essex Junction, Vermont's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the City of Essex Junction, Vermont, as of June 30, 2025, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the City of Essex Junction, Vermont and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the City of Essex Junction, Vermont's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City of Essex Junction, Vermont's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the City of Essex Junction, Vermont's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, budgetary comparison information, the schedule of proportionate share of the net pension liability and the schedule of contributions be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements.

We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the City of Essex Junction, Vermont's basic financial statements. The combining and individual nonmajor fund financial statements, budgetary comparison schedules of the enterprise funds and schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the combining and individual nonmajor fund financial statements are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor's report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated January 7, 2026, on our consideration of City of Essex Junction, Vermont's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the City of Essex Junction, Vermont's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering City of Essex Junction, Vermont's internal control over financial reporting and compliance.



St. Albans, Vermont
January 7, 2026

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

Management of the City of Essex Junction (the "City") herein sets forth an overview and analysis of its financial operations for the fiscal year ended June 30, 2025.

FINANCIAL HIGHLIGHTS

- Assets exceeded liabilities and deferred inflows of resources on June 30, 2025 by \$60,335,203 (*net position*). Of this amount, \$15,661,033 (*unrestricted net position*) may be used by the various funds of the City to meet the City's ongoing obligations. The balance of net position is made up of \$44,650,046 invested in capital assets net of related debt and \$24,124 restricted for specific purposes.
- The City's total net position increased by \$6,730,698. Of this amount, net position attributable to governmental activities increased by \$5,050,676. Net position attributable to business-type activities increased by \$1,680,022.
- Fund balances of total governmental funds increased by \$625,949 in FY25. The General Fund had \$1,581,315 of unassigned fund balance at June 30, 2025, which is equal to 12.73% of the approved FY26 General Fund Budget.

OVERVIEW OF THE FINANCIAL STATEMENTS

The annual financial report consists of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

Government-wide financial statements. The government-wide financial statements are designed to provide readers with a broad overview of the City of Essex Junction's finances, in a manner similar to a private-sector business.

The *statement of net position* presents information on all of the City of Essex Junction's assets and liabilities with the difference between the two reported as net position.

The *statement of activities* presents information showing how the City's net position changed during the past fiscal year. The *statement of activities* is on the full accrual basis (i.e. all changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows) whereas the *statement of revenues, expenditures and changes in fund balances of governmental funds* is on the modified accrual basis (i.e. revenue is recognized when it becomes measurable and available as net current position and expenditures are recognized when the related liability is incurred). Thus, in the *statement of activities* revenues and expenses are reported for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

Both of the government-wide financial statements combine information from governmental funds (which are supported primarily by tax dollars) with information from enterprise funds which are supported by user fees and charges (*business-type activities*). The governmental activities of the City of Essex Junction include general government, public works, community development, public safety, and culture and recreation. The business-type activities of the City include water operations, wastewater treatment, and sanitation lines maintenance. The government-wide financial statements can be found on pages 1 & 2 of the Financial Statements.

Fund financial statements. A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. The City has three types of funds: governmental funds, proprietary funds, and fiduciary funds. The proprietary funds of the City are all Enterprise Funds. Fund financial statements can be found on pages 3 through 9 of the Financial Statements.

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

Notes to the financial statements. The notes provide additional information that is necessary for an understanding of the information in the government-wide and fund financial statements. The Notes to the Financial Statements follow the basic financial statements in this report.

Other Information. In addition to the basic financial statements and accompanying notes, this report also presents certain *supplementary information*. This supplementary information includes combining statements for various funds and budgetary comparison statements for funds other than the City's general fund. The supplementary information can be found immediately following the notes to the financial statements.

GOVERNMENT-WIDE FINANCIAL ANALYSIS

Summary Statement of Net Position						
	Governmental Activities		Business-type Activities		Total Government	
	2025	2024	2025	2024	2025	2024
Assets:						
Cash	\$ 16,381,230	\$ 13,616,845	\$ 615,413	\$ 1,086,234	\$ 16,996,643	\$ 14,703,079
Other Assets	1,519,419	3,025,126	11,034,886	8,886,565	12,554,305	11,911,691
Capital Assets	38,620,850	32,658,821	19,473,814	20,075,371	58,094,664	52,734,192
Total Assets	56,521,499	49,300,792	31,124,113	30,048,170	87,645,612	79,348,962
Deferred Outflows of Resources	841,693	1,042,148	618,206	716,781	1,459,899	1,758,929
Liabilities:						
Other Liabilities	10,047,986	8,192,521	2,518,079	2,673,621	12,566,065	10,866,142
Noncurrent Liabilities	3,136,456	3,022,345	13,067,787	13,614,899	16,204,243	16,637,244
Total Liabilities	13,184,442	11,214,866	15,585,866	16,288,520	28,770,308	27,503,386
Net Position:						
Net Investment in Capital Assets	37,269,499	31,172,335	7,380,547	7,500,572	44,650,046	38,672,907
Restricted	24,124	20,333	-	-	24,124	20,333
Unrestricted	6,885,127	7,935,406	8,775,906	6,975,859	15,661,033	14,911,265
Total Net Position	\$ 44,178,750	\$ 39,128,074	\$ 16,156,453	\$ 14,476,431	\$ 60,335,203	\$ 53,604,505

As stated in the chart titled Summary Statement of Net Position, assets exceeded liabilities by \$53,604,505 at the end of fiscal year 2024. Assets at the end of fiscal year 2023 exceeded liabilities by \$43,864,741.

The largest portion of the City's net position is in its net investment in capital assets (74.00%). These assets are used to provide services to its citizens (e.g. land, buildings, equipment, and infrastructure). Therefore, these assets are not available for future spending.

An amount of \$24,124 of the City's net position is subject to restrictions on how it may be used. These funds are restricted for Veterans Memorial Park and for the Senior Center. Unrestricted net assets of \$6,885,127 may be used to meet the government's ongoing obligations to citizens and creditors. Some of the amounts included in unrestricted net position are committed by the City or assigned by the City Council for particular purposes (e.g. capital projects).

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

Summary of the Statement of Activities						
	Governmental Activities		Business-type Activities		Total Government	
	2025	2024	2025	2024	2025	2024
Revenues:						
Program Revenues:						
Charges for Services	\$ 794,698	\$ 763,927	\$13,737,004	\$ 12,394,429	\$ 14,531,702	\$ 13,158,356
Operating Grants & Revenues	43,832	2,817,375	115,265	442,856	159,097	3,260,231
Capital Grants & Revenues	3,100,006	4,257,814	1,018,084	728,696	4,118,090	4,986,510
General Revenues:					-	
Property Taxes	11,543,029	10,705,904	-	-	11,543,029	10,705,904
Local Option Tax	1,022,102	960,597	-	-	1,022,102	960,597
Unrestricted investment earnings	308,812	203,997	253,789	163,275	562,601	367,272
Loss on disposal of equipment	(1,275)	(6,419)	3,000	-	1,725	(6,419)
Other	36,682	112,195	-	-	36,682	112,195
Total Revenues	16,847,886	19,815,390	15,127,142	13,729,256	31,975,028	33,544,646
Expenses:						
General Government	3,116,403	3,036,877	-	-	3,116,403	3,036,877
Public Safety	3,490,330	3,506,863	-	-	3,490,330	3,506,863
Highways and Streets	1,838,577	2,202,676	-	-	1,838,577	2,202,676
Culture and Recreation	3,401,161	2,434,256	-	-	3,401,161	2,434,256
Interest on Long-Term Debt	38,157	55,889	-	-	38,157	55,889
Water	-	-	4,544,381	4,491,617	4,544,381	4,491,617
Sanitation	-	-	871,864	801,978	871,864	801,978
Wastewater	-	-	3,647,668	3,710,124	3,647,668	3,710,124
Recreation	-	-	4,295,789	3,564,602	4,295,789	3,564,602
Total Expenses	11,884,628	11,236,561	13,359,702	12,568,321	25,244,330	23,804,882
Change in Net Position before Transfers	4,963,258	8,578,829	1,767,440	1,160,935	6,730,698	9,739,764
Transfers	87,418	15,500	(87,418)	(15,500)	-	-
Increase (Decrease) in Net Position	5,050,676	8,594,329	1,680,022	1,145,435	6,730,698	9,739,764
Beginning Net Position	39,128,074	30,533,745	14,476,431	13,330,996	53,604,505	43,864,741
Ending Net Position	\$ 44,178,750	\$39,128,074	\$16,156,453	\$ 14,476,431	\$ 60,335,203	\$ 53,604,505

Governmental activities. Governmental activities increased the City's net position by \$5,050,676 in FY25. The City increased its investment in capital assets by \$6,097,164 and decreased its unrestricted net position by \$1,050,279. Restricted net position increased by \$3,791.

Business-type activities. Business-type activities increased the City's net position by \$1,680,022.

Water Fund

The Water Fund had a budgetary net income of \$32,358 in FY25. Disregarding GlobalFoundries pass through revenues and expenses, Water Fund revenues were \$132,270 less than budget and expenses were \$174,912 under budget. The Water Fund continued construction on the Main St water line replacement and work on the water service line inventory.

Sanitation Fund

The Sanitation Fund had a budgetary net income of \$254,284 against a budget of \$154,370 in net income. Sanitation revenues were \$176,895 more than budgeted and expenses were \$76,981 more than budgeted. Hook-on fees were \$42,346 more than budgeted. City customer charges included \$154,370 for the WWTF Refurbishment Bond payment. The Sanitation Fund participates by paying 2/3 of the cost of the Meter Replacement Program as it funds the costs for both the Sanitation Fund (underground piping) and the Wastewater Treatment Fund (wastewater treatment). In FY25, meter replacement costs totaled \$23,296,

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

there were emergency repairs made to the West Street pump station, and preliminary engineering work started for the upgrades of Maple Street/River Street/West Street pump stations.

Wastewater Treatment Fund

The Wastewater Treatment Fund had budgetary net income of \$274,284 in FY25. Revenues were over budget by \$292,739 while expenses were over budget by \$19,955. At year-end 2014, a reconciliation was done of revenues versus expenses, and it was found that each of the Tri-Town communities was responsible for a portion of the surplus. Each community in the Tri-town was designated a portion of the surplus to be a buffer against future losses. These funds have been set aside for each community. This reconciliation has continued annually, and the amounts designated to each community as of June 30, 2025 include City of Essex Junction \$79,773; Town of Essex \$178,434; and Town of Williston \$630,981. Each community determines how much it wants to leave in this rate stabilization fund. Work was completed in FY25 on digester maintenance. Work continued on a 10-year engineer evaluation of the facility and the PePhloe and energy conservation projects.

Recreation Programs Fund

On July 1, 2017 the Essex Junction Recreation and Parks (EJRP) became a department of the City. EJRP had previously been a department of the school district. EJRP operates the Recreation Programs enterprise fund. The Recreation Programs Fund ended the year with a net position of \$1,304,712. As an enterprise fund it is expected that program revenues generated will cover the costs of programming. Program revenues came in over budget by \$935,791. Program expenses were over budget by \$529,216. Pool admissions/memberships, and preschool, after school and summer day camp programs all exceeded budgeted revenue. There were significant increases in professional services and general supplies.

FINANCIAL ANALYSIS OF MAJOR GOVERNMENTAL FUNDS

The General Fund

The General Fund is the chief operating fund of the City. The General Fund had a net decrease in fund balance of \$1,876,784 for the year ended June 30, 2025. The fund balance of the General Fund decreased from \$5,015,160 at the end of FY24, to \$3,138,376 at the end of FY25. Of the \$3,138,376 fund balance, \$312,493 is nonspendable (inventories and prepaid expenses), \$157,297 is assigned (see Note 12 for additional detail), \$1,087,262 is committed (Local Option Taxes for capital projects), and \$1,581,315 is unassigned. The unassigned fund balance is equal to 12.73% of the FY26 Budget. To comply with the Governmental Accounting Standards Board Statement 54, the City has adopted a fund balance policy. Basically, this fund balance policy states that the fund balances of governmental funds are classified as nonspendable (not in spendable form or legally required to remain intact); restricted (constraints on the use of resources are either externally imposed by creditors, grantors, or donors, or imposed by law through enabling legislation); committed (constraints on the use of resources are imposed by formal action of the voters); assigned (reflecting the City Council intended use of the resources); and unassigned. As of June 30, 2025 the City General Fund has no restricted fund balance. In addition, the City has a policy limiting unassigned fund balance to 15% of the current budget.

The City budget for the year ended June 30, 2025 passed on the first vote at Annual Meeting in April of 2024 and there were no amendments made to the budget during the year.

On the revenue side, the City recorded revenues greater than budget by \$552,224. This overage is a result of Local Option Tax revenue collected that was not budgeted for (\$147,670), interest income that was not budgeted for (\$148,857), and penalties on delinquent taxes (\$138,281). The revenue from Local Option

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

Taxes will be used to fund future capital and sidewalk maintenance/improvement projects as defined by the LOT revenue policy.

- General government expenditures were under budget by \$252,068. General government departments include Finance, Administration and Buildings. This was a result of savings in insurances (health and property/casualty), legal and professional services, and technology equipment replacement deferral.
- Public Safety expenditures were under budget by \$183,497. This was primarily a result of staff vacancy savings in the Police contract with the Town of Essex.
- Public works expenditures were under budget by \$312,620. The primary drivers for this were a savings in summer construction services, and deferral of sidewalk projects in the Local Option Tax fund while the projects are identified and engineered. The unspent funds in the LOT fund remain in the balance of that fund, allocated for sidewalk projects.
- Community and economic development expenditures were under budget by \$31,069. This was primarily a result of reduced need for outside professional services and unspent matching grant funds.
- Culture and recreation expenditures were over budget by \$58,713. This was primarily a result of staff insurance plan changes.

Capital Reserve Fund

The Capital Reserve Fund had a fund balance of \$1,884,836 as of June 30, 2025 and a fund balance deficit of \$467,414 as of June 30, 2024. The Crescent Connector Project progressed for a cost of \$2,493,298 with federal grant reimbursement in the year of \$4,306,673, the difference is a result of timing between expenditure recognition and when the City receives grant revenues. This project is funded by a grant from the US Department of Transportation through the State of Vermont Agency of Transportation and does not require matching funds. Additional major projects during the year included: facilities assessment work, sliplining of pipes, and engineering work on the Iroquois Ave road and waterline project.

Whitcomb Terrace Loan Fund

In April of 2004, the City received a grant of up to \$270,000 from the Vermont Agency of Commerce and Community Development. This grant was used in FY05 to construct Whitcomb Terrace, 19 new barrier-free units of affordable housing at 128 West Street in Essex Junction. The grant money was used to provide a deferred loan to Whitcomb Terrace Housing Limited Partnership for the purpose of constructing Whitcomb Terrace. The interest free loan is due to be paid back to the City on December 17, 2034. The City has a note receivable that is not likely to be paid back and so is carrying a \$-0- balance for this note.

Rolling Stock Reserve Fund

The Rolling Stock Reserve Fund had a fund balance of \$685,744 as of June 30, 2025 and \$948,424 as of June 30, 2024. This fund received an appropriation from the general fund of \$283,450 and \$30,807 in other revenues. The frame on the fire department's ladder truck was replaced, a pickup truck for the Streets department was replaced, and one plow truck replacement was completed with a second replacement on order to be received in FY26.

EJRP Capital Reserve Fund

The EJRP Capital Reserve Fund had a fund balance of \$6,812 as of June 30, 2025 and a fund balance of \$64,581 as of June 30, 2024. These funds are used to maintain and upgrade the parks, and all amenities/equipment at the parks.

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets

The City of Essex Junction's investment in capital assets for its governmental and business-type activities as of June 30, 2025 totaled \$58,094,664 (net of accumulated depreciation). This is a net increase of \$5,360,472 from June 30, 2024 when the total was \$52,734,192. These assets include buildings, roads and bridges, land, machinery and equipment, library books, park facilities, vehicles and distribution and collection systems. Asset additions totaled \$7,746,093 and were concentrated in vehicles and roads/curbs/sidewalks categories. These additions were offset by accumulated depreciation which increased by \$2,385,621, to cause the net increase in capital assets.

The major capital asset transactions during the year for the Governmental Activities were as follows:

- Paving on Prospect Street, West Hillcrest Road, Cherry Street, Cherokee/Cree Avenue, Iroquois Avenue and Abnaki Avenue areas
- Fire Dept ladder truck frame replacement
- Public Works pickup and plow truck replacements
- Park and equipment upgrades/replacements at Maple Street Park
- Truck and equipment for EJRP
- Boiler at Park Street School building
- Training equipment for the Fire Department

The major capital assets transactions during the year for the enterprise activities were as follows:

- Continued construction on Main St waterline replacement
- Pickup truck replacement for the water department
- Equipment at the wastewater treatment facility
- Continued a 10-year engineer evaluation of the wastewater treatment facility
- 2 Lincoln Street fire line replacement to service renovated building
- Water meter purchase and installation is ongoing

A table that shows the values of the City's capital assets net of depreciation is shown below. Additional information can be found in Note 7 of this report.

Summary of Capital Assets						
	Governmental Activities		Business-type Activities		Total Government	
	2025	2024	2025	2024	2025	2024
Capital Assets:						
Land	\$ 127,876	\$ 127,876	\$ 118,077	\$ 118,077	\$ 245,953	\$ 245,953
Construction in Progress	18,134,423	11,777,291	3,133,417	2,764,610	21,267,840	14,541,901
Antiques and Works of Art	7,550	7,550	-	-	7,550	7,550
Buildings and Improvements	4,810,060	4,810,060	15,171,806	15,171,806	19,981,866	19,981,866
Machinery, equipment, and vehicles	9,419,248	8,729,007	6,730,041	6,604,979	16,149,289	15,333,986
Library Books	798,804	798,804	-	-	798,804	798,804
Parks	2,094,962	2,094,962	-	-	2,094,962	2,094,962
Roads, Curbs, Sidewalks, and Storm Sewers	19,404,481	19,199,630	164,182	164,182	19,568,663	19,363,812
Water and Sewer infrastructure	-	-	22,442,964	22,442,964	22,442,964	22,442,964
	54,797,404	47,545,180	47,760,487	47,266,618	102,557,891	94,811,798
Less: Accumulated Depreciation	(16,176,554)	(14,886,359)	(28,286,673)	(27,191,247)	(44,463,227)	(42,077,606)
Total Assets, Net	\$ 38,620,850	\$32,658,821	\$19,473,814	\$ 20,075,371	\$ 58,094,664	\$ 52,734,192

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

LONG TERM DEBT

Summary of Long Term Debt				
	June 30, 2024	Additions	Deletions	June 30, 2025
Governmental Activities				
General Obligation Bonds	\$ 1,486,486	\$ -	\$ 135,135	\$ 1,351,351
Notes Payable	-	-	-	-
Business-type Activities				
Water and Sewer Bonds	4,375,696	139,207	187,195	4,327,708
Notes Payable	9,074,391	-	693,419	8,380,972
Total Government	\$ 15,794,212	\$ 139,207	\$ 1,015,749	\$ 14,060,031

On April 8, 2014 the City voters agreed to issue general obligation bonds in an amount not to exceed \$3,300,000. In July 2015 \$3,300,000 was received from the Vermont Municipal Bond Bank for the purpose of performing five infrastructure projects. In FY15 the School St. south Roadway/Water/Sewer line project was completed. In FY16 the Hillcrest Drainage project, the Main St. Drainage, the Maple St. Culvert/Water line were completed, and the Briar Lane Roadway/Sidewalk/Water Line projects were continued. The last project, Briar Lane Roadway/Sidewalk and Water Line was completed in FY17. At June 30, 2025 the outstanding principal on this bond is \$1,650,000; with \$1,351,351 in governmental activities and \$298,649 in business-type activities.

