



**Notice of Public Hearing**  
**Charter Amendments Proposal**  
**February 25, 2026**  
**6:30 p.m.**

The legal voters of the City of Essex Junction, Vermont are hereby notified and warned to meet at 6:30 p.m. on February 25, 2026, at the City Offices, 2 Lincoln Street, Essex Junction, Vermont and electronically on Zoom. You can find the link at [www.essexjunction.org](http://www.essexjunction.org) or join via conference call (audio only): (888) 788-0099 | Meeting ID: 944 6429 7825; Passcode: 635787. The purpose of these meetings is for the City Council to hear input on the proposed amendments to the Charter for the City of Essex Junction.

The proposed charter amendments include the following amendments (strikethrough represents a deletion, and underline represents an addition) to Subchapter 2: Governance Structure, Section 205. Compensation; and Subchapter 12: Amendment of Charter and Initiatives, Section 1202. Charter Review Committee.

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.

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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 . . .~~

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.**

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Dated at Essex Junction, Vermont on the 22nd day of January 2026.

Signed:

Amber L. Thibeault  
Amber L. Thibeault (Jan 23, 2026 04:57:36 EST)

Amber Thibeault, President

Marcus Certa  
Marcus Certa (Jan 23, 2026 18:43:33 PST)

Marcus Certa, Vice President

Tim Miller  
Tim Miller (Jan 22, 2026 19:50:46 EST)

Tim Miller, Secretary

Elaine Haney  
Elaine Haney (Jan 22, 2026 20:57:51 EST)

Elaine Haney

Brian Shelden  
Brian Shelden (Jan 23, 2026 17:18:11 EST)

Attest:

Susan McNamara-Hill  
Susan McNamara-Hill, City Clerk/Treasurer

An official copy of the proposed charter amendments will be on file and available for public inspection at the City Clerk's Office at 2 Lincoln Street, Essex Junction, Vermont 05452, beginning February 13, 2026. Copies will be made available upon request.