Norwich Selectboard

Special Meeting: Wednesday, November 19, 2025 – 6:30 p.m.

Tracy Hall Multi-Purpose Room

This meeting is being held in-person and via ZOOM

ZOOM access information: https://us02web.zoom.us/j/89116638939 Meeting ID: 891 1663 8939
US Toll-free: 888-475-4499 (Press *9 to raise hand; Press *6 to unmute after being recognized by Chair)

NOTE: To be admitted to Zoom, you must display a First and Last Name

Welcome & Introductions

1. Agenda – Discussion/Motion
2. Chair's Report
3. Public Comments for Items not on the Agenda – Discussion
4. FY27 Budget – Discussion/Possible Motion
    - Presentation by the TM on Town Administration (10 mins)
    - Presentation by the Finance Department (10 mins)
    - Presentation by the Planning Department (10 mins)
    - Presentation by the Recreation Department (10 mins)
    - Presentation by the Fire Department (15 mins)
5. Appointment to the Board of Supervisors of the Greater UV Solid Waste Management District – Alternate – Discussion/Possible Motion (10 mins)
6. Board of Listers Legality of Self-Approved Wages – Discussion/Possible Motion (20 mins)
7. Approve Minutes – November 12, 2025 – Discussion/Possible Motion (5 mins)
8. AP Warrants – Discussion/Possible Motion (5 mins)
9. Receipt of Correspondence – Discussion/Possible Motion (5 mins)
10. Adjournment – Motion

Future Meeting Dates and Potential Topics

Day	Date	Meeting Type	Time & Content	Other Notes
Wednesday	12/10/2025	Regular: Zoom & JAM	6:30 p.m. Selectboard business	• FY27 Budget • Presentation by the Town Clerk • Presentation by the Board of Listers • Opioid Fund – Uses of Funds
Wednesday	12/17/2025	Regular: Zoom & JAM	6:30 p.m. Selectboard business	• FY27 Budget

Ongoing and Future Work

Town Manager's Office

- Tracy Hall Improvement Project
- Cellular Service Initiative
- Moore Lane Bridge
- Annual Audit

Selectboard

- Tracy Hall Planning
- Conflict of Interest Policy
- Website Policy & Issues
- Planning Commission Capital Plan
- Communication
- Finance Committee Task and Budget Research Format
- Selectboard Budget Calendar and Planning
- Opioid Settlement Funds Plan
- Budget Communications Study

Fiscal Year 2027 Draft Budget Summary Update: 11-14-2025

Below is a list of changes to the draft budget since it was last presented on Wednesday, November 12, 2025. Note an updated draft budget follows.

1. The Capital Asset Replacement Plan for the Police Department, specifically Fund 21, has been updated. The dollar amounts are the same. The descriptions for the expenditures in FY2026 have changed.
2. The Draft Expenditure Budget:
    a. Statutory Meetings for FY26 budget included $1,000 for election day expenses. The $1,000 was omitted in the first draft. With the $1,000 now included the percent increase budget year over budget year reduces to 16.40%.
    b. The Energy Committee's $1,800 expense item was not included in the total expenditures in the first draft. As a result, the total expenditures were $1,800 more for both FY26 and FY27.
    c. Since the first draft, an additional appropriation has been received causing the Other Monetary Articles to increase by $2,500.
3. The Draft Revenue Budget:
    a. The changes to the expenditure budget affect the revenue budget:
        i. The Other Monetary Articles increase by $2,500.
        ii. The Town Property Tax Revenue increases by $1,800.
4. The changes result in a $7,381,513 expense budget reflecting a 2.07% increase over last year's expenditure budget.