In FY10 the City was awarded a loan of \$566,938 under the American Recovery and Reinvestment Act (ARRA) to fund two projects. The projects funded were for a high efficiency blower for the Wastewater Treatment Facility and a comprehensive rehabilitation of the City's sanitary sewers. Under the ARRA program half of the loan was forgiven in the form of a grant. Interest is 0% but there is a 2% administrative fee. The loan was for 20 years and the principal balance due on June 30, 2025 is \$97,107.

In FY11 the City began two long-term projects in the Wastewater Treatment Fund and the Sanitation Fund. In a special meeting on April 12, 2011, the City voters authorized the City to issue bonds for \$15,230,000 for improvements to the Wastewater Treatment Facility and \$1,287,000 for the upgrade of City pump stations. As of June 30, 2016, the High School Pump Station project was complete, and the City had borrowed \$1,212,300 and received a subsidy of \$114,800 from the State Clean Water Revolving Fund in the Sanitation Fund. The principal due on the loan as of June 30, 2025 is \$547,845. As of June 30, 2015 the City had borrowed \$13,525,000 for the Wastewater Treatment Refurbishment Project from the State Clean Water Revolving Fund and received a subsidy of \$600,000 making the amount due \$12,925,000. The first payment on this loan was made in FY17 and the principal due on the loan as of June 30, 2025 is \$7,736,020. A bond payable for the Wastewater Treatment Refurbishment Project for \$1,705,000 was assumed from the Town of Bradford. Principal and interest payments were started in FY12. As of June 30, 2025, the principal outstanding on this bond was \$880,000. The Wastewater Treatment Facility, while owned by the City of Essex Junction, serves three towns, the City of Essex Junction, the Town of Essex and the Town of Williston. The debt payments for the Wastewater Treatment Facility are distributed to the Tri-town members according to capacity owned in the Facility.

On April 12, 2022 the City voters agreed to issue general obligations bonds in an amount not to exceed \$3,070,000. In July 2023 \$3,070,000 was received from the Vermont Bond Bank for the purpose of replacing the waterline on Main Street. Work on this project began in the summer of 2023. At June 30, 2025 the outstanding principal on this bond is \$2,865,324.

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

In FY24 the City was awarded a loan of \$430,000 for the purpose of performing an inventory of water service lines within the City. At June 30, 2025 the outstanding principal on this loan is \$283,735, with an additional \$146,265 to be drawn from the loan in the future.

ECONOMIC FACTORS AND NEXT YEAR'S BUDGET

Consolidation of Service Delivery Systems

- Starting in FY15, the Town of Essex entered into an agreement with the Village of Essex Junction and the Essex Junction School District to bill and collect their property taxes. This action was an effort to reduce the duplication of services that existed. As part of the agreement the Town assumed the delinquent taxes of the Village and Village School District. The Town of Essex will continue to do the school tax billing for the Essex Westford School District for all residents that reside in the Town of Essex.
- In FY14 the Village and Town entered into an agreement to share the services of the Town Manager as the Municipal Manager for both entities. This arrangement led to the Village sharing the salary costs of the Manager with the Town, thereby reducing the cost to all taxpayers. In FY15 it was determined that this cost-sharing was beneficial, and efforts should continue to find more areas to cooperate in the delivery of services to be more efficient. This arrangement has resulted in substantial savings for both the Village and Town. In FY18 the current Unified Municipal Manager, Pat Scheidel, who has been Town Manager for 27 retired. A new Unified Municipal Manager, Evan Teich, began employment on February 26, 2018. The decision to hire Mr. Teich was unanimous by both the Village of Essex Junction Trustees and the Town Selectboard.
- FY16 was the first of a three-year commitment to combine the Street budget with the Town of Essex. The Village Trustees adopted the Village Street budget, and the Town of Essex voters approved the funding for this budget as part of the Town budget. A Committee was formed in the spring of 2017 to evaluate how successful this arrangement has been so far and whether it should be continued. The Public Works Consolidation Committee came to the following conclusions:
 - Maintain the MOU until June 2018 and do the studies outlined in the report.
 - Extend the MOU from July 1, 2018 until the studies are complete or well underway. The goal is full consolidation eventually.
 - Benchmarks will be established as a result of the studies
 - Cross-train staff in the village and town and identify common best practices
 - Consolidate rolling stock and equipment budgets as well as capital planning.
 - Practice resources management with assets, administration, processes, services.
 - Both the Trustees and the Selectboard approved the report.
- In FY16 the Village and the Town combined accounts payable, accounts receivable, cash receipts and general ledger. Two Village employees were relocated to the Town offices to share this work.
- In FY17 the Village Clerk/Treasurer became the combined Town and Village Clerk/Treasurer when the Town Clerk/Treasurer position became vacant through retirement.
- In FY18 a Human Resources Director was hired as the combined Town and Village Human Resource Director.
- In FY19 the pay rates and practices of both Fire Departments were aligned. A combined Assistant to the Manager position was established which is funded by both entities.
- In FY20, EJP and the Essex Parks and Recreation Department co-located at 75 Maple Street and began streamlining services at the front desk by co-supervising the Customer Service Specialist, the

**CITY OF ESSEX JUNCTION, VERMONT
MANAGEMENT'S DISCUSSION AND ANALYSIS
JUNE 30, 2025**

Program Director – Senior Services, and by contracting for joint Communications Services. The two departments have hosted joint events and have moved to producing one brochure.

- In FY 20, the Village Trustees and Town Selectboard met jointly and worked to put together a merger plan for the two entities. The Village voted during the November 2020 election on a plan of merger, and it passed 3,453 to 1,205.
- In FY21, The Village Highway and Streets Rolling Stock capital was added to the Highway operating budget, funding for this budget is part of the Town budget.
- The Town of Essex (including Village residents) voted via Australian ballot in March 2021 on Article II, a plan of merger for the Town of Essex and Village of Essex Junction. The article did not pass, 3,737 Yes to 3,756 No. A Special Town Meeting was held in April for a vote to reconsider the plan for merger; that vote also did not pass 4,199 Yes to 4,225 No. The Village of Essex Junction also held an advisory vote in April, asking voters if the Village should pursue separation from the Town in the event the merger did not pass.
- Village voters voted in a special election held November 2, 2021 on whether to adopt a proposed charter for the City of Essex Junction, VT which would effectively separate the Village from the Town of Essex. The vote passed 3,070 to 411.
- The charter for the City of Essex Junction, VT was approved by the state legislature in May 2022, and became effective July 1, 2022. The City began working towards full separation from the Town throughout FY23, with the exception of police and assessing services which will remain under new agreements defined by the City and Town.
- FY24 marked the first full fiscal year for the City of complete separation from the Town. All financial systems and IT infrastructure were fully migrated from the Town ahead of the originally agreed upon dates.

FY26 Budgets

The FY26 General Fund budget increased by \$415,117 or 3% from the FY25 budget, bringing total budgeted General Fund expenditures to \$12,419,241 from \$12,004,124. The increase is largely a result of a planned increase to the fund balance and capital transfers, wage, health insurance, and police service increases. The total tax rate increased 3.5% from \$0.9761 to \$1.0102. In addition to the General Fund rate, there is a 1 cent tax for Economic Development that was added in FY17.

The City Water, Wastewater, Sanitation, and Stormwater Funds saw a budget increase in total of \$856,094 or 15.24% from an aggregate of \$5,617,661 for the four funds to \$6,404,092. This will be the first year of the Stormwater utility as a separate enterprise fund. Operating costs for stormwater were previously included under the Streets budget in the General Fund. This caused an overall rate increase for FY26 of 19.89% for the average user using 120 gallons per day.

REQUESTS FOR INFORMATION

This financial report is designed to provide a general overview of the City of Essex Junction, Vermont's financial condition. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the Finance Director, City of Essex Junction, 2 Lincoln Street, Essex Junction, VT 05452. The report is available online at www.essexjunction.org.



CITY DEPARTMENT & REGIONAL REPORTS



Amber Thibeault, City Council President

If I had to sum up the last year in four words, it would be “Meet Me on Main”. Even as the snow continues to fall around us, the city is still buzzing about this event.

What started as an idea as the council participated in their 1st annual retreat, was brought to life by our party planning extraordinaries EJRP. We couldn't have asked for better weather, not one but all four Saturdays in a row. Walking around I saw adults participating in date night while sipping a beverage from El Gato's food truck and tons of kids of all ages enjoying the bouncy castles, magicians, concerts and

other activities provided by EJRP. People still stop me to ask when the next one will happen...stay tuned...it's coming.

Also, at the retreat, the council reiterated their commitment to public participation and engagement, as the top priority. This year we included several public forum events during regular city council meetings, either as the sole basis of the meeting, or a separate section within the meeting. Councilors participated in several events to meet residents where they were at and answer questions and concerns. These events included but are not limited to, National Night Out, Pumpkin Palooza, Meet me on Main, Brownell Library's Friday night potluck, the 100th anniversary of Brownell Library kick-off event, the Hiawatha Block Party and the Train Hop.

The city council, with the assistance of city staff, held a food drive when utility payments were due to benefit Aunt Dot's, and plan to host another one for Heavenly Pantry. During this event, the council also hosted a booth for residents to meet councilors.

Public engagement and participation remain a priority for the council into the new fiscal year, and beyond. All council members' emails and phone numbers are available online at www.essexjunction.org. We welcome the opportunity to talk to our neighbors. Please feel free to reach out.

See you at Meet Me on Main 2026.





The Community Vision and Strategic Action Plan project explored the future direction of the City of Essex Junction, looking out to 2030. It serves as a guiding framework for our community's vision and priorities. However, its high-level nature necessitates further refinement to ensure our work effectively aligns with these strategic priorities. To accomplish this, a Prioritization List and Department Work Plans have been developed to align the future project list and the day-to-day work with the Community Vision and Strategic Action Plan and the budget.

Departments have developed detailed Department Work Plans to bridge the gap between the Strategic Action Plan and their daily operations. These plans give the City Council and community a better idea of department goals and projects, and provide a way for Department Heads to coordinate the work that needs to be done with an emphasis on continuous improvement and innovation. The Department Work Plans include goals tied to Strategic Pillars and Action Items, current/ongoing work, improvements or new actions, and evaluation methods to measure our progress.

Below you will see the work the department heads accomplished in 2025. To view the Department Work Plans or Prioritization List, visit the Strategic Plan webpage at www.essexjunction.org/news/vision-and-strategic-action-plan.

PILLAR 1: HOUSING & URBAN DESIGN

- Lead LDC amendment process for Sign Regulation rewrite and other technical adjustments
- Integrate regional land use directives, housing targets, and new state designation program requirements into the Comprehensive Plan

PILLAR 2: PUBLIC SERVICES & FACILITIES

- Review equipment and gear for upgrades or replacement
- Lead Survey Line Project completed
- New waterline on Railroad Ave.
- Finish up Main Street water line
- Paving for FY25 city streets
- Implement stormwater utility
- Addition of one FTE staff-Stormwater Coordinator
- Develop stormwater ordinance
- More clearly define buildings role now and in the future. Identify appropriate professional development opportunities – conferences, certifications, etc.
- Create pool water quality emergency checklist so any staff on-site can administer and remedy.
- Identify more efficient, timely, consistent, and affordable solution for bus service needs.
- Offer families a social-emotional learning educational opportunity.
- Incorporate and schedule meaningful field trips into each classroom's curriculum.
- Bring in outside professional to lead a music class for preschoolers.
- Skatepark repairs
- Resurface Maple Street basketball court.
- New infield mix.
- Replace golf cart.
- Resurface Maple Street basketball court.
- Improve Council Onboarding & Orientation, including new ethics policy
- Attend VT Local Government Institute
- Replace car charger at the Fire Station
- Negotiate CHIPS Lease
- Determine Post Reappraisal Assessor Services
- Determine Post Reappraisal Assessor Services
- Monitor Outdoor Cannabis Legislation
- Implement Annual Strategic Planning Process
- Establish a new hire quarterly check in system
- Refine the onboarding paperwork for new staff
- Managers trained in performance management
- Update and modernize HR Policies, including with a lens to becoming a Welcoming & Engaging Community
- Hold meeting for all FT employee prior to open enrollment about options and solicit feedback on plan options
- Employee health insurance benefit satisfaction survey
- Provide clear expectations and guidance with employee evaluations
- Roll out new state ethics policy to staff
- Update the Personnel Regulations
- Committee established to address hiring and wage compression
- Continue training assistant clerk to process land records
- Propose zoning regulation and ordinance amendments to encourage compliance and strengthen enforcement
- Pursue fines and other legal action for cases of chronic non-compliance
- Create a training guide for pool gate staff outlining front office requirements, including transactions, group invoices, and pool pass forms.
- Create, utilize, and maintain a new system of organizing EJRP brochures in order to help maintain the history of EJRP programming.
- Apply for at least four grants and be successful in at least one.
- Obtain first aid/CPR/AED instructor certification.
- Begin Recreation Advisory Committee.
- Identify next steps for Tree Farm Recreation Facility.
- Identify ways to reduce burnout and stress for full day summer camp staff.
- Evaluate licensed childcare behavior expectations and capacity, and adjust accordingly.

PILLAR 2: PUBLIC SERVICES & FACILITIES

- Bring in outside professional to lead a music class for preschoolers.
- Leadership and administration of City Governance Committee.
- ClickTime rollout to all staff.
- Prioritize payroll to be completed by end of day Wednesday of each payroll week.
- Clearly define and document internal controls and procedures within the finance department.
- Tree Policy Update

PILLAR 3: ECONOMIC & BUSINESS DEVELOPMENT

- No actions for this pillar this year

PILLAR 4: TRANSPORTATION & CONNECTIVITY

- Improved bike network data sharing and mapping

PILLAR 5: ENVIRONMENTAL STEWARDSHIP

- Complete 10-year evaluation study of WWTF
- Renewal of Land Application permit and program
- Participate in Flexible Load Management 3.0

PILLAR 6: COMMUNITY ENGAGEMENT & DECISION MAKING

- Complete year one of the Strategic Action Plan
- Strategic Plan Work Plan Development
- Grow female participation in youth sports and fitness programs.
- Evaluate pool staff trainings – identify ways/areas for improvement, collaborate with others, and delegate components to managers and senior staff.
- Identify an affordable and sustainable way to host free luncheons for seniors two to three times per month.
- Roll out new state ethics policy to staff
- Increase communications with all stakeholders with City newsletter.
- Increase posting on the website, Facebook, and Front Porch Forum
- More communications support to Departments and committees
- Work with customers with delinquencies to provide payment plans and get them caught up.
- Stormwater Utility Engagement
- TOD Project Engagement
- More communications support to Departments and committees
- Increase engagement with stakeholders by providing additional opportunities to participate in government

The City of Essex Junction is governed by the Council-Manager form of government. It has a five-member nonpartisan City Council, which is elected at large and is responsible for determining City policy. The City Manager, who is appointed by the City Council, is responsible for the day-to-day operations of the City.

CITY COUNCIL (3-Year Terms)

Amber Thibeault, President	Expires 2027
Marcus Certa, Vice President	Expires 2026
Tim Miller, Clerk	Expires 2027
Elaine Haney	Expires 2026
Brian Shelden	Expires 2028

BROWNELL LIBRARY TRUSTEES (5-YEAR TERM)

Karen Hergesheimer, Chair	Expires 2027
Jeanne Grant, Vice Chair	Expires 2026
Beth Custer	Expires 2029
Venessa Luck	Expires 2030
Helen Donahey	Expires 2028

CHAMPLAIN WATER DISTRICT (3-YEAR TERM)

Ann Costandi	Expires 2028
--------------	--------------

VERMONT STATE LEGISLATORS

Representative Karen Dolan, Chittenden-22
Representative Lori Houghton, Chittenden-22
Representative Leonora Dodge, Chittenden-23
Representative Rey Garofano, Chittenden-23
Senator Philip Baruth, Chittenden-Central District
Senator Martine Gulick, Chittenden-Central District
Senator Tanya Vyhovsky, Chittenden-Central District

PERMANENT LIBRARY BOARD

Christine Packard, Chair
Dorothy Bergendahl
Alex Carmical
Sheila Porter
Jessica Dow

JUSTICES OF THE PEACE (2-YEAR TERM EXPIRES 2027)

JUSTICES OF THE PEACE (2-YEAR TERM EXPIRES 2027)			PERFORMS MARRIAGES
Kelly McCutcheon Adams		kamcc71@pm.me	Yes
Katie Ballard	802-324-7931	Katie.ballardvt@gmail.com	Yes
Raj Chawla		raj@rajchawla.com	No
Diane Clemens	802-238-0510	dianeclemens06@gmail.com	Yes
Cheri Davis	802-503-7025	cheri.davis@cheridavisnotarypublic.com	Yes
Dylan Giambatista, Chair	802-734-8841	vtdylan@gmail.com	No
Elaine Haney	802-324-2546	elaine.haney62@gmail.com	Yes
Stephanie Holden	802-448-2374	Stephanie.holden.jp@gmail.com	Yes
Ryan McLaren	860-235-9095	ryan.d.mclaren@gmail.com	No
Brian Shelden	802-879-7665	brian@shelden.org	Yes
Gibson Smith	802-343-7523	gibsonsmith@yahoo.com	No
Carmon Verasamy	360-280-2962	carmonvvtde@gmail.com	No
Jordan Verasamy, Vice Chair	360-951-2817		Yes
Elisa Ziglar	802-363-6684	eziglar@uvm.edu	Yes



Are you interested in participating in your local government? The City of Essex Junction encourages residents to apply to be a committee members to help support, advise, and guide our municipality. Applicants must be residents of the City of Essex Junction. All positions receive a \$50 per meeting stipend to provide financial assistance for their participation. For more information or to apply committees, visit the City's website at www.essexjunction.org/boards/become-a-committee-member.

**BIKE/WALK ADVISORY COMMITTEE
(3-YEAR TERMS)**

John O'Brien, Chair	Expires 2026
Russ Miller-Johnson, Vice Chair	Expires 2026
Daniel Liguori	Expires 2028
Philip Bieber	Expires 2026
David Achee	Expires 2027
Lauren Philbrook	Expires 2027

**CAPITAL PROGRAM REVIEW COMMITTEE
(3-YEAR TERMS)**

Amber Thibeault, Chair	Expires 2026
Nathan Doudera	Expires 2028
Scott McCormick	Expires 2028
Kevin Collins	Expires 2026
Justin Rabidoux	Expires 2026
Michael Plageman	Expires 2026
Karen Dolan	Expires 2027

**DEVELOPMENT REVIEW BOARD
(3-YEAR TERMS)**

John Alden, Chair	Expires 2026
Maggie Massey	Expires 2028
Dylan Zwicky	Expires 2028
Cristin Gildea	Expires 2027
Luke Brockmeier	Expires 2027

**PLANNING COMMISSION
(3-YEAR TERMS)**

Elijah Massey, Chair	Expires 2028
Diane Clemens, Vice Chair	Expires 2028
Kirstie Paschall	Expires 2026
Scott McCormick	Expires 2027
Elena Juodisius	Expires 2027

**POLICE COMMUNITY ADVISORY BOARD
(3-YEAR TERMS)**

Christina Hagestad, Chair	Expires 2026
Nancy Bean	Expires 2027
Jenny Parker	Expires 2028

**RECREATION ADVISORY COMMITTEE
(2-YEAR TERMS)**

Bridget Meyer, Chair	Expires 2026
Cora Delucia, Vice Chair	Expires 2027
Rachel Hamm Vaughan	Expires 2026
Patrick Lynch	Expires 2026
Jocelyn Emilo	Expires 2027
Joshua Birmingham	Expires 2027
Oona Osborne	Expires 2026
Piper Goodkind	Expires 2026

**TREE ADVISORY COMMITTEE
(3-YEAR TERMS)**

Nick Meyer, Chair	Expires 2026
Rich Boyers	Expires 2028
Leslie Goldring	Expires 2028
Steve Rivard	Expires 2026
Warren Spinner	Expires 2027

**CHITTENDEN COUNTY COMMUNICATIONS
DISTRICT (2-YEAR TERM)**

Marta Pauer-Tursi	Expires 2026
-------------------	--------------

**CHITTENDEN COUNTY REGIONAL
PLANNING COMMISSION (2-YEAR TERM)**

Scott McCormick	Expires 2027
-----------------	--------------

**CHITTENDEN SOLID WASTE DISTRICT
(2-YEAR TERM)**

Mike Sullivan	Expires 2026
---------------	--------------

GREEN MTN. TRANSIT (3-YEAR TERM)

Raj Chawla	Expires 2027
------------	--------------

MODERATOR (1-YEAR TERM)

Steve Eustis	Expires 2026
--------------	--------------

TOWN MEETING TV (1-YEAR TERM)

Amber Thibeault	Expires 2026
-----------------	--------------

**TREE FARM MANAGEMENT GROUP
(3-YEAR TERM)**

Wendee Pringle-Corcoran	Expires 2027
-------------------------	--------------

**WINOOSKI VALLEY PARKS DISTRICT
(3-YEAR TERM)**

George Tyler	Expires 2028
--------------	--------------

Public Meetings

Most Essex Junction public meetings are held in person and online via Zoom or MS Teams. Agendas of public meetings are available on the City's website www.essexjunction.org, and contain a link to join the meeting electronically and call-in information to join by phone. Public meetings, like all programs and activities of the City of Essex Junction, are accessible to people with disabilities. For information on accessibility, call the City Manager's office at 802-878-6944.

BOARD OR COMMITTEE	MEETING DATES	MEETING TIMES	MEETING LOCATION
City Council	2nd and 4th Wednesday	6:30 PM	2 Lincoln & Online
Brownell Library Trustees	3rd Tuesday	7:00 PM	Brownell Library
Bike/Walk Advisory Committee	2nd Thursday	7:00 PM	2 Lincoln & Online
Capital Review Committee	1st Tuesday (Quarterly)	6:00 PM	2 Lincoln & Online
Development Review Board	3rd Thursday	6:30 PM	2 Lincoln & Online
Planning Commission	1st Thursday	6:30 PM	2 Lincoln & Online
Police Community Advisory Board	3rd Tuesday	6:00 PM	81 Main Street & Online
Tree Advisory Committee	4th Tuesday	4:30 PM	2 Lincoln
Tri Town Sewer Committee	3rd Thursday (Quarterly)	10:00 AM	Online
Recreation Advisory Committee	1st Wednesday (Bi-monthly, on even months)	6:00 PM	75 Maple Street & Online



Regina Mahony
City Manager
rmahony@essexjunction.org

Colleen Dwyer
HR Director
cdwyer@essexjunction.org

Chris Gaboriault
Fire Chief
cgaboriault@essexjunction.org

Wendy Hysko
Library Director
wendyh@brownelllibrary.org

Rick Jones
Public Works Superintendent
rick@essexjunction.org

Mark Brislin
Recreation Director
mbrislin@ejrp.org

Chelsea Mandigo
Water Quality Superintendent
chelsea@essexjunction.org

Susan McNamara-Hill
Clerk/Treasurer
susan@essexjunction.org

Jess Morris
Finance Director
jmorris@essexjunction.org

Ashley Snellenberger
Communications & Strategic Initiatives
Director
asnellenberger@essexjunction.org

Chris Yuen
Community Development Director
cyuen@essexjunction.org

Contracted Services with the Town of Essex

Ron Hoague
Chief of Police
rhoague@essex.org

Karen L. Lemnah
Municipal Assessor
klemnah@essex.org

City Offices at 2 Lincoln Street

Office Hours: 8 AM to 4:30 PM Monday - Friday
Phone: 802-878-6944
Email: admin@essexjunction.org
www.essexjunction.org

CITY SERVICES AT 2 LINCOLN ST

- Manager's Office
- Community Development
- Planning and Zoning
- Finance Department
- Clerk's Office
 - Voting: registration, absentee ballots, and election questions
 - Tax bill questions, copies of your bill, receipts for payment, to pay in cash, check or credit card
 - Water bill questions, copies of your bill, receipts for payment, to pay in cash, check or credit card
 - Property assessment information, land records, title searches
 - Other: dog licenses, marriage licenses, birth and death certificates, Green Mountain Passports
 - Notary Services



Regina Mahony, City Manager

This FY25 Annual Report covers the period from July 1, 2024 to June 30, 2025. This marks the third year of the City of Essex Junction. While things continue to move at quite the pace in our new City it does feel more settled.

There is never a dull moment as we stay open to innovation in service delivery, flex to the needs of the future, and remain proactive on infrastructure, equipment and building maintenance. Helping to guide our work is the strategic planning process and associated Department work plans. The Strategic Planning process that began in FY24 was further

implemented in FY25, including the addition of a City Council retreat in June. The retreat allows the Council to prioritize focus areas prior to the development of the next fiscal year budget.

The pages of this report include detail on the incredible work done by a very talented team of staff and dedicated committee and board members this past year. There are four efforts that I will highlight here:

I am pictured here with Samuel A. Brownell who gifted the Brownell Library to the Village of Essex Junction, at the 100th Birthday party kickoff. I am looking forward to more events over the coming year.

An important improvement in FY25 included the establishment of the stormwater utility. This utility will create a dedicated source of funding to pay for stormwater management programs and related infrastructure investments to meet state and federal permit requirements. These fees are comparable to water or sewer fees. Management of stormwater is important to reduce flooding and erosion, improve water quality, and keep ecosystems safe.

The City began work on the Connect the Junction project – this is a Transit-Oriented Development (TOD) Master Plan for the City Center and Pearl Street Corridor. Both areas are served by Green Mountain Transit's Route 2 bus, one of Vermont's most frequent all-day transit services. TOD focuses on creating walkable, bikeable, and transit-friendly communities, making it easier for residents to access work, shopping, and recreation without relying solely on cars. This plan is intended to help address the lack of housing supply in the city by intentionally increasing housing options on these transit corridors. The plan builds on previous planning efforts to encourage thoughtful growth, diverse housing options, and improved multi-modal transportation.

Following the design and engineering in FY24, Lincoln Hall was under renovations for the majority of FY25. The city offices relocated to the senior center part of the building during construction. The goal of the City Council (and former Village Trustees) was to create a space that the City can utilize for the next 100 years. This required enhancing both the functionality and accessibility of the building and involved significant renovation in 3 out of the 4 buildings that comprise Lincoln Hall. The renovations included establishing a formal entryway, creating a layout that accommodates the City Office team, and installing an elevator to serve all three floors. Furthermore, the project made the building fully accessible and improved the HVAC system to provide a more energy efficient and comfortable environment for both employees and visitors. I feel honored and proud to have played a role in renovating the heart of Five Corners and Essex Junction; this homage to the community's history will remain as the home for City functions and community gatherings as we continue to evolve around it. While the construction and ribbon cutting wasn't until FY26, the ribbon cutting script is included in this Annual Report on pg. 92. This includes the full team involved in this tremendous effort.

And for those keeping track: at the end of three years as a City we were half way through Book #11 in the City Land Records.

I am continually grateful and honored to the serve this City, and I look forward to the year ahead.



Colleen Dwyer, Human Resources Director

In Fiscal Year 2025, the City of Essex Junction's Human Resources Department continued its work to support a strong, dedicated municipal workforce that serves the community every day. HR focused on recruiting and retaining employees, improving hiring processes, and ensuring new staff were welcomed and supported. During the year, employee turnover remained low, helping maintain stability and continuity in City services.

Supporting employee well being remained a priority throughout the year. Human Resources managed employee benefits, worked closely with the City's insurance broker and Finance Department, and supported workplace safety efforts.

Clear communication and transparency continued to guide HR's work. The employee newsletter provided regular updates and helped strengthen connections across the organization. Human Resources also supported employee evaluations, policy updates, leave administration, and employee relations, while ensuring compliance with state and federal requirements. Together, these efforts helped foster a respectful, well informed workplace and ensured the City remains a responsible and effective employer for the Essex Junction community.



Ashley Snellenberger, Communications & Strategic Initiatives Director

The Communications Department made significant progress in 2025, advancing the Strategic Plan and starting a Rebranding project.

The completion of the Community Vision and Strategic Action Plan in 2024 established a clear, ambitious direction for Essex Junction through 2030. Recognizing the need to bridge strategic goals with actionable steps, the Communications Department collaborated closely with the City Manager and Department heads to develop Work Plans and a Prioritization List. These efforts have ensured that future projects and daily operations remain strategically aligned with both the community's vision and the budget process. Additionally, the department supported the City Manager in organizing a spring Council retreat to further embed these priorities in leadership discussions.

A major highlight was launching the Rebranding Committee in April, which included City Council, staff, and community members skilled in design, marketing, and consulting. By June, the City partnered with Place Creative Company to develop a new brand identity, with rollout expected soon.

Karen K. Lemnah, Assessor

The Assessing Department is committed to ensuring fair and equitable property valuations for all taxpayers. In 2025, the joint reappraisal project for the Town of Essex and the City of Essex Junction progressed on schedule, with completion targeted for June 2026. This initiative promotes equity in taxation and aligns property values with current market trends. We extend our gratitude to property owners for their cooperation during inspections, which is essential for accurate assessments.

2025 KEY ACCOMPLISHMENTS

Residential Data Collection

Town Properties: Completed final data collection for 4,040 parcels in April.

City Properties: Mailed six batches of letters between May and December, covering 2,594 parcels:

MONTH	PARCELS
May	341
June	372
August	327
September	481
October	596
December	477
Total	2,594

Commercial Properties: Mailed 402 letters requesting Income & Expense forms and completed inspections.

Market Analysis: Updated cost tables and integrated recent sales data to ensure valuations reflect current market conditions.

Neighborhood Coding: Implemented refined coding within valuation software for greater accuracy and consistency.

Community Outreach: Enhanced the Assessing Department website for improved transparency and accessibility. Provided regular updates through the website and social media channels.

Annual Assessing Tasks: Processed homestead declarations, followed up on permits, completed equalization study, processed current use valuations, managed map and data changes, and responded to property owner inquiries.

CHALLENGES ADDRESSED

Staffing: Filled critical Field Appraiser positions through target recruitment.

Scheduling: Adjusted timelines to minimize weather-related impacts.

Accessibility: Introduced evening appointment options for property owners.

2026 OBJECTIVES

- Mail the final batch of letters to city residential property owners by the end of January 2026.
- Review and analyze Income & Expense forms from commercial property owners.
- Finalize and validate valuation models to ensure compliance.
- Mail preliminary property values mid-May 2026.
- Host informal public meetings and complete the Abstract (Preliminary) Grand List by June 24, 2026.
- Initiate grievance and appeal processes following the filing of the Abstract Grand List.

ACKNOWLEDGMENT

We extend our sincere appreciation to Jo-Ann Roberts, Assistant to the Assessor, who retired on October 30, 2025, after seven years of dedicated service. Her contributions have been invaluable, and we wish her a happy and well-deserved retirement.

HOMESTEAD DECLARATION REMINDER

A Homestead Declaration must be filed annually for the property you own and reside in, regardless of eligibility for a property tax adjustment.

Use Form HS-122 (available at www.vermont.gov) and Form HI-144 if you meet income requirements for property tax adjustment.

Important: Filing an income tax extension does not apply to Homestead Declarations. There are no date extensions.

QUESTIONS OR ASSISTANCE

Karen K. Lemnah

Assessor – Town of Essex and City of Essex Junction

Phone: (802) 878-1345

Email: assessor@essex.org

Website: www.essexvt.org



Wendy Hysko, Brownell Library Director

New in 2025: Brownell became Dementia Friendly certified with staff training provided by the Alzheimer's Association in partnership with the Vermont Department of Health. Staff leadership and Brownell Library Trustees worked together to complete the next 5 year Strategic Plan with community input. The Library of Things (LOT) continues to grow with more household items like tools, instruments, games and equipment for all ages to share, save money and reduce waste. We also added Yoto players and cards to the Youth

collection. Thanks to a grant, we added the Winnie Belle Maker Space which invites people of all ages to exercise their creativity and explore STEM with programs that are available anytime they visit the library. Governor Phil Scott signed S 220/Act 150 which changed Vermont Privacy Laws in Libraries starting in July 2024. The library prepared new procedures and systems that could manage privacy preferences for patrons ages 12-17. As part of the Sustainable Libraries certification, a new tree was planted on the north lawn. Brownell became an alternative meeting and program site for the Senior Center, Teen Center and some City boards with the Lincoln Hall renovations displacing many City activities.

SUMMER READING 2025

We kicked off the 2025 Summer Reading Program, Color Our World, with the Big Blue Trunk and all summer long we encouraged children and teens to explore the arts and express their creativity with programs like Art Lab: Poetry Playground, Paper Mache Alebrijes with Tina Logan, and the Science of Sound Series! We also brought back favorites like the Teddy Bear Sleepover, the Tie Dye Party, and our Summer Reading Celebration with the No Strings Marionettes. Altogether, 301 children and teens registered for summer reading! Participants reported reading 2040 books and 1,155 hours and 40 minutes (that's just over 48 days!).



STAFFING

Tech Services Assistant and Adult Programming Staff, Chessa C. resigned and Ariana H. was hired to fill the position. Teen Librarian Sarah E. resigned and Erin E. was hired to fill the position. Shelves Tina K. and Said G. resigned and Piper W. and Katie C. were hired into those positions. We hired a lot of subs after several subs who helped cover our circulation desks moved on!

PROGRAMMING

Ongoing Adult programs include:

Must Read Mondays; Current Events; Adult Craft Kits; Community Puzzle; Puzzle Swap; Seed Library, Produce Swap, Pattern swap, Coupon swap, Community Loom, Fabric Swap, Knitting Club, Tech Help, Vermont Astronomical Society, Senior Mah Jongg, Fiber Arts Club, Learn Mah Jongg, Cook through a book club, AARP Tax appointments, KCR Artist Exhibits, Learn to Play Mah Jongg

Ongoing Youth programs include:

For young children: Music Time with Linda Bassick, Play Time, Saturday Read and Play, Story Time. For grade school aged children: Games Galore, Kids in the Kitchen, Lego Fun, Snap & Code with Lego Robotics, Nintendo Switch. For tweens and teens: Teen Advisory Group and Teen Anime Club. Intergenerational offerings: Art Lab, Chess Time, D&D; STEM Challenge, Monthly Scavenger Hunts, and Homeschool Book Groups for the Red Clover (1st-4th grade), Golden Dome (4th-8th grade), and Green Mountain (9th-12th grade) Award Book Lists.

BROWNELL LIBRARY CONTINUES TO SERVE MANY IN 2025

78,272 visits and 112,065 items circulated. Of those items circulation; 86,8964 were physical items borrowed out of our building and 25,156 were virtually borrowed from our online collection.

There were 641 programs offered with a total of 10,547 people attending (not including adult take home crafts).

- 281 programs for children: 6806 attendees
- 110 programs for teens: 1395 attendees
- 250 programs for adults: 2346 attendees

Our 345 volunteers donated 1,251 hours of their time helping with various tasks. Additionally, program volunteers helped out by donating 1,186 hours helping out, hosting or presenting programs.

- 421.5 hours for youth programs
- 764 hours for adult programs

The public used our computers 5,992 times for 3,832 hours, and our public WiFi had 7022 users.

With AARP volunteers, Brownell facilitated free tax preparation for 269 people.

PARTNERS

VOKAL, GMLC, libraries across the state, Vermont Public, Senior Center, Vermont Astronomical Society, Vermont Emergency Management, Essex Emergency Management, Champlain Valley Office of Economic Opportunity (CVOEO), St. Michaels College, Essex Area Historical Society, AARP, Department of Health, Alzheimer's Association, Essex Junction Recreation and Parks, Essex Chips, Let's Grow Kids, Whitcomb Woods, Essex Bike/Walk Advisory Committee, Essex Reporter, Vermont Humanities, Be Smart, Champlain Valley Fair, Essex Westford schools, Essex Junction Public Works, UVM College of Engineering and Mathematical Sciences, Girls Who Code, Sustainable Libraries Initiative, Department of Children and Families, Dentists on Pearl, Howard Center, Essex Animal Control, Essex Police, Kingston's Autism Swagger Squad, 4H, UVM Extension, Sheriff's Office, Department of Motor Vehicles, BeSeatSmart.org, Essex Junction Tree Committee, Essex Rotary, Chittenden Solid Waste District, Essex Lions Club, Essex Pride, Essex Cinemas, Vespas Pizza Pasta & Deli, Phoenix Books, Get Air Trampoline Park, Mimmo's Pizzeria, Monkey Do, Rocky's N.Y. Pizza, Uncommon Coffee, West Meadow Farm Bakery, and Boxcar Bakery

Thank you for your continued support of library services in the heart of the City.