Town of Norwich Revenues - DRAFT 11-14-2025		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-4-0000 .	**PROPERTY TAX REVENUES**					
01-4-000001.00	TOWN PROPERTY TAX	4,572,216		5,692,492	5,792,196	1.75%
01-4-000002.00	PROPERTY TAX OTHER MONETA	642,168		507,772	530,107	4.40%
01-4-000003.00	Windsor County Tax	61,444		60,000	60,000	0.00%
01-4-000010.00	VT LAND USE TAX (ACT 60)	15,495		15,500	15,500	0.00%
01-4-000014.00	PROP TAX INTEREST	30,000		30,000	30,000	0.00%
01-4-000015.00	PROP TAX COLL FEE	20,000		20,000	20,000	0.00%
		5,341,323	-	6,325,764	6,447,803	1.93%
01-4-0001 .	**LICENSE & PERMIT**					
01-4-000101.00	LIQUOR LICENSE	600		600	555	-7.50%
01-4-000103.00	DOG LICENSE	2,700		2,800	2,600	-7.14%
01-4-000107.00	HUNT & FISH LICENSE	75		75	75	0.00%
01-4-000120.00	BLDG/DEVEL PERMIT	10,000		10,000	10,000	0.00%
01-4-000130.00	LAND POSTING PERMIT	200		200	200	0.00%
01-4-000140.00	Hartford Punch Card Revenue				600	
		13,575	-	13,675	13,430	-1.79%
01-4-0002 .	**INTERGOVERNMENTAL**					
01-4-000201.00	VT HIWAY GAS TAX	160,000		168,000	165,000	-1.79%
01-4-000202.00	Hold Harmless State Reven	218,178		220,000	220,000	0.00%
01-4-000208.00	PILOT	10,000		10,000	10,000	0.00%
01-4-000209.00	DOI PILT Act			6,500	6,500	0.00%
01-4-000210.00	VT NATURAL RESRCS	2,500		2,500	2,500	0.00%
01-4-000214.00	EDUC TAX RETAINER .225 o	27,000		30,000	30,000	0.00%
		417,678	-	437,000	434,000	-0.69%
01-4-0003 .	**SERVICE FEE**					
01-4-000301.00	RECORDING FEE	25,000		25,000	25,000	0.00%
01-4-000302.00	RESTORATION				9,000	
01-4-000303.00	DOCUMENT COPY FEE	2,100		2,100	2,200	4.76%
01-4-000305.00	USE OF RECRDS FEE	500		600	300	-50.00%
01-4-000307.00	VITAL STATISTIC FEE	1,500		1,500	500	-66.67%
01-4-000311.00	PHOTOCOPYING FEE	50		50	50	0.00%
01-4-000317.00	EV CHARGING FEES					
01-4-000320.00	TRACY HALL RNTL FEE	4,000		5,600	5,600	0.00%
01-4-000321.00	TH Rental Fee for Rec.Dep				2,000	
01-4-000325.00	POLICE RPT FEE	500		500	500	0.00%
01-4-000355.00	RECREATION FEES	115,000		115,000	155,000	34.78%
01-4-000355.01	Registration Fee Refunds					
01-4-000360.00	TRNSFR STATION STICKERS	40,000		40,000	40,000	0.00%
01-4-000362.00	MISC SOLID WASTE	3,500		3,500	3,500	0.00%
01-4-000363.00	E-WASTE	3,500		3,800	3,500	-7.89%
01-4-000364.00	TRASH COUPON	105,000		105,000	105,000	0.00%
01-4-000365.00	RECYCLING REBATES	6,500		14,000	12,000	-14.29%
01-4-000366.00	C & D WASTE	10,000		15,000	12,800	-14.67%
		317,150	-	331,650	376,950	13.66%
01-4-0004 .	**GRANT REVENUE**					
01-4-000410.11	Historic Grant/Jones Circ	7,500				
01-4-000417.00	DRY HYDRANT GRANT			7,700	7,700	0.00%
01-4-000436.00	OP/DUI (GHSP)			1,200		-100.00%
		7,500	-	8,900	7,700	-13.48%
01-4-0008 .	**OTHER TOWN REVENUES**					
01-4-000810.00	BANK INTEREST	20,000		50,000	50,000	0.00%
01-4-000814.00	FIELD RENTAL	32,000		32,000	27,000	-15.63%
01-4-000817.00	SALE OF TOWN ASSETS					
		52,000	-	82,000	77,000	-6.10%
01-4-001 .	**PUBLIC SAFETY REVENUES**					
01-4-001005.00	POLICE FINE	10,000		10,000	6,500	-35.00%
01-4-001007.00	PARKING FINE	500		500	380	-24.00%
01-4-001008.00	DOG FINE	125		125	200	60.00%
		10,625	-	10,625	7,080	-33.36%
01-4-009 .	**MISCELLANEOUS REVENUE**					
01-4-009100.00	TOWN CLRK MISCEL	50		50	50	0.00%
01-4-009900.00	MISCELLANEOUS	500		10,000	5,500	-45.00%
01-4-009901.00	Opioid Settlement Revenue	3,000		12,000	12,000	0.00%
		3,550	-	22,050	17,550	-20.41%
		6,163,401	-	7,231,664	7,381,513	2.07%