For more information about the library, go to www.brownelllibrary.org or call us at 802-878-6955.





Susan McNamara-Hill, City Clerk

Due to the renovation of Lincoln Hall, the City Clerk's office operated out of our temporary location in the Senior Center for most of the 2025 fiscal year. Despite the tight quarters, we were able to conduct all business through our temporary office.

- Marriage licenses – 33 issued
- Dog licenses – 610 issued
- Recording Land Records (Deeds, Mortgages, Liens, and etc.)
- Liquor licenses for businesses– 21 issued plus numerous Special Event and Cater permits
- Green Mountain Passports (state park pass for seniors and veterans) – 78 issued
- Certified copies of vital records (birth/death certificates) – 101 issued
- Notary services – Continued to provide free notary services
- DMV renewals – 13 renewed through the clerks' office
- Title Searches – land records available online and on the in-office search area.
- Bill collection (Utility bills, Property taxes etc.)
- Elections – three elections during FY-25

The clerk's office was busy with facilitating three elections this year:

- 8/11/24: Statewide Primary
- 11/3/24: General Election
- 4/8/25: City and EWSD Annual Meetings

Ballots for the April 8th city annual meeting were available for mail or early voting at least 20 days before election day upon request and at the polling place (Champlain Valley Exposition) on election day. Total participation was 1,867 voters, including 849 by absentee/early ballot.

CITY MEETING RESULTS

City Council: (1 Three-Year Term) Brian Shelden

Library Trustee: (1 Five-Year term) Venessa Luck

Champlain Water District Commissioner: (1 Three-year term) Aaron Martin

The following articles were also on the ballot and were all adopted:

ARTICLE 1. Shall the voters approve an annual General Fund Budget in the amount of \$12,419,241 for fiscal year July 1, 2025, to June 30, 2026, \$11,405,931 of which is to be levied in taxes against the City Grand list?

ARTICLE 2. Shall general obligation bonds or notes of the City of Essex Junction in an amount not to exceed three million eight hundred thousand Dollars (\$3,800,000.00), subject to available grants-in-aid, if any, be issued to finance the cost of retrofitting the three pump stations located on West Street, Maple Street and River Street?

Full election results can be found at <https://www.essexjunction.org/departments/clerk/election-results>

The city clerk's office is open for walk-ins and available by phone Monday through Friday from 8:00-4:30 (except Holidays) and can be reached at 802-878-6944 option 7 or clerks@essexjunction.org. More information can be found at www.essexjunction.org.

As the fiscal year came to an end on June 30, 2025, we were getting ready to move back to our newly renovated City offices. We will continue to be available for the full range of services provided by the Clerk's office, and still available by phone or email.



Chris Yuen, Community Development Director

In 2025, the Community Development Department focused on advancing long-range planning initiatives, improving transportation safety and access, and moving several priority projects closer to implementation. While overall development activity remained moderate, the year marked meaningful progress on policies and investments that position Essex Junction for future growth.

HOUSING & LAND USE PLANNING

Housing affordability and availability remain central challenges for Essex Junction. In 2025, the Department implemented Land Development Code amendments focused on technical corrections and targeted dimensional and design changes intended to better support infill housing and small-scale development.

A major focus of staff effort was completion of the Connect the Junction Transit-Oriented Development (TOD) Master Plan, which establishes a vision for a more walkable, transit-supportive City Center and Pearl Street corridor. Working with a consultant team, staff prepared a draft plan and led a robust public engagement process, including public meetings, outreach events, and an online open house. The plan provides a policy framework for increased building heights of up to ten stories at some locations along the corridor, improved urban design, and stronger pedestrian and bicycle connections. The plan sets the stage for future zoning amendments, including a transition to a form-based code, which would shift zoning rules to focus more on the look and feel of buildings and streets—such as height, placement, and design—rather than strictly separating uses, helping ensure new development fits well within the City Center.

The Department also secured a Municipal Planning Grant to begin the 2027 Comprehensive Plan Update, ensuring local planning policies remain aligned with evolving community priorities and state and regional requirements. In addition, Essex Junction was selected to participate in Vermont’s 802 Homes initiative, providing input on a catalogue of standardized template housing designs that will become available to all Vermonters for free next year.



TRANSPORTATION PLANNING & SAFETY

Transportation planning was a significant area of activity in 2025, with an emphasis on pedestrian safety and multimodal connectivity. The Department partnered with Stantec to update a proposal to redesign Pearl Street, between Susie Wilson Road and West Street Extension, focusing on adding a shared-use path, improving public transit access.



Staff also worked closely with the City Engineer, Police Department, Public Works, and City Council to develop a comprehensive update to the City’s Traffic Calming Policy, clarifying evaluation criteria and implementation pathways in response to community concerns.

In collaboration with the Bike/Walk Advisory Committee, the Department advanced several smaller but high-impact projects, including installation of a rapid-flashing pedestrian beacon on Main Street, quick-build curb extensions at Lincoln Terrace and School Street, expanded bicycle parking, and publication of a 2025 Bike Map highlighting bike routes and network gaps. Planning also began for a pedestrian crossing improvements on Pearl Street between West Street Extension and the Champlain Valley Exposition.

The Department also leveraged Green Mountain Power incentives to install and open a Level 2 electric vehicle charging station at the Municipal Offices and financially support the installation at Railroad Street public parking lots, expanding access to EV charging in the City Center and supporting the City's sustainability goals.

PROJECT IMPLEMENTATION

Several community projects moved forward in 2025. The Department continued advancing the Amtrak Station Multimodal Improvements project, working with Michael Baker International on preliminary design of the station building, a new canopy, and surrounding site features.

The Main Street Park project also progressed, with staff refining a scaled-down design featuring shade sails, and park furniture. Construction is set to take place in 2026.

Planning also began for a public mural at the Fire Station, supported by a Vermont Arts Council grant, intended to enhance placemaking near the Five Corners area and reflect community identity.

DEVELOPMENT REVIEW

The Community Development Department supported development activity through coordinated review with Public Works, City Engineering, Water Quality, and the Fire Department. Notable projects in 2025 included review of a commercial redevelopment at 70 Pearl Street, approval of new apartments at 34 Park Street, and permitting for a fire training facility at the Champlain Valley Exposition.

The Department also issued Certificates of Occupancy for completed housing at the Village at Autumn Pond apartments and for the Spark by Hilton hotel on Pearl Street, reflecting continued investment in both housing and visitor-serving uses.

Essex Junction Zoning Permit Activity

PERMIT TYPE	2021	2022	2023	2024	2025
Accessory Apartments	1	1	3	1	2
Apartments	2 (111 units)	1	1 (32 units)	5 (176 units)	3 (6 units)
Change of Use	1	1	4	1	1
Commercial/Non-residential Additions or Alterations	2	6	5	4	5
Condominiums	0	0	0	0	0
Demolition	5	2	3	7	3
Duplexes	0	0	1	3	2
Fourplex	0	0	0	0	1 (2 additional units)
Triplexes	0	0	0	1	1
Elderly Housing Units	0	0	0	0	0
Home Occupations	2	2	3	2	2
Miscellaneous Permits	3	1	2	2	7
Mobile Homes	0	0	0	0	0
Residential Additions	29	22	16	14	21
Residential Garages	5	3	1	2	0
Residential Accessory Alterations (i.e. decks, porches, driveways, storage sheds)	52	36	44	44	58
Sign Permits	7	8	12	13	6
Single Family Dwellings	1	5	2	1	2
Swimming Pools	2	3	3	2	1
Temporary Use	9	6	5	7	2
CVE, Temporary Use	1	1	2	1	1
CVE, Additions/Alterations	0	0	0	0	1
Revised Permits	1	0	0	0	0
Void Permit	1	0	0	0	0
Total Permits	123	98	107	110	118

Ron Hoague, Chief of Police



As we finish 2025 and move into 2026, the Essex Police Department continues to provide professional, contemporary policing services for the Town of Essex and the City of Essex Junction. Each year I struggle to summarize the year in a few paragraphs by pointing out the positives and major developments. I was recently asked to recount an important goal reached by EPD in 2025 and there are so many, I could not point to just one. I settled on just an overall pride in what we, as partners with the community, were able to accomplish. By no means do we accomplish safety for our community on our own, but by working as partners with our citizens for the betterment of all.

Nowhere is this more evident to us than when we participate in public events like the Memorial Day Parade, National Night Out, Town Community Day, Coffee with a Cop and many others. These events along with, of course, the Champlain Valley Fair, give us the opportunity to meet with citizens outside of an enforcement setting. This is not only where we hear about community concerns and complaints, but mostly where we hear the appreciation for all that our members do. We hear it and feel appreciation!

Staffing of the sworn ranks is, once again, our greatest hurdle to doing all that we want to do. While the recruiting numbers have recovered somewhat, we still face shortages in suitable applicants. At this time, EPD stands at 25 out of a total of 31 sworn positions, with all others filled. We have recently hired 3 new people for patrol and they will bring us to 28 when they go to the Academy in February. In 2025, our vacancies were exacerbated by leaves due to family leave, medical leave and military service. 2026 is also going to continue this trend as we have two more planned family leaves, and two more on extended military leave. Our sworn officers worked a great deal of overtime to fill shifts this last summer and fall so to assist with this, we have temporarily reassigned three officers who were in specialty positions back to the patrol division. One of these reassignments was our dedicated traffic enforcement officer.

Traffic enforcement was, and is, the greatest issue that we hear about when talking to citizens. Speeders in neighborhoods, stop sign violators and distracted drivers are all of great concern to us. All patrol officers conduct traffic enforcement, but without a dedicated traffic officer, patrol officers get pulled away to answer calls for service which can tie them up for hours. In addition, the greatest number of calls for service come in at the same time as the greatest amount of traffic violators are on the roads. Enforcement is just one part of the effort to mitigate traffic concerns, so EPD has partnered with the City and Town staff in separate efforts to create traffic calming manuals for both communities. Once enacted, these procedures will allow engineering of roadways and other traffic planning steps to assist in the encouragement of safer driving.

In the summer of 2025, the Town and the Fraternal Order of Police (who represent the members of EPD) agreed upon a new labor contract that provided salary and benefit increases that keeps us in line with other surrounding departments. This is an important step in ensuring that we attract the most qualified candidates for our department while also recognizing the professionalism that our members display.

In 2025, our dispatch center handled over 23,000 calls for service as they dispatched for EPD, Williston Police Department, Essex Rescue, Essex Fire Department, Essex Junction Fire Department, and Westford Fire Department. Calls for Fire and EMS continue



Join Our Team

www.essexvt.org/1324/POLICE



to increase greatly each year which increases the demand for dispatch services. In addition, Williston and Essex Police dispatchers handled numerous other miscellaneous phone calls and requests for information. The members of our dispatch center perform their jobs well and are always the calm voice on the line when help is needed.

This past year, the Police Community Advisory Board dedicated much of their time to the creation of a community survey on policing and specifically the performance of EPD. I had requested this survey as a comparison to the one authored in 2020, and there was a great deal of development time for this. Many discussions were had to produce a survey that would be useful to guide the goals and operations of the department. Although the number of respondents was low with only about 300 respondents, the results were very positive for the department. Nearly 80% of respondents reported that they feel safe or very safe living in their community. When asked about their experiences with EPD, 79% of respondents were either positive or extremely positive (50%). 53% described the personnel as extremely professional. In fact, all of the descriptors for an effective, well respected police department were overwhelmingly positive. There were many comments made in regard to traffic enforcement, and this was a theme realized throughout. As stated before, we hear the concerns and will be implementing plans to address them. We want to thank the members of the PCAB for their time this year and look forward to 2026.



Finally, one of the greatest challenges facing every police department is keeping up with the need for technology and the rising costs of that technology. Recently, we requested, and the Selectboard approved, the purchase of new body cameras and in-car cameras. The current ones are shared by all members of the patrol division and are used heavily each day so their replacement is needed every few years. We also requested to purchase new Electronic Control Weapons (Tasers) in FY27 to replace the current models that are also in need of replacements. Most important, for the benefit of all public safety in Essex, our radio system that was implemented in 2012 with equipment that has a 10-year service life, needs updates and we are in the process of developing a plan to replace a key piece of equipment that is needed for our radio system to function. They are all significant expenditures; however we see all of these as key components to allow us to perform our jobs safely, reliably, and with the ability to provide safety to the community more effectively.

Again, we wish to thank everyone for the support we enjoy. Know that we are working to ensure the safety of all in the community.

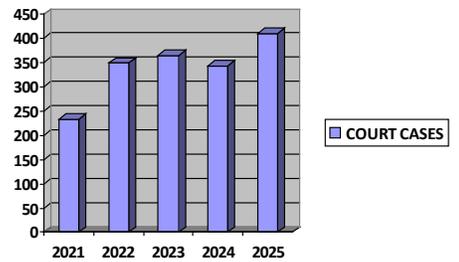
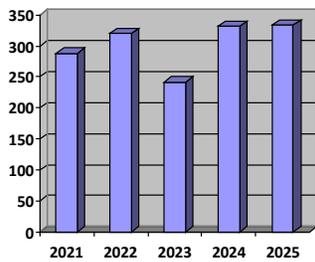
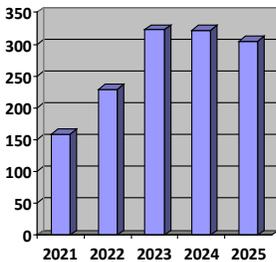
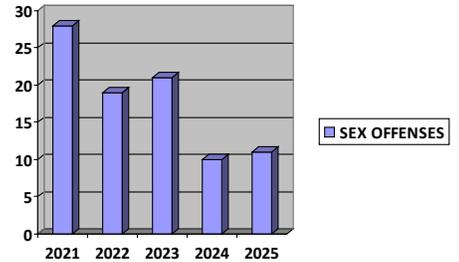
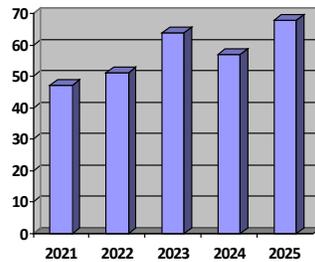
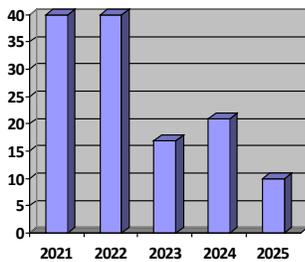
FY 2025 Statistics

Reported Crime Activity - 07/01/24-06/30/25

	2021	2022	2023	2024	2025
HOMICIDE	0	0	0	0	0
ROBBERIES	2	3	3	1	3
BURGLARIES	40	40	17	21	10
ASSAULTS	47	51	64	57	68
SEX OFFENSES	28	19	21	10	11
DRUG OFFENSES	159	229	323	322	305
LARCENIES	288	320	242	332	333
VANDALISM	10	23	15	45	41
STOLEN VEHICLES	76	73	49	71	57
SUICIDES/ATTEMPTS	23	20	13	19	5
MISSING PERSONS	30	38	30	37	49
BAD CHECKS / FRAUD	71	75	69	66	82
D.U.I	49	54	54	55	44
COURT CASES	233	349	365	343	410
CRASHES	417	467	498	525	486

There were 2121 tickets written for traffic and parking violations, of these, 469 were Vermont Traffic Citations.

In Vermont, officers are required to complete a minimum of 30 hours of training per year. In 2025, EPD officers completed a total of 3460 hours, averaging 115 hours per officer.



Chris Gaboriault, Fire Chief



EJFD responded to 666 calls for service in the calendar year 2025. This represents a 14% increase in calls for service in 2025. Additionally, our staff completed just over 1850 hours of training and 800 hours of Community Service events. Our part-time staff is supported by 33 members. We are working to complete a training site that will be located on Champlain Valley Exposition property. This site will allow us to provide more realistic training for our firefighting staff. We have started to plan for the replacement of our oldest pumper, which will reach a 20-year service life in FY29. Lead times from suppliers have exceeded 2 years which drives early planning. Thanks to our members, City Council, our community and mutual aid partners for a successful year.





Brad Luck, EJRP Director

Brad Luck was the Director of EJRP during the timeframe of this annual report (July 1, 2024-June 30, 2025 and contributed this report.

EJRP PRESCHOOL

EJRP Preschool celebrated its 17th year in operation! With a new director in place, we have been working on strengthening community partnerships and family involvement. In our community, we have created consistent schedules for intentional interactions with our local Center for Technology program, food shelf, library, art facility, and more. With our families, we have created new events that allow them to engage in preschool learning, such as our You, Me, & Read series.

Our program is dedicated to “growing good humans” by providing high-quality early education that nurtures the mind, body, and spirit of all children. This year, teachers have supported this mission by engaging in new life-long learning opportunities, whether through early education conference attendance or pursuing higher education. The curriculum has been adapted to extend areas of learning in self-concept and personal independence.

AFTERSCHOOL CARE, VACATION CAMPS & SUMMER DAY CAMPS

The EJRP Childcare Team began the 2025–2026 school year with a full roster of full-time Afterschool Site Coordinators for the third year in a row. Our strong leadership structure includes Licensed School Aged Childcare Directors for both the City and the Town, along with an Assistant Director focused on Kid Success and Support.

Our partnership with EWSD continues to strengthen our programs by fostering consistent relationships for students from the school day through afterschool and summer, while helping us retain highly qualified, year-round staff. We are proud to work in close collaboration with the EWSD community.

We currently serve 475 individual participants across eight afterschool sites. During Summer 2025, we served 675 participants across five full-day camps, averaging 450 campers daily, an increase of 25 campers from last year.

This year, we continued expanding our ability to support diverse learners through Special Accommodations Grants, increasing access for students who benefit from individualized support. We are also proud to share that all Rec Kids sites now hold 4-Star Vermont STARS recognition, reflecting our commitment to quality, professional development, and responsive care.

Our dedicated team of full-time leaders and part-time staff, many of whom are former campers or local students, continues to create safe, engaging, and meaningful afterschool experiences for youth in our community.



PARKS & FACILITIES

The EJRP Facilities Team had a year that can only be described as “no days off.” While keeping our two cornerstone parks - Maple Street and Cascade, in top shape, we also tackled a long list of major upgrades.

We built brand-new pitcher mounds behind the Lighted Baseball Field, giving youth and adult leagues a dedicated space to sharpen their skills. Our basketball court and skatepark both received fresh resurfacing, bringing new life (and smoother landings) to fan favorite spaces.

When our aging tennis courts reached the end of their run, we pivoted and transformed the area into 38 much-needed parking spots to better serve our always-busy pool and park.

We also constructed a new playground area and installed a brand-new preschool play structure. Meanwhile, we kicked off a full Senior Center remodel and began upgrades at Maple Street’s main building, adding a regulation room for afterschool/camps and reworking the bathrooms to create two new changing stalls.

Progress, problem-solving, and plenty of hard work — that’s a year at EJRP.



COMMUNITY EVENTS

EJRP continues to build community relations between neighbors, residents, and those from beyond our City borders. We host small scale, local events, and ones that serve as major regional activities. Whether it is the Egg Hunt, summer performances at the park, Dog Day at the Pool, Construction Junction, the Train Hop, or Winter Lights in the Park, we have fun, memory creating opportunities for kids and families. The Champlain Valley Exposition continues to be a valued partner in providing home for the 4th of July Celebration and staging area for the Memorial Day Parade. We supported another year of the Pride Festival at the Park and for the first time ever shut down the street for Meet Me on Main!, a four part fall series on Saturdays that featured kids activities, stage performers, food trucks, an artisan’s market, and a movie each night. We look forward to continuing to growing and enhancing this new, fun, community celebration!

RECREATION PROGRAMS

In 2025, our Recreation Department continued to see strong growth in participation, expanded program offerings, and enhanced overall quality. We successfully launched a new registration software system, Kaizen, improving accessibility, streamlining enrollment, and increasing visibility for our programs. Youth basketball experienced another banner year, highlighted by the addition of our first-ever 5th grade girls’ team and the return of a full 1st/2nd grade girls division for the first time since 2018. Adult recreation programs remained steady and well attended, with year-round offerings including basketball, yoga, Nia, pickleball, and our popular running series. We were also excited to reinstate the Frank Smith High School Basketball League, which returned after a hiatus dating back to 2020. Our Swim Lessons had 537 participants this year as well!



SENIOR PROGRAMS

Over the past year, attendance in senior center weekly programming has steadily increased, reflecting strong and growing community engagement. We hosted several well-attended musical performances and continued our partnership with Age Well to provide community meals twice each month. Our annual Thanksgiving luncheon was once again the most popular event, serving nearly 100 seniors. Two new fitness classes were added to our schedule and each attract 12–15 participants every week. Outdoor recreation also expanded with the launch of a hiking club last spring, which now has 96 members. Volunteer-led hikes are offered almost every week and have continued through the winter with snowshoeing. In addition, an indoor walking group was introduced in November at the fairgrounds, meeting twice weekly with 20–30 participants per walk.

RECREATION ADVISORY COMMITTEE

The Recreation Advisory Committee was started in April 2025 for the first time since the formation of being a City, after being on hiatus for several years amongst governance and merger questions. There are eight community member volunteers, including two high school students. The Committee meets every other month. After learning broadly about the department and its history, each of the EJRP division leaders have attended a meeting to discuss their area, including administration, preschool, programs, parks, and licensed childcare. The most recent meeting focused around the EJRP budget and City vote. Future work will be utilizing the members as volunteers and growing volunteer capacity and opportunities throughout the community.





Rick Jones, Public Works Superintendent

The Public Works Department's most important focus is the efficient and effective maintenance of our City's streets, sidewalks, utilities and other public infrastructure.

Our Public Works crew of eight also performs snow removal and provides emergency response to citizen concerns. Public Works staff assists with the set-up of numerous city activities, such as spring cleanup and the Memorial Day Parade.

We welcome your opinions, comments, and suggestions! Public Works staff can be reached at 878-6944 or pw@essexjunction.org.



EXAMPLES OF WORK DURING FISCAL YEAR 2025

- Street sweeping
- Pruning trees
- Hydrant flushing
- Flushed approximately 50,000 feet of sewer lines
- Cleaned catch basins
- Water meter change-out program
- Iroquois Ave water line replacement

GOALS FOR FISCAL YEAR 2027

- Class 3 road paving
- Finish water meter change-out program.
Call 802-324-5010
- Building maintenance
- Main street sidewalk project
- Railroad Ave water line



Chelsea Mandigo, Water Quality Superintendent

WASTEWATER

Over the past year, we advanced several key initiatives that strengthened our operational performance,

environmental stewardship, and community engagement. We continued our participation in the weekly national wastewater-based infectious disease surveillance program, contributing valuable data to public-health monitoring efforts. Our work on the Vermont Phosphorus Innovation Challenge also entered its final pilot phase in collaboration with the University of Vermont, during which we relocated our demonstration-scale, patent-pending treatment system into a portable trailer now being piloted at the South Burlington Airport Parkway Wastewater Treatment Facility.

To meet state requirements, we maintained ongoing PFAS sampling of our biosolids land-application program. All biosolids generated this year were successfully recycled as agricultural fertilizer—nearly 2 million gallons of liquid biosolids were sub-surface applied with the Whitcomb Family Farm, and an additional 3 million gallons were dewatered and hauled to the Upstate New York Grasslands Compost Facility operated by Casella.

Internally, staff completed two major capital projects that typically occur only once each decade: replacing the grit collector chain and bucket system, and installing 1,100 new rubber membranes in the aeration tanks. The aeration project was a significant undertaking for both the operators and the facility. It required taking half of the core components of the wastewater treatment system out of service for two months this summer to complete the extensive manual work involved. A big thank you goes not only to the operators but also to Public Works for providing one of their operators and the Vactor truck for parts of this project. Completing this work in-house led to considerable cost savings.

Workforce development remained a priority. We continued our Wastewater Operator internship program for a third consecutive summer, introducing college students to the profession, and provided academic-linked internship opportunities for two Essex High School students. Throughout the year, we hosted more than a dozen facility tours for school groups, fellow operators, vendors, and state legislators, helping educate the community about wastewater treatment and resource recovery.

To support future efficiency and knowledge transfer, staff developed more robust written standard operating procedures for specialized maintenance and capital projects, incorporating detailed diagrams, photographs, and reference spreadsheets.



SANITATION PUMP STATIONS AND COLLECTION SYSTEM

This year, we made progress in evaluating the City's wastewater collection system. We purchased a specialized camera that attaches to the flushing hose of our Vactor truck, enabling Public Works staff to inspect sanitation lines during routine flushing. This tool allows us to identify issues such as separated pipe joints and root intrusion—problems that can let groundwater infiltrate the system, taking away valuable capacity for wastewater treatment. A system-wide examination of this kind has not been undertaken at a large scale since 2011, making this an important step in planning targeted repairs and reducing unnecessary flow into the collection network.

We also collaborated with the Town of Essex to install a flow meter on the Susie Wilson Pump Station line. This new equipment provides more accurate metering of wastewater flow from the Town to the City, improving both monitoring and billing accuracy. In addition, we continued our multiyear assessment of the City's Collection System, focusing on the High School Pump Station service area. This effort will help determine whether the existing infrastructure can support the City's long-term economic development goals and future growth.

Working with Aldrich and Elliott Water Resource Engineers, we moved forward on two of the three pump station replacements approved through the recent bond vote—River Street and Maple Street. Progress on the third station, West Street, is currently paused as we work with the Town of Essex to evaluate anticipated growth within the shared service area. This assessment will help ensure that the redesigned pump station can meet projected demands for the next 20 years.

STORMWATER

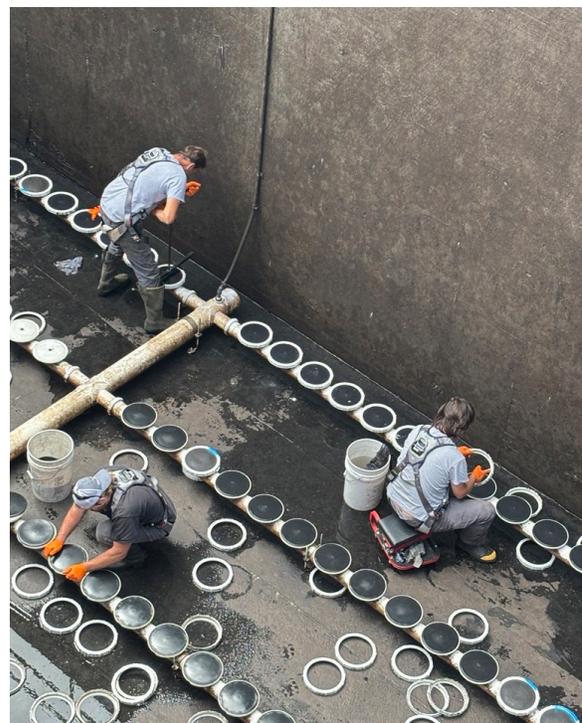
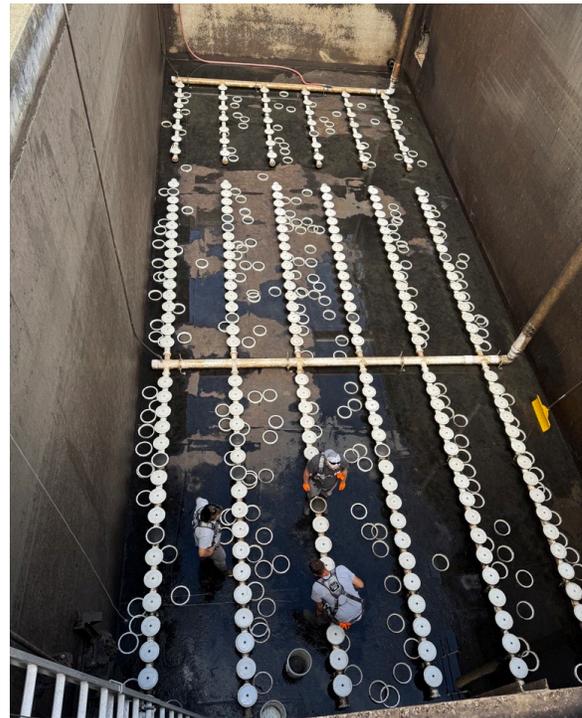
This year marked a major milestone with the successful launch of the City's stormwater utility on July 1. Following its establishment, staff worked closely with non-single-family residential property owners to help them understand the new stormwater credit manual and the opportunities available to reduce their utility fees. As a result of this outreach, 25 parcel owners were approved for credits based on eligible stormwater management practices.

To support the growing operational needs of the stormwater department, the City hired a full-time Stormwater Coordinator to oversee day-to-day compliance with the Municipal Separate Storm Sewer System (MS4) permit. Additionally, two summer interns were brought on to assist with annual inspections of stormwater infrastructure, providing valuable hands-on experience while helping the City meet its regulatory obligations.

We also developed and implemented a more robust program for construction-site inspections, with an emphasis on erosion control and stormwater-runoff management. To enhance mapping and data accuracy, staff created a new GIS system for stormwater infrastructure using QGIS, improving our ability to track assets and plan future projects.

Progress continued on the stormwater improvement project at the intersection of Hiawatha Avenue and West Street, a key component of the City's Phosphorus Control Plan aimed at reducing nutrient pollution and improving water quality.

With the increasing need to maintain our aging stormwater infrastructure. Plans have been developed for slip lining infrastructure in the next fiscal year, when a capital fund is established for the stormwater utility.



John O'Brien, Chair

The Essex Junction Bike Walk Advisory Committee experienced a highly productive year in 2025, welcoming several new members and making meaningful progress on new and ongoing pedestrian and bicycle infrastructure initiatives.

The committee researched and selected the intersection of Athens and Main Street for our annual Rectangular Rapid Flashing Beacon (RRFB) purchase and installation. In conjunction with this project, the committee developed a formal rubric to guide RRFB considerations, ensuring a transparent and data-informed approach for evaluating future locations. The committee also oversaw the installation of traffic calming measures on Lincoln Terrace and re-applied with the League of American Bicyclists to maintain our designation as a Bicycle Friendly Community.

The committee also implemented a comprehensive bike parking survey to catalog existing bicycle rack locations and assess gaps in infrastructure which directly informed the installation of new bike racks in response to community demand. New installations were completed at several key locations around Five Corners, as well as near Planet Fitness and the Essex Junction Market. This project also launched a renewed effort in choosing routes for wayfinding signage that will hopefully serve as the beginning of designated bike paths throughout the city in the future.

This was another year of advancing efforts in connecting with our neighboring communities. Members reviewed the Town of Essex's plan for a shared-use path to finally provide safe passage along the Route 15 / Main Street corridor. To the west we solicited the help of the University of Vermont Engineering program on a capstone project that examined potential reconfiguration and redesign options for Park Street from the Williston bridge through Five Corners, the summary of which was presented in May 2025. Members also kept up with the progress of the Connect the Junction plan and attended a Planning Commission community engagement session that considered changes to the Pearl Street corridor.

As active members of our community, we loved getting out and engaging with the streets we advocate for. Members tabled at the annual Pride Festival event at Maple Street Park, scouted additional possible sites for future bike parking, and conducted traffic counts at the Memorial Way slip lane to better understand usage patterns and assess safety. In addition, the committee revisited the city's existing Sidewalk Policy and participated in the Capital Review Committee's review of the upcoming Main Street sidewalk project.

Under the guidance of Community Development staff, the Bike Walk Advisory Committee has achieved significant progress this year, reflected not only in the dedication of committee members but also a growing community interest in safe, connected, and accessible pedestrian and bicycle infrastructure. With many new initiatives underway for the coming year, including taking a central new role in the city's newly adopted Traffic Calming Policy, the Bike Walk Advisory Committee looks forward to another year of prioritizing and advocating for the bike and pedestrian needs of Essex Junction.

Nick Meyer, Chair

The Essex Junction Tree Advisory Committee, (TAC), serves in an advisory capacity to the City of Essex Junction Council, Planning Department, City Manager and the Department of Public Works. TAC was established in 2014 to provide a mechanism for the planting, maintenance, protection and removal of trees and shrubs on public streets, parks, and city owned properties within the City of Essex Junction. The committee works in cooperation with the City Tree Warden.

Street trees, the trees in your yard, and trees in our parks comprise the city's urban forest and contribute to our city's livability and beauty. The benefits of trees are numerous. Trees control erosion, lessen storm water runoff, dampen wind and sound, help cool our homes and buildings, provide food and shelter for wildlife, convert carbon dioxide into oxygen, and add immeasurable beauty to our environment.

Despite a challenging growing season with a summer drought, TAC accomplished many projects that will benefit Essex Junction for years to come. As we continue our tree planting effort, we are happy to report that we planted 39 new trees that now grace our city streets and parks! Over the past 10 years over 364 trees have been planted throughout the city.

In 2019 TAC began a partnership with Branch Out Burlington to grow our own trees for Essex Junction. Tree Committee members, as well as other volunteers from the Junction, plant and care for the trees throughout the growing season until they are ready, usually in two years, to be transplanted to our streets. 2025 marks the fifth year that we did not purchase any trees but sourced them all from our nursery which amounts to significant savings for the city. We greatly appreciate Branch Out Burlington for giving TAC the opportunity to be part of their organization!

In early January the Emerald Ash Borer was discovered in the city. Fortunately, TAC had developed an EAB management plan in 2018 to deal with this threat. In a few neighborhoods ash trees were planted on both sides of the street. Once the infestation begins, the trees will die, changing the streetscape dramatically. Our strategy is to interplant new trees if appropriate but also begin the removal process and replant trees in the same location. This effort will lessen the impact of the Ash Borer and create a more diverse tree canopy that can better withstand invasive pests. This year we planted new trees on Hayden, Wilkinson, Tyler and Lavoie Drives. We also applied for and secured a grant from the US Forest Service to plant 18 trees in this neighborhood. Planting was completed 2025.





Another goal of the Tree Committee is to educate residents about the value of the urban forest. Schools offer a unique opportunity to teach the importance of trees to our youth and help them become the future stewards of this valuable resource. Every year TAC holds an Arbor Day event at one of the 5 schools in the Junction. This year's Arbor Day celebration was held at the Hiawatha School and Fleming School.

The City of Essex Junction has been designated a Tree City USA by the National Arbor Day Association. Communities that receive this award, have shown their commitment to the urban forest. This marks tenth straight year that the Junction has been honored for caring for and expanding the urban forest.

TAC has collaborated with the Planning Department and Design Review Board on reviewing landscape plans in development applications. In numerous surveys residents have placed a high value on trees and increasing the Junction greenspace. TAC suggested language to the Land Development Code that was added. This language will assist the Design Review Board as they review new development applications.

One goal of TAC is to educate and engage residents as to the benefit of trees in our city. TAC has collaborated with Branch Out Burlington to host Tree Care Workshops for residents. Through Front Porch Forum, TAC will post timely announcements regarding tree care and tree issues that residents may find helpful.

In closing, the Committee would like to thank the residents of Essex Junction, the City Council, and especially the Public Works Department for their continued support. The Committee said goodbye to a valued member, Andrea Shortsleeve, who has relocated. Her contributions to TAC will be missed.

Steve Eustis, Chair

The City of Essex Junction Governance Committee was established in 2025 under the City Charter's requirement that a special commission review local governance structures within three years of incorporation. Over eight months, the nine-member Committee examined potential structural reforms—including form of government, election methods, Council size and terms, compensation, and Charter review—to determine whether adjustments were needed as the City transitions from Village to City. The Committee focused on structural questions rather than “soft” reforms such as engagement or civic culture, which may be better suited for future community-led efforts.

The Committee began by developing a shared understanding of the issues and gathering feedback from current and former Essex Junction officials, most of whom felt the current system works effectively. Members also interviewed leaders from nine comparable Vermont communities. Despite wide variation in governance models—strong mayor, weak mayor, and council-manager—most interviewees believed their structures served their communities well. This reinforced the conclusion that governance design is highly context specific and not determined by population size, geography, or standard formulas.

Community engagement included public forums, focus groups, and a four-week online survey. Overall, participation and community engagement was limited. After synthesizing research and input, the Committee reached the following recommendations:

No Change:

- Retain the Council-Manager form of government
- Keep at-large elections
- Continue with a President elected by Councilors
- Maintain five Councilors
- Maintain three-year staggered terms
- Maintain no term limits

Changes:

- Increase Councilor stipends from \$2,500 to \$3,600
- Provide the Council President 25% higher compensation
- Index annual stipend adjustments to the Consumer Price Index (CPI)
- Require a comprehensive Charter Review every 12 years

Future Exploration:

- Broader soft reforms to strengthen engagement and participation
- Examine a recall provision for elected officials

BACKGROUND

On July 1, 2022, the Village of Essex Junction became the City of Essex Junction. The City Charter had been approved by voters 3,070 to 411 in November 2021. It went on to be passed by the Vermont House and Senate, and ultimately signed by the Governor. The City Charter very intentionally mimicked the Village Charter in terms of how the City government would operate. It was deliberate so that the vote on whether or not to become a City, independent from the Town of Essex, was truly just that. The vote was not also about expanding the size of the elected body or moving to wards, or changing the length of elected members terms. However, in the Charter, the following section was added:

Sec. 15. TRANSITIONAL PROVISION; FUTURE GOVERNANCE COMMISSION

Within three years after the approval of this charter by the Legislature, the Council shall appoint a special commission to study governance considerations such as, but not limited to, form of government, election of officials at-large or through wards or districts, governing body composition, term of office, term limits, and councilor compensation.

To honor this Charter provision, on September 25, 2024, the City Council approved the Governance Committee Purpose Statement,

which said that “the City Council wished to explore governance structures”...”such as, but not limited to, form of government, election officials at-large or through wards or districts, governing body composition, term of office, term limits, and councilor compensation.” The Committee was to submit its work to the Council no later than November 1, 2025.

The Council started taking applications from interested community members and interviewing them. Seven members of the community volunteered and were selected, plus two City Councilors. The first meeting was held on March 27, 2025.

Per the purpose statement outlined by the City Council, the Committee did not ask residents what kind of government they wanted, the Committee focused its efforts on structural reforms – looking mostly at Charter oriented changes. It did not look at “soft” reforms – things like community engagement, participation, education, local government culture, communication, and trust between government and residents. The latter types of reforms lend themselves better to a values centered approach to gathering community input on the ideal qualities of local government and barriers to participation, to then use that data to inform better approaches.

This methodology could be useful in the future if there is an appropriate amount of time and resources to support the work. There are many universal values that could be prioritized – transparency, representativeness, collaborative, innovative, efficient, stable, fiscally prudent, etc. The challenge however is that there are no linear formulas that connect values to most structural reforms. For example, a desire for broader representation could lead to a conclusion that structural reforms to a seven-member council and two-year terms will get more people at the decision-making table and attract more people to run with a shorter commitment to time in office. While this is a plausible conclusion, it may not manifest itself, and soft reforms such as local government 101 workshops, video testimonials, and a civic mentorship program (with or without the structural reforms) could be more effective measures to accomplish the same goal. The closest the Committee came to examining soft reforms was a look at neighborhood assemblies, which are discussed later in the report.

The Committee identified the following items to consider:

Form of Government:

- Current: Council-Manager
- Council-Manager, Mayor-Council (Strong Mayor), Mayor-Council-Manager (Weak Mayor)

Council Composition:

- Current: 5 Councilors; President elected by Councilors

Councilor Terms Length:

- Current: 3 years

Councilor Term Limits:

- Current: no term limits

Election of Officials:

- Current: At-Large
- At-large, districts/wards, hybrid

Council Compensation:

- Current: \$2,500 per year

Neighborhood Assemblies

- Current: none

Voting Date

- Current: April

The Form of Government question was broken into two separate questions – form of government and leader of the Council – should it be a president elected by the Councilors or a mayor elected by the residents. The method of increasing the stipend for City Councilors would later be added to the list, along with consideration if the leader of the City Council should receive a higher stipend than the rest of the Councilors, and whether or not routine reviews of the Charter should be spelled out.

COMMON UNDERSTANDING

The Committee spent the first few meetings educating itself on the various potential structural reforms and held several discussions to ensure that there was a common understanding of the issues at hand. The insights from these conversations were captured in the Committee Thoughts and Questions document. Note – there was an early conversation about moving the City annual voting date from April to Town Meeting Day. It became clear that this is the druthers of the current Council and the EWSD School Board was planning to have voters consider changing their voting date to Town Meeting Day as well, but needs to ask the question on the 2026 ballot to make the change for 2027. There was a recognition of the value of having these votes on the same day in terms of expense and convenience for voters. Further consideration of this topic was taken off the table given it was already being prioritized and had a path forward in the near future.

THOUGHTS FROM ELECTED LEADERS

To gain insight from people with direct experience in serving on the elected governing body – formerly the Village Trustees and now the City Council since 2022, the Committee reached out to the nine individuals who had served on the board since 2010. There were seven responses.

The consensus on most items was that the status quo was working well and they did not see much reason for change (i.e. “If it ain’t broke....”). This would be similar to the feedback in the next section from leaders from other Vermont communities who felt that their current governance structures were serving them well and they did not see the need for changes. There was an acknowledgment that in both the feedback from current and former elected officials from the City and interviews with leaders from other communities, it was the perspective from those in positions of power and there could be an inherent bias towards preservation of the current systems.

EXPLORING OTHER COMMUNITIES

With a shared understanding of the topics at hand and consideration of the voice of recent elected officials, the Committee set out on a mission to gather input from nine other Vermont communities. Working in groups of three, each group had three communities to research. The goal was to interview at least one person from each community, and ideally two. The individuals were to be the chief administrative officer (either the manager or mayor) and the head of the elected body (weak mayor or president or chair).

The nine communities were selected based on communities that were closest in both population and square miles compared to the City. The communities were: Winooski, St. Albans City, Barre City, Montpelier, Rutland City, Barre Town, Williston, Burlington, and Brattleboro. The communities had a mixture of forms of government including (2) strong mayor, (4) weak mayor, and (3) council-manager.

At least one individual from each community was interviewed. Committee members took notes, shared them with others, and presented/discussed the key takeaways from the conversations.

While there were various insights from the different communities, the sentiment was that each community generally felt that their government was serving their community well. Despite a wide range of differences in form of government, size of elected body, term lengths, elected official stipends, etc., there was not a compelling call for change in most communities on any of the structural reforms up for consideration. This observation begs all the questions – are people simply comfortable with what they know and experience? Are these elected officials and chief administrators proud of their community and not wanting to find fault in their home town? All of this despite the smallest community being of 1.5 square miles and the largest at 32.4, and the lowest population being 6,887 and largest being 44,743. It was clear that when it comes to the structural make-up of local government, there is no one size fits all approach or even a scale if your community is of a certain size in square miles or of a certain population, then X, Y, or Z is the best way to govern. Voting in wards or districts with wards, happens in communities of 2.0, 4.0, and 15.5 square miles. Communities with population differences of less than 100 residents have council-manager and weak mayor forms of government. It was clear that local government is truly just that – all local. History, community dynamics, infrastructure, neighborhoods, and more contributed to how each community governs itself.

GOVERNANCE ACTION ITEMS

Given the Committee’s common understanding, feedback from current and former elected officials from the City, and conversations with nine other Vermont communities, the Committee took the temperature of its members to see which items they wanted to seek community input on and to see if there were some issues that they unanimously wanted to take off the table given the information gathered to date.

The Committee assembled a list of the ten Governance Action Items with facts about the status quo, an option they were considering, and options they had ruled out based on their learnings. For two of the ten options, they felt confident in recommending no change at this time. This was for form of government (council-manager) and election system (at-large). For the other eight items, the Committee wanted to get input from the community before reaching its own conclusions.

COMMUNITY FEEDBACK

Next the Committee sought input from the community. They published information on the City website and shared it on the City's homepage, social media, and Front Porch Forum. Members attended the Meet Me on Main! community event to raise awareness of the conversation that was taking place, answer questions, and encourage people to take the survey. There was an in-person opportunity scheduled for residents to join the conversation, as well as a virtual opportunity. There was a focus group offered to all members of City committees, and a focus group offered to City employees. Three residents attended the in-person conversation, two residents joined the virtual conversation, six residents participated in the focus group, and two staff members joined the discussion in a separate focus group.

The Community Survey was available for four weeks online. The information from the Governance Action Items sheet were incorporated to give facts about the status quo and other option being considered for the eight governance issues the Committee was seeking input on. There were 57 respondents – 53 who self-identified as residents and 4 who were employees of the City.

The survey was a small sample of residents and not statistically representative of the community, however, it did produce several schools of thought:

1. Over 50% of respondents agreed with maintaining the status quo for:
 - Leader of City Council – president elected by Councilors (31/57)
 - Number of City Councilors – 5 members (38/57)
 - Term Length for City Councilors – 3 years for all (34/57)
 - Stipend for City Councilors - \$2,500 (34/57)
 - Stipend for Leader of City Council – same as rest (33/57)
2. The respondents were split on status quo vs. change:
 - Term Limits for City Councilors – Yes (25/57), No (24/57)
 - Charter Review – Built-into Charter (26/57), Not built-into Charter (24/57)
3. Over 50% of respondents agreed with change for:
 - Stipend Increases for City Councilors – define in Charter (30/57)

COMMITTEE CONCLUSIONS

Given all these conversations, discussions, feedback from current and former elected leaders, interview responses from other Vermont communities, and input from the community, the Committee conducted its final deliberations and made the findings and recommendations outlined below. The Committee appreciated and acknowledged the following:

- this was a limited timeline (eight months) for conducting research, doing outreach, and reaching conclusions;
- the scope of the inquiry was focused on structural reforms but through conversations and information gathering there is a clear interest by community members to examine soft reforms and those should be explored in the future;
- there was a low level of community engagement and participation in this effort and the recommendations from the Committee have not been fully vetted by the public.

COMMITTEE

Thank you to Steve Eustis, Chair, Marlon Versasamy, Vice Chair, Elaine Haney, Secretary, Thomas Coen, Deb McAdoo, Candace Morgan, Brian Shelden, Gabrielle Smith, Bethany Clark, and Brad Luck, Staff Administrator for your contributions to this committee.

FULL REPORT

The final report from the Governance Committee can be found here: www.essexjunction.org/boards/governance-committee.

Colleen M. Ballard, Executive Director

Essex Rescue is proud to serve the residents and visitors of your community! For more than half a century our organization has served the City of Essex Junction, and the Towns of Essex, Jericho, Underhill and Westford providing high-quality, compassionate emergency medical care. Operating 24/7, our team of highly trained EMTs, AEMTs, and paramedics are dedicated to safeguarding public health and safety through skilled pre-hospital care and coordinated transport services.

As an essential component of your community's public safety framework, we work closely with fire, police, and other healthcare partners to ensure an integrated and efficient emergency response system. Our services include 911 emergency response, standby coverage for community events, public education initiatives, and disaster preparedness planning.

In 2024, we focused on three key operational priorities: strengthening our workforce, optimizing resource allocation, and ensuring financial stability.

- **Strengthening our workforce:** we transitioned to a more comprehensive field training program, enhancing the learning experience through hands-on, and real-time skill application. These efforts contributed to higher retention, increased engagement, and a more resilient organizational culture.
- **Optimizing resource allocation:** we are now staffing additional ambulances to improve response times and coverage. This allowed us to better serve during peak call times and has helped reduce strain on the already overwhelmed system. We also adjusted shift schedules and deployment strategies to align resources more closely with call patterns, improving overall operational efficiency.
- **Ensuring financial stability:** we gained deeper insight into the organization's fiscal behaviors, allowing us to make more informed financial decisions in response to ongoing economic challenges. By closely analyzing spending patterns and revenue trends, we were able to strengthen our financial forecast and improve capital expenditure planning. These efforts support more strategic investments, ensure prudent use of resources, and position us to navigate some uncertainty with better confidence and control.

Fiscal Year End 24/25

Expenses*	\$1,705,105
Revenue	\$2,339,450
Capital Reserve	\$1,755,283
*Short multiple FT staff positions	

While our investment of additional ambulances and staff allows us to respond to more calls, the sustained surge in demand—particularly from neighboring communities—has overshadowed the gains, making the improvements less visible from a system-wide perspective. In 2024, Essex Rescue received 3,545 emergency calls, a 5.6% increase from the previous year. Our organization responded to 81% of our call volume, an increase from the 79% taken in 2023. Our ambulance provided mutual aid to a neighboring community 242 times, a 32% increase from the previous year. We requested mutual aid from another community 637 times, an increase of 11% from the previous year.

We continue to work closely with the municipal leadership, police, fire departments, and hospitals to maintain a seamless, integrated emergency response system. Our mission remains clear: to deliver prompt, professional, and life-saving care to those in need, every hour of the day.

Joe Duncan, General Manager

Champlain Water District (CWD) is a regional municipal organization supplying drinking water and fire protection to the following (10) municipal water systems since 1973: South Burlington, Shelburne, Williston, Essex, Essex Junction, Village of Jericho, Winooski, Milton, Colchester Water System, and the Mallets Bay Water Company. This past year CWD celebrated our 26th anniversary of continuing to maintain the Partnership for Safe Water Program's Excellence in Water Treatment Award criteria. CWD was the first water supplier in North America to receive the Excellence in Water Treatment Award in 1999, and is presently one of 16 water utilities that have attained this level of water treatment optimization, which signifies continuous performance protective of public health. CWD has maintained this level of excellence through successful submission of a comprehensive annual report that is reviewed for water quality test results, as well as demonstration and documentation of the operational tenacity toward continued quality improvement as required by the Partnership for Safe Water Program. In May of 2025, CWD received the Partnership for Safe Water Phase III Directors Award. The Phase III process involves the use of self-assessment methods to help identify performance limiting factors (PLFs) and move forward with optimization of the distribution system. The Partnership for Safe Water program utility membership collectively serves a total population of over 100 million people, or two-thirds of the U.S. population using surface water as their source of drinking water.

Over the past year CWD has steadily continued its efforts toward completion of its Ten-Year Master Plan (2016-2026). CWD's accomplishments over this past fiscal year are as follows:

- Continued to manage a long-term asset management contract for on-going inspection, maintenance, and rehabilitation of (15) of CWD's welded steel water storage tanks and (3) of CWD's non-welded steel water storage tanks.
- Continued a program to monitor tank temperature stratification in our tanks to analyze tank turnover and water quality. The data will be used to identify measures and improvements to continue to provide high quality drinking water.
- Continued to manage a long-term asset management contract for on-going inspection, maintenance, and rehabilitation of (3) Adsorption Clarifiers and (8) Multimedia Filters at CWD's Water Treatment Facility.
- Continued a filter surveillance program and rebuild study to assess the condition of our filters and develop recommendations for future rebuilds.
- Continued Phase II of a water transmission pipe condition assessment plan, titled Pipe Integrity Program (PIP), toward potential replacement of aging underground infrastructure.
- Partnered with Resource Management, Inc. (RMI) for recycling of our drinking water treatment residuals (DWTRs) at their facility where the DWTRs are mixed with topsoil.
- Continued our annual transmission system valve replacement program.
- Continued our annual replacement program for valves and actuators at CWD's Water Treatment Facility.
- Continued investment with Efficiency Vermont to optimize daily energy usage and reduce overall annual electrical costs.
- Continued participating in a Flexible Load Management program with GMP to reduce plant energy usage during peak electrical demand periods to help improve electrical grid reliability.
- Continued implementation of a long-term asset management database system for all CWD property, plant, and equipment.
- Continued implementing cybersecurity improvements and protocols to enhance security at our facilities.
- Finalized the design of upgrades to process controls and SCADA system at CWD's Water Treatment Facility.
- Began construction of the new 1.0 million gallon South Filtered Water Tank to replace the existing aging and failing tank.
- Continued planning for future improvements: Water Treatment Plant HVAC Improvements, Chemical Feed and Storage Addition, and Lake Water Pump Station Improvements.

We thank our employees and elected officials for their effort, support, and dedication in allowing CWD to be proactively managed and operated to supply a drinking water product protective of public health. As always, we welcome anyone who wishes to tour our facility. Please call 864-7454 to arrange a tour, or if you have questions, or need further information on CWD.

Charlie Baker, Executive Director

The Chittenden County Regional Planning Commission (CCRPC) is a political subdivision of the State created by the municipalities of Chittenden County in 1966 for the development of policies, plans and programs that address regional issues and opportunities in Chittenden County. The CCRPC also serves as the region's federally designated Metropolitan Planning Organization (MPO) and is responsible for transportation planning in Chittenden County in close collaboration with our municipalities, state and federal agencies, other partners, and the public. The CCRPC is governed by a 29-member board consisting of one representative from each of the County's 19 municipalities, transportation representatives, and at-large members representing the interests of agriculture, environmental/conservation, business, and housing/socio-economic. CCRPC's vision is to be a pre-eminent, integrated regional organization that plans for healthy, vibrant communities, economic development, and efficient transportation of people and goods while improving the region's livability.

In **FY25**, the CCRPC invested about **\$8.3 million** in:



REGIONAL
LAND USE



TRANSPORTATION



EMERGENCY
MANAGEMENT



ENERGY



NATURAL
RESOURCES



EQUITABLE
PUBLIC
ENGAGEMENT



TRAINING



TECHNICAL
ASSISTANCE

The program leverages more than **\$7.6 million** in Federal and State investment with \$270,000 in municipal dues and another \$320,000 in local match for specific projects—nearly a 13:1 return on local investment.

ESSEX JUNCTION ACTIVITIES

In FY2025, the CCRPC provided assistance to Essex Junction on the following projects and initiatives:

Pearl Street Multimodal Improvements Scoping

This study builds on the 2018 Bicycle/Pedestrian Improvements study along VT Route 15 between Susie Wilson Road and West Street Extension. The primary goal is to develop an alternative that improves safety and connectivity for cyclists and pedestrians and can be funded with available budget. The project kicked off in late spring and will carry over into FY26. Total consultant budget: \$30,000.

Essex Junction Stormwater CCTV Inspection (Phase 3)

Phase 3 of this project completed the inspection of selected stormwater drainage infrastructure in Essex Junction and developed an asset management database of the assessed infrastructure. Data and information generated by this effort was incorporated into the stormwater infrastructure maintenance and replacement plan. The final report was completed in December. Total consultant budget: \$92,504.

Transit-Oriented Development (TOD) Master Planning

The City has been selected to participate in the CCRPC's Northwest Vermont TOD project. The project, funded via a federal RAISE grant, is funding TOD planning and bylaw work in 10 communities in Northwest Vermont. In FY25, the project team finalized existing conditions, held engagement events, released a Vision & Big Ideas Summary Report, and drafted the Connect the Junction Master Plan. In FY26 the project will continue with additional engagement activities, draft land development code updates, meetings with the City Council and Planning Commission, and incorporating additional community feedback and code updates to finalize the master plan. Project updates and upcoming events can be found here. Total consultant budget: \$129,896.

Energy Planning and Implementation

CCRPC continued to provide technical support for the state-wide Municipal Energy Resilience Program. CCRPC staff also provided information about grants and incentives and answered questions about weatherization and municipal EV charging infrastructure.

Technical Assistance

CCRPC staff provided a variety of technical assistance to Essex Junction:

- Reviewed Essex Junction's zoning map changes and uploaded them to the VT Center for Geographic Information online data portal.
- Provided assistance applying the city's land use regulations on issues including corner lot setbacks, consistency between the zoning map and the comprehensive plan, boundary adjustment waivers, and abutter notifications.
- Issued a letter of support for the City's \$25,000 Better Roads grant application for Outlet stabilization on Brickyard Road
- Made a technical correction to Essex Junction's GIS zoning layer and provided the city with an updated zoning map.
- Provided information on pedestrian rail crossing.
- Worked with City staff to finalize their annual All Hazards Mitigation monitoring report.

Traffic Counts

Three Turning Movement Counts were conducted in Essex Junction in FY25. Historic traffic counts conducted in support of Essex Junction's transportation projects and studies can be found [here](#).

Byway Coordination

Chittenden County includes eight of Lake Champlain Byway's 22 communities: Milton, Colchester, Winooski, Essex Junction, Burlington, South Burlington, Shelburne, and Charlotte. CCRPC staff maintained the Byway website including a helpful Interactive Map. Additionally, CCRPC submitted a National Scenic Byways Program Grant in partnership with VTrans and LCPC to support website updates and outreach materials.

Older Adults and Persons with Disabilities (O&D) Transportation Program

The Chittenden County O&D Transportation Program supports community members through affordable transportation to medical appointments, access to fresh food at the grocery store, and social visits. In FY25, 432 trips were provided to Essex Junction residents as part of this program.

Regional Plan and Act 181 Engagement

CCRPC staff coordinated with the Essex Junction Planning Commission and staff on the engagement and development of the draft Regional Future Land Use map. Staff presented on the engagement and map to the CCRPC Long Range Planning Committee (LRPC).

ESSEX JUNCTION PROJECTS IN THE TRANSPORTATION IMPROVEMENT PROGRAM (TIP)

The TIP is a prioritized, multi-year list of transportation projects in Chittenden County. To receive federal funds, each transportation project, program, or operation must be authorized through CCRPC approval of the TIP. Essex Junction projects included in the TIP are listed below. These projects are also included in the Vermont Agency of Transportation Capital Program.

AMTRAK Train Station Upgrades

In 2022, the City received a \$3 million grant through the Consolidated Rail Infrastructure and Safety Improvements (CRISI), Congressionally Directed Spending program for renovations and improvements to the Essex Junction Multimodal Train and Bus Station. Design and planning are underway.

Crescent Connector Road

\$13 million for the construction of a new road between VT2A and VT 117 and improvement to Railroad Street between VT117 and VT15. This is a CIRC Alternative Phase I project. Project was substantially complete in 2024, with final items being completed in 2025.

Jordan Mitchell, Director of Operations

Launched in 1990 to cover municipal events and public issues, Town Meeting TV is Chittenden County's regional government access television channel overseen by municipally appointed representatives from Burlington, South Burlington, Essex, Essex Junction, Williston, Winooski, Colchester, and St. George. Town Meeting TV airs over 100 hours of public meetings, election coverage, and community events each month. Town Meeting TV is a trusted producer, educational and equipment resource, and community archive of video providing access to local government and facilitating engagement in local democracy. Town Meeting TV programs are made available on cable channels Comcast 1087, Burlington Telecom 17, 217, and 317, as well as available on demand at www.CH17.TV and both on demand and live streaming at YouTube.com/TownMeetingTV.

The City of Essex Junction is currently represented by Amber Thibeault on the Town Meeting TV Trustees. Between 10/1/2024 and 9/30/2025, Town Meeting TV produced and supported 1,657 programs for our member communities; 351 of these programs were categorized as municipal coverage.



REVENUE SOURCES

Town Meeting TV is funded by a diversity of sources but primarily by the cable subscribers of Comcast and Burlington Telecom (BT). In addition to the requirement on cable companies to set aside channels and “cable capacity”, regional cable subscribers are assessed 5% of their bills for PEG operating and 1.5% for capital costs.

Town Meeting TV's FY26 budgeted revenue is 66% cable subscribers, 19% municipal revenue, 14% legislative allocation, and 1% other.

SERVICES

With municipal partnership, Town Meeting TV produces, live streams, records, titles, distributes, and archives gavel-to-gavel coverage of municipal meetings, regional events, and educational programs designed to help open the doors of local government, civic life, voter education, and promote public awareness and participation.

Town Meeting TV is a member of the Vermont Access Network (VAN), a powerful network of 23 community access media centers statewide that provide an essential community service by sharing content around the state.



HYBRID MEETING SUPPORT

Town Meeting TV works with municipalities to continue to support high quality hybrid meeting systems allowing remote attendees to clearly see, hear, and engage with in-person attendees through online platforms. In many cases, the capital equipment for these systems were purchased by the municipalities, and Town Meeting TV continues to work with communities to make that experience productive while retaining high video and audio quality for TV distribution and archiving.

CCTV is part of the Act 133 working group on changes to the Open Meeting Law. As hybrid meetings become a core practice to support access to local democracy, Town Meeting TV values your feedback to inform best practice and resource advocacy discussions with the Legislature and the Secretary of State's Office.

Redundant and reliable archiving of community based video content, including municipal meetings and public events, is a unique service of Town Meeting TV. The entire catalog is searchable at www.cctv.org. As part of the changes to Open Meeting Law, Town Meeting TV can act as the repository for the long term storage of municipal meetings. We stress that YouTube is not an archive, but an access and distribution platform, and digital storage requires metadata that is searchable, as well as a workflow to ensure archives have redundant backup copies.

IN-DEPTH LOCAL ELECTION PROGRAMMING

Town Meeting TV produces televised local forums featuring all candidates, municipal budgets, and ballot presentations during Town Meeting, Primary, and General elections. Town Meeting TV also partners with both state and local level organizations such as VPIRG, League of Women Voters and media outlets such as Seven Days to bring election information to a wider audience. In most cases, Town Meeting TV's forum is the only event in which all registered candidates appear in front of voters in a fair, congenial, and high quality format.

Meeting community accessibility needs through the addition of a 24/7 captioning service to our cable channels in addition to the auto captioning provided by YouTube's streaming platform. This comes on the heels of an accessibility audit and developing a checklist of ways to meet accessibility needs in the community for our television programs as well as events, outreach, and educational offerings.



COMMUNITY BASED PROGRAMS

Democracy begins in dialogue. Community access TV is the site of many interesting and provocative conversations. From shows on addiction recovery and prevention, education reform, national politics, and local issues, the Town Meeting TV studio (both in person, online, and in the field) provides citizens a space to express and workshop ideas with their community.

MARKETING AND OUTREACH

Opening the doors to democracy also means connecting community members in a nonpartisan manner to a variety of ideas and content. We excerpt and share meeting highlights such as Mayoral, Councilor, City Manager or Municipal updates, connect local journalists to source material, and help the public make sense of the content that is recorded and archived by the Town Meeting TV field crew. Our outreach is working on behalf of local democracy to encourage engagement and greater understanding. We are here to work with your municipal communications team.

Media education for school groups, individuals, visiting dignitaries, and local organizations (e.g., CCV, UVM, Champlain, local high schools) is a crucial part of the Town Meeting TV civic engagement work. Helping uncover the media making process and engaging students with local civic leaders through internships and volunteering are foundation to the work of community media. We are developing the next generation of field producers and editors, as well as introducing young people to how local government functions and why it is important. Through one on one design, media making cohorts, tours, and learning sessions, we deliver high quality media making and civic education on behalf of our member communities.

AN ACCESSIBLE WEB PRESENCE

Town Meeting TV's website connects visitors to more than 50,000 pieces of archival content. This gateway to community content, both present and historic, connects municipal officials, journalists, activists, researchers and the general public to community video content. The Town Meeting TV website is moving to a new platform that will allow municipalities to more easily embed municipal content on their own home pages.

ADVOCACY FOR PUBLIC ACCESS

Town Meeting TV works closely with its colleagues in the Vermont Access Network (VAN) to advocate for the replacement of declining cable revenue. The Legislature has recognized our work as an "essential service" and in FY25 funded VAN's work in the Vermont base budget through a grant administered by the Secretary of State's office.

CCTV Center for Media and Democracy administers the services of Town Meeting TV on behalf of the Trustees. This relationship allows Town Meeting TV to be housed alongside other community based projects such as the CCTV Archives, and CCTV Productions. These relationships allow us to share expertise, community connections, and carry the work we do together even farther.

Town Meeting TV cable channels reach 30,000 cable subscribers within Chittenden County. The archive of all content is available online, and applicable content is distributed statewide as well as nationwide. The Town Meeting TV website averages about 1,000 hits per month, and the Town Meeting TV YouTube channel maintains about 7,000 subscribers. People watch meetings and events, share them, and most importantly report that they can find them when needed.

Nick Warner, Executive Director



The Winooski Valley Park District (WVPD) is a cooperative partnership of eight member communities with a common interest to protect natural resources in the Lower Winooski River Valley and create opportunities for people to connect with nature. WVPD parks and natural areas are open year-round to the public with no admission fees from dawn to dusk each day, providing a valuable resource for all residents and visitors to engage with and enjoy our natural and diverse landscapes.

WVPD prioritizes protection and conservation of wetlands, shoreline, floodplain forests, and river corridors to enhance fish and wildlife habitat, improve ecological conditions and flood resiliency, and increase opportunities for people to engage with the outdoors and build community through environmental stewardship.

FISCAL YEAR 2025 HIGHLIGHTS

Over the past year, WVPD has worked collaboratively with member municipalities to improve parks and open spaces and enhance park user experiences through community engagement.

- 2 active water quality projects in Colchester to minimize stormwater runoff and erosion in watershed areas.
- Directly received and managed as Fiscal Agent, multiple grants supporting projects to improve park infrastructure, communications and signage, and environmental stewardship.
- Over 230 volunteers engaged in 20 service projects such as riparian tree plantings, invasive plant removal, and litter clean-up.

In FY2025, the WVPD Parks Maintenance Crew completed numerous projects, including repairing flood damage and replacing bridges and other trail infrastructure, along with various upgrades throughout the Park District 18 properties, in addition to daily upkeep and maintenance of trails and parks.



SUPPORT LEVERAGED THROUGH GRANTS AND PARTNERSHIPS

This year, WVPD has leveraged several grants to fund important clean water projects and improvements to parks and facilities, such as:

- A Community Development Block Grant from the City of Burlington funded the placement of the museum barn roof at the Ethan Allen Homestead
- Clean Water Service Projects underway at Colchester Pond and Wolcott Family Natural Area
- Commenced a strategic planning process funded by a Watershed United Vermont grant

IMPACT ON ESSEX JUNCTION

As a Member Municipality, Essex Junction residents have access to WVPD’s 18 regional parks to be enjoyed as an extension of the City’s resources. The support and cooperation of WVPD’s Member Municipalities help drive regional and state goals for conservation, water quality improvement, and outdoor recreation.

Over the past two years, several WVPD parks, especially Woodside Natural Area, were hit hard by flooding. This past year, the WVPD crew focused on making resilient trail improvements across its park system, including rebuilding and upgrading the anchoring system for two bridges at Woodside Natural Area.



STRENGTH IN PARTNERSHIP

- 3 years of partnership with Essex Junction, member since 2022 (53 years collective membership years with Essex Town)
- \$33,895 fiscal year 2026 contribution from Essex Junction
- Essex Junction’s contribution helped leverage over \$700K in grant funds under WVPD management

Like other inter-municipal entities such as the Chittenden County Regional Planning Commission (CCRPC) or the Chittenden Solid Waste District (CSWD), WVPD’s regional model provides shared governance and efficiencies. Using funds from member towns as leverage, the WVPD has an excellent record of receiving grants to implement a wide variety of projects and programs. Financial Stewardship Essex Junction’s annual investment in WVPD is leveraged many times over through grants, facilities rentals, volunteer labor, and partnerships with other key stakeholders working towards shared goals. This financial model maximizes ecological and recreational benefits for the city while ensuring responsible and sustainable stewardship.

LOOKING AHEAD...

WVPD began as a visionary idea in the 1970s to address rapid development and the protection of the Winooski River Corridor through the creation of new park lands.

Over the past 53 years, this vision has greatly evolved into a coalition of 8 towns with 18 WVPD parks open to the public.

In recent years, Vermont and all WVPD parks have experienced issues related to a changing climate, making flood resilience, invasive species management, forest health, protection of rare species and habitats, water quality, and erosion mitigation daily priorities for the WVPD team.

Looking ahead in Essex Junction, WVPD will support the city with technical assistance in park planning and maintenance that promotes the city’s goals for recreational opportunities, focusing on Steven’s Park.

Our Board of Trustees, staff, volunteers, partner organizations, and park users have all evolved with us over the years, and we all owe a debt of gratitude to the communities like Essex Junction that support our work to steward these amazing shared resources.

Sarah Reeves, Executive Director

The Chittenden Solid Waste District (CSWD) is a municipality created to implement solid waste management mandates legislated by the State of Vermont. The District is governed by a Board of Commissioners representing the communities of Chittenden County, Vermont.

OUR MISSION

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

FINANCIALS

CSWD generated \$18.9 million in total revenues and \$15.8 million in total expenses. Highlights include a \$1.5 million grant from the VT Department of Environmental Conservation, \$375 thousand gain on the sale of real estate, and both the Organics Recycling Facility and the Drop-Off Centers delivered positive net operating income (before depreciation). The District ended FY25 in a positive net position with operating reserves equaling 4.3 months.

WASTE DIVERSION

This year's Waste Diversion Report shows some positive changes in how our community manages waste. Total solid waste generation for residents, businesses and institutions in Chittenden County increased to 317,905 tons, up from 304,843 tons in 2023. Although the tonnage generated increased, the amount of municipal solid waste (MSW) diverted from the landfill (recycled or composted) also increased by 13.8% to 100,719 tons. The total MSW diversion rate is at 54.7%, continuing a trend of long-term steady growth.

NEW LOCATION FOR MATERIALS RECYCLING FACILITY (MRF)

After a few years of setbacks, CSWD has purchased a 38-acre parcel on Redmond Road, in Williston. This will serve as the new location for the state-of-the-art recycling facility, which is slated to open in January 2027. The project is estimated to cost \$38 million, funded through CSWD reserves, grants, and a \$22 million bond approved by Chittenden County voters.

NEW CONTAMINATION POLICY AT THE ORGANICS RECYCLING FACILITY

CSWD's Organics Recycling Facility (ORF) has worked hard to remove contamination in our finished compost. Now we're focusing on reducing the contamination that comes with food scraps in the first place. ORF staff developed a contamination policy to address this issue. It's based on our MRF Quality Control Policy and adapted to the unique needs of composting. We gathered input from compost facilities across the country, organics haulers, food scrap generators, and CSWD's Outreach, Communications, and Compliance teams. By addressing contamination at the source, we can reduce the strain on the composting process and continue to make premium quality compost and soil products at the ORF.

EXPANDED HOURS AND MATERIAL ACCEPTANCE IN BURLINGTON

This past year, we made significant enhancements to our operations at our Drop-Off Center (DOC) in Burlington, located at 339 Pine Street. In addition to food scraps and blue-bin recycling (paper, cardboard, boxboard, metal cans and foil, glass jars and bottles, rigid plastic containers, and rigid plastic packaging), CSWD now accepts household trash (no bulky items), scrap metal, shredded paper, and wood ash at the Pine Street facility. CSWD also increased hours to a five-day weekly schedule: Tuesday through Saturday from 8:00 am to 3:30 pm, which aligns with our five other Drop-Off Centers in Chittenden County.

HOUSEHOLD SURVEY

CSWD partnered with the University of Vermont’s Center for Rural Studies to survey Chittenden County residents about their waste management habits and knowledge of waste reduction practices. A total of 1,873 people responded, and an overwhelming majority (97%) said it is very or somewhat important to reduce the amount of waste they create. Among Drop-Off Center users, 94.7% reported that using the facilities is either very easy or somewhat easy. When it comes to managing food scraps, 34% of respondents compost at home, 23% use a private hauler, 15.7% bring food scraps to a Drop-Off Center, and 11.4% still throw them in the trash. CSWD will use the survey results to tailor communications and outreach efforts, ensuring programs and messaging meet the needs of the community and support improved waste diversion practices.

CSWD LAUNCHES NEW WEBSITE

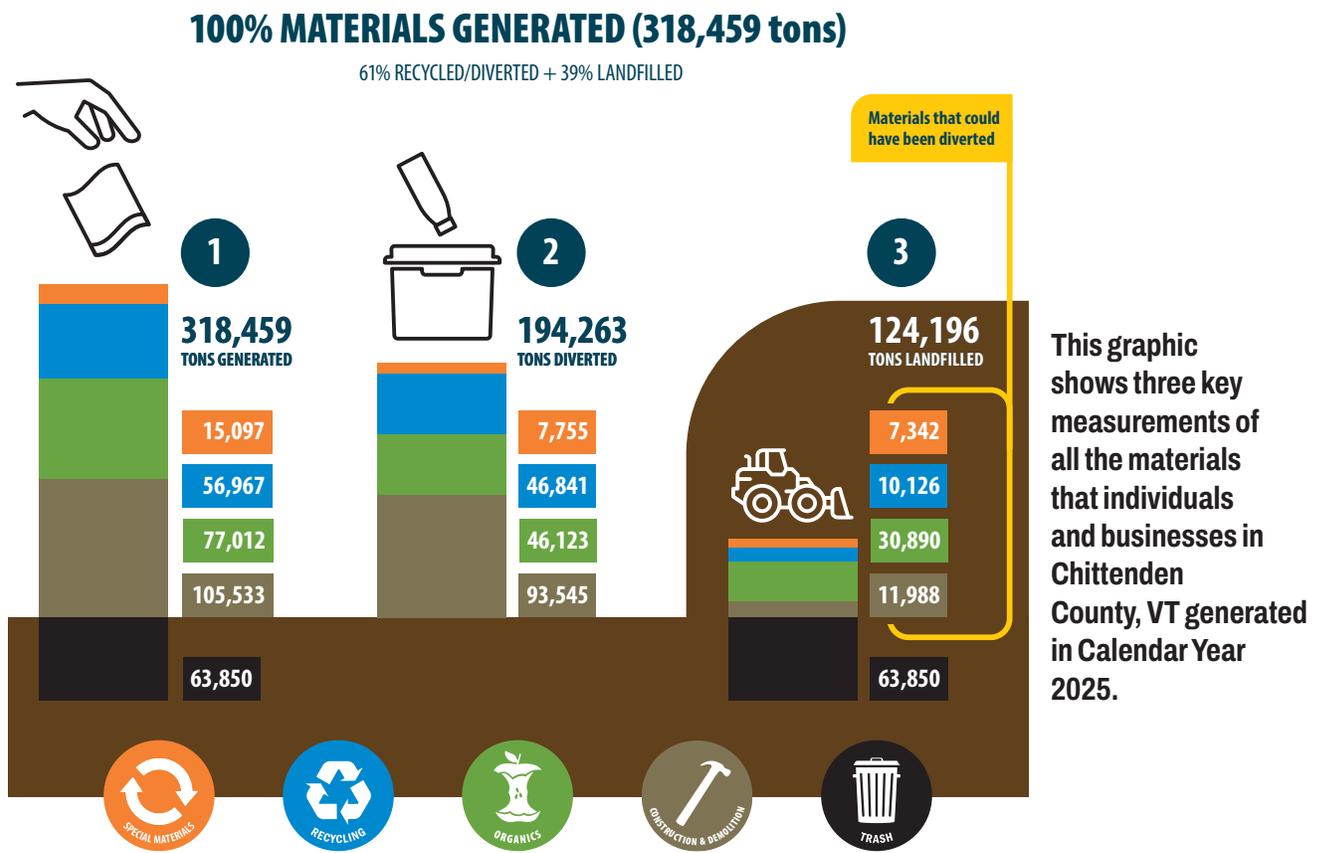
CSWD launched our newly redesigned website, now easier to navigate and full of helpful resources for residents and businesses. One of the highlights is our updated A-Z Guide, which makes it simple to find out how to properly recycle, compost, or dispose of nearly any item. Check it out to make waste management in Chittenden County easier than ever!

BATTERY BLITZ

CSWD, in partnership with Call2Recycle and Earth Rangers, hosted a battery collection contest for schools across Vermont. Underhill Central School earned top honors, collecting the most batteries and winning a \$1,000 prize! Seven schools came together to collect over 4,000 pounds of batteries—equivalent to the weight of 15 native Vermont black bears. The Battery Blitz School Mission combines environmental action with friendly competition, uniting students, teachers, and community members in the shared goal of collecting and recycling used batteries from home and school.

CSWD WINS ENVIRONMENTAL LEADERSHIP AWARD FOR SOLAR GLASSES COLLECTION PROGRAM

The Northeast Recycling Council (NERC) honored CSWD with the Environmental Leadership Award for Outstanding Program, recognizing our solar glasses collection in partnership with Astronomers Without Borders (AWB). Following the April 2024 solar eclipse, CSWD’s program diverted 115,020 solar eclipse glasses from the landfill.



Clayton Clark, General Manager

Green Mountain Transit (GMT) operates public transportation services in Chittenden, Washington, Franklin, Grand Isle, Lamoille and Orange Counties. The mission of GMT is to promote and operate safe, convenient, accessible, innovative, and sustainable public transportation services in northwest and central Vermont that reduce congestion and pollution, encourage transit-oriented development, and enhance the quality of life for all.

FY25 RIDERSHIP

GMT provided 2.4M passenger rides in FY25 with 2.1M of these rides occurring in the Chittenden County service area. In addition to fixed route bus service GMT operates, or contracts for, demand response services (ADA, Medicaid service and Elders & Disabled), Weekly Grocery Shopping Shuttles and seasonal tourism routes in Stowe and the Mad River Valley.

FINANCIAL SUMMARY (FY25)

Green Mountain Transit Authority (GMT) ended Fiscal Year 2025 with total net position of \$44.3 million, a \$0.5 million decrease from FY24. This change reflects lower capital grant activity compared to the prior year, which included elevated federal capital funding, and an operating loss in the rural division.

Total operating revenues were \$29.8 million, up 2.9% from FY24, while operating expenses increased 5.6% to \$29.9 million, driven by rising labor, benefits, insurance, and contracted services costs. GMT reported a modest operating loss of \$0.17M for the year.

URBAN AND RURAL FINANCIAL HIGHLIGHTS

Urban Division

The urban division ended FY25 with net position of \$36 million, representing GMT's largest concentration of capital assets.

Urban services generated \$19.7 million in operating revenues, supported primarily by federal and state operating assistance, local assessments, and purchase-of-service agreements.

Urban operating revenues increased year over year by \$1M, reflecting fare resumption and higher federal and state grant activity, while expenses also increased by \$0.93M due to higher labor costs and other operating cost pressures.

The urban division experienced a \$0.9M decrease in net position for the year, largely attributable to lower capital investment compared to FY24.

Rural Division

The rural division ended FY25 with net position of \$8.2 million, reflecting operating losses of \$0.18M, which were more than offset by higher long-term investments in fleet and other capital assets across the service area.

Rural services generated \$10.1 million in operating revenues, with a funding mix that continues to rely heavily on federal operating grants, state support, and Medicaid-funded transportation services.

Rural operating revenues fell by \$0.18M, primarily due to lower Medicaid purchase of service revenues, while operating expenses rose by \$0.66M due to higher labor costs and other operating cost pressures.

The rural division experienced a \$0.4M increase in net position for the year, largely attributable to higher capital investment compared to FY24.

Service in Franklin and Grand Isle Counties will transfer to Rural Community Transit on January 1, 2026. Service in Washington County will transfer to TriValley Transit on July 1, 2026.

CAPITAL INVESTMENT AND RESERVES

Across both divisions, GMT invested \$4.3 million in capital assets during FY25, offset by \$4.3 million in depreciation expense, resulting in a relatively stable capital asset base. The Authority continues to carry no long-term debt and continues to operate as a going concern, with sufficient financial resources to meet its ongoing operating and capital obligations.

OVERALL FINANCIAL CONDITION

GMT remains financially sound, with strong capital assets, stable reserves, and conservative financial management. While both urban and rural divisions face ongoing challenges related to rising operating costs and funding uncertainty, the Authority continues to align resources to sustain essential transit services throughout its services areas.

CAPITAL PROJECTS URBAN ANNUAL REPORT

The Capital Projects team completed and worked on many facility and passenger amenity related projects in 2025. Work continued to lay the groundwork for future fully electric buses coming into the fleet. GMT made several facility upgrades ahead of the buses to improve safety and is currently working to install additional charging stations. For passenger amenities, the team installed a new waiting shelter on Shelburne Street in Burlington in collaboration with Champlain Housing Trust and CVOEO.

Most notably, GMT was recently awarded \$6.8 million in federal capital funding split between two separate grant applications as part of the competitive 5339 Bus and Bus Facilities and the Low or No Emissions grant programs. These applications took months of preparation and help from many state and local stakeholders. The funding will be used for numerous facility, passenger amenity, and vehicle procurement projects over the next 3+ years. Under the Low-No award, GMT will be piloting low emission propane powered buses for use by SSTA as part of its contracted paratransit services.

For more information on GMT services, please visit [RideGMT.com](https://www.RideGMT.com).



2 Lincoln Ribbon Cutting Script

****[Amber Thibeault, City Council President]****

Thank you for joining us to celebrate the long-awaited renovations to 2 Lincoln Street.

In July 2022, when the Village became a city, the council had a goal of returning 2 Lincoln to the hub of community activity. As we separated from the Town, we also added staff and services that were previously merged with the Town. 2 Lincoln in its current capacity was not going to support the needs of the city moving forward. The city council had many discussions with the city manager and staff about the future of 2 Lincoln.

As with most projects, this one took on a life of its own, but at the end of the day, I'm happy to say that the renovations exceeded our expectations.

You will hear from the city manager, Regina Mahony shortly, with the long list of folks to thank for this successful project, but I want to take a minute to give a shout out to one group – and that's the staff. It's been a roller coaster for staff for a long time, and through it all, they show up to work every day with a smile on their face, even when we throw our crazy ideas at them, and for those folks who work at 2 Lincoln, making them move not once, but twice! On behalf of the city council, I want to say we appreciate you, we notice you, and we thank you.

2 Lincoln has a lot of historical charm, and we tried to maintain this during the renovations, which you will see on the tours. I am going to invite Jerry Fox from the Essex Community Historical Society to come up and talk about the history of the building, which is actually 4 buildings!

Again, thank you for coming today, and I hope you are able to stick around after the ribbon cutting to take a tour, and maybe ride the new elevator.

****[Jerry Fox], Essex Community Historical Society****

LINCON HALL A SHORT MURKY HISTORY

Essex as a place was created in 1763 by the colonial Governor of New Hampshire. But settlement did not occur till decades later. By 1784, after the Revolutionary War and the approval of the Constitution, people began to feel safe and started coming to town.

There was lots of excellent farm land here, but the area that would become Essex Junction was pine forest on sandy soil. Poor farm land! What is more important is that Essex is a back water. The main road through the region was in Williston, the Burlington to Montpelier Post Road, now US Route 2.

More time passes. In 1849 technology intruded. The Vermont Central comes though Essex on the way to Burlington. But still no

Essex Junction. History matters. The big depot was in North Williston where you could access the Post Road. Then in 1851 the Vermont & Canada Railroad to St. Albans joined the Vermont Central in at Five Corners in Essex. We now have a Essex RAILROAD Junction. A village grew up around the rail yard and when the Post Office opened a branch office it was called Painesville after Charles Paine president to the railroad. That only lasted a few years, a change in railroad management, Paine left the State, and the place became Essex Junction.

Meanwhile, it is not in the nature of transportation systems the ignore the intersection of five roads, even if the are minor ones. A tavern appeared Five Corners, perhaps as early as the construction of John Johnson and his partner's 1809 Winooski River floating bridge. In 1819, in order to build the present brick building facing Pearl Street with a one story ell on the north side facing Lincoln Street, Abram Stevens took down a earlier wooden framed gamble roofed tavern. Stevens' son Albert operated a tavern known as the Stevens house.

When Albert died, Henry Staunton bought the building and renamed it the Staunton House. In 1850 the village was large enough to again rate a Post Office branch and Staunton became the Postmaster. He sold to David and Samuel Tyler in 1858. At the time they also owned two other taverns in the town. They added white framed structure to the west and the large brick ell on Lincoln Street. Because of the railroad, they chose the name Junction House.

David sold to William Fulsom who passed the business on to Zeph Hapgood in 1897. He converted it into a hotel. Then in 1902 he sold to Henry Root. Village bought the building from Root on Sept 22, 1911 for \$6000. In Jan 21, 1914 the Village Trustees named structure Lincoln Hall.

During WWII an medical aid center was opened in the wooden West Wing. After war part of the second floor was set aside the Trustee Meeting room. The Village Library moved into there from the newspaper building (Now the Nest). The rest of the second floor became a specious community meeting room, where dance, plays, musicals other social events were held. The fire department moved in below that. Space was even found somewhere to provide living quarter for the Chief of Police and his family. The far end of the brick wing was rented to the Teachout Brothers for their hardware store.

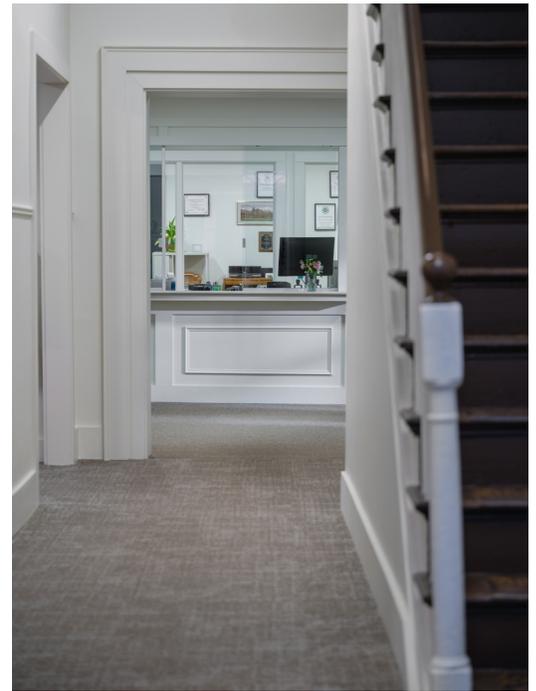
As a part of the 1963 Bicentennial Celebration the Village renovated the building. The Village offices moved into the first floor of the main central building. The District School office took the second floor. The Town offices moved into the brick ell.

Here we are another renovation and the Essex Junction City Hall.

****[Regina Mahony, City Manager]****

Thank you, Jerry, for that insightful overview of the building's history.

As Amber mentioned, the Village Trustees decided that this building needed to be renovated to properly house the new City's offices. The goal of the Trustees and the Council has been to create a space that the City can utilize for the next 100 years. This required enhancing both the functionality and accessibility of the building. The renovations included establishing a formal entryway, creating a layout that accommodates the City Office team, and installing an elevator to serve all three floors. Furthermore, the project made the building fully accessible and improved the HVAC system to provide a more energy efficient and comfortable environment for both employees and visitors.





As mentioned, 2 Lincoln actually consists of four buildings, affectionately referred to as buildings A, B, C & D throughout the renovation. Most of the construction was carried out in buildings B, C, and D. Renovating a historic building can be challenging and often uncovers unexpected findings. For example, on the scarier end, building D has differing thicknesses of brick and it required more reinforcement than anticipated. More fun surprises included old bottles, a book, and numerous fireplaces hidden within the walls. Some of these items are currently on display in the lobby.

I feel honored and proud to have played a role in renovating the heart of Five Corners and Essex Junction; this homage to the community's history will remain as the home for City functions and community gatherings as we continue to evolve around it.

****Acknowledgments:****

Furthermore, it is my privilege to express our deep gratitude to everyone who has been instrumental in bringing the 2 Lincoln project to fruition. There are many organizations and individuals to thank for their contributions to this effort, so please bear with me as I acknowledge them.

First, I'd like to thank all the former Village Trustees, former City Councilors, and current City Councilors for their support of this project.

Secondarily, I'd like to extend my thanks to the city project managers: Harlan Smith, who was the building manager at the start and about half way through this process. This renovation would not have happened without his enthusiasm for this important building and the future of the city.

And Rick Jones, Public Works Superintendent, for whom this project would not have finished without his help and support.

Plus, I'd like to thank and recognize the hard working crews at Essex Junction Recreation and Parks and the Public Works Team, who helped facilitate and set up the temporary City offices in Building A....and then back again.

VLCT (thanks Ted Brady and Jessie!) downsized and we were able to use their office cubicles for free. It meant taking them down in Montpelier, bringing them here, setting them up, and then taking them down again. I understand it was helpful to have a first aid kit handy for this work. Thanks Matt, Alex, Dean, Robert and crew.

Also, the file cabinets were very heavy, and we didn't have an elevator the first time. We did hire Grunts Move Junk, but it was still a lot of heavy moving. And thanks to Public Works for Cory and Troy for furniture assembly, Cory & Jimmy for installing blinds, Ron & Troy for hauling the last out and to the dump.

I'm also very grateful for our IT service provider team at Open Approach: Scott Bureson, Joe Putnam, and Alexis Hildebrand. They did an amazing job keeping us operational before, during and after this project.

Moving on to those who actually did the work...I know Ricky and I will miss spending our Wednesday mornings with this top notch team of folks:

Starting with the design team, my heartfelt thanks go out to John Alden and Lyn Wood with Scott & Partners. They did a beautiful job honoring the historic properties of this building and making it workable for a modern office environment. They led a strong team of consultants through the process including: Laurence Fedorko, Kendall Roberts, Ben Ferland, and Tim Dall with Dubois & King, Inc. As well as Jeff Kershner for site and water line design.

And the construction team - My unending gratitude goes to the construction team and individuals who dedicated their time and



energy to this project. Your hard work and skills played a vital role in bringing this vision to life, and it would not have been possible without your expertise and teamwork.

Thank you to:

The Bread Loaf team for your commitment to this building, your common sense approach to issues and solutions along the way, and your professionalism throughout. Thank you to John Johnston, Amanda Gregware, Randy Lang, and Jon Perkins. And Anna Herman. We really will miss you!

And...

- Brown Electric including Tony and Lilly who were here A LOT
- Andrew Cimonetti from Safety Systems VT
- Vermont Construction Company
- Adam Allen from John Turner Consulting
- Wilson Rd Cabinetry
- Tri-State Flooring
- Portland Glass
- Parker Site Works
- Parent Construction for concrete work
- Optimum Building Systems for sheetrock
- Hyline Painting
- Hawk & Trowel Masonry
- EEC Excavating
- Commercial Door
- Cedar Ridge Sprinkler
- A.C. Hawthorne for roofing
- Green Mountain Welding for stairs

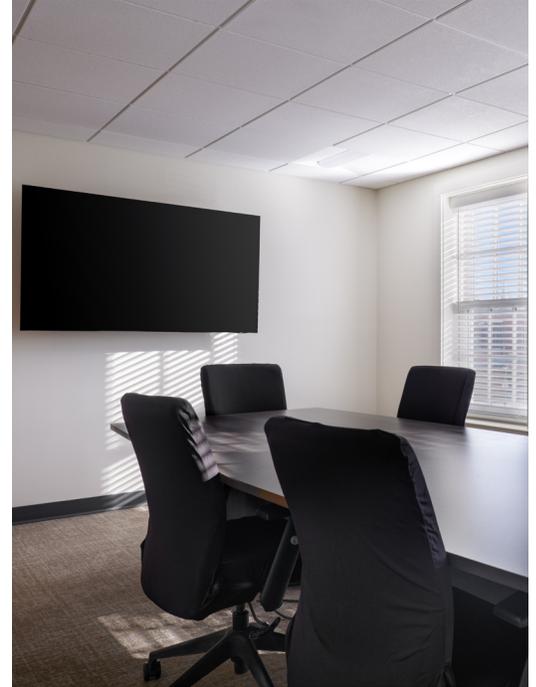
Truly, thank you all for an outstanding job.

Now, I have a few more folks to thank for persevering through the project: Thank you to the seniors who attend the Senior Center, who had to relocate to a different location while the City offices were housed there. Also, thank you to the kids, families, and staff of CHIPS, who also had to relocate during construction.

Thank you to the Fire, Police Departments and Brownell Library for graciously hosting meetings in their spaces during the renovation.

A special thank you to Maplehurst Florist for providing flowers for today's event and for the Houghton's for allowing the community to use their entrance during repeat stages of the construction project.

Lastly, I would like to express our sincere appreciation to the residents of Essex Junction who were impacted by the construction for their support, patience, and understanding throughout this period.



2 Lincoln Street
Essex Junction, VT. 05452
802.878.6944
www.essexjunction.org