Town of Norwich FY27 Proposed Budget Request DRAFT -11-14-2025

01-5-005	TOWN ADMIN. EXPENSE	FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-005110.00	SELECTBOARD STIPEND	2,500		2,500	2,500	0.00%
01-5-005111.00	TOWN MANAGER WAGE	144,800		158,062	169,032	6.94%
01-5-005112.00	Asst. Town Mngr.Wage	69,339		72,921	78,627	7.82%
01-5-005113.00	TREASURER STIPEND	1,800		1,800	1,800	0.00%
01-5-005114.00	ADMIN ASSIST WAGE	23,459		29,134	31,312	7.48%
01-5-005120.00	CCC Tax	-		1,060	1,246	17.55%
01-5-005121.00	FICA TAX	14,998		16,467	17,563	6.66%
01-5-005122.00	MEDI TAX	3,508		3,762	4,107	9.17%
01-5-005123.00	HEALTH INSUR	58,292		79,567	80,363	1.00%
01-5-005124.00	DISABILITY/LIFE INSUR	1,824		2,157	2,161	0.20%
01-5-005125.00	DENTAL INSURANCE	1,147		1,175	1,181	0.50%
01-5-005126.00	VT RETIREMENT	16,632		21,262	23,881	12.32%
01-5-005252.00	TMGR RELOCATION EXPENSE	10,000		10,000	10,000	0.00%
01-5-005300.00	PROFESS SERV	10,000		10,000	10,000	0.00%
01-5-005302.00	VLCT MEMBERSHIP	6,088		6,300	6,300	0.00%
01-5-005305.00	LEGAL	100,000		80,000	80,000	0.00%
01-5-005310.00	TOWN REPORT	4,154		4,500	4,500	0.00%
01-5-005531.00	ADMIN TELEPHONE	831		700	700	0.00%
01-5-005532.00	T MNGR CELL PHONE	1,558		600	600	0.00%
01-5-005538.00	POSTAGE	104		100	100	0.00%
01-5-005540.00	ADVERTISING	3,115		1,500	1,000	-33.33%
01-5-005581.00	MILEAGE	208		200	200	0.00%
01-5-005610.00	OFFICE SUPPLIES	2,077		2,000	2,000	0.00%
01-5-005611.00	OFFICE EQUIP	1,038		500	500	0.00%
01-5-005615.00	DUES/MTS/EDUC	4,000		4,000	4,000	0.00%
01-5-005616.00	Treasurer Conf. & Dues Ex	1,000		1,000	1,000	0.00%
01-5-005701.00	COMMITTEE	519		-	-	
01-5-005701.20	ENERGY COMMITTEE	1,828				
01-5-005704.00	Reg Energy Coordinator	31,848		32,500	32,500	0.00%
01-5-005810.00	DES FUND-FACILITIES STUDY					
01-5-005814.00	DESI FUND-CITIZEN ASSISTA					
01-5-005816.00	Des.Fund - Main St Flags	500		250	500	100.00%
01-5-005900.00	MISCELLANEOUS	519		1,000	1,000	0.00%
	Total Expenditures	517,686	-	545,017	568,673	4.34%

01-5-010	BCA/BOA EXPENDITURES	FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-010110.00	JUSTICE STIPEND	500		-		
01-5-010121.00	FICA TAX	32				
01-5-010122.00	MEDI TAX	7		-		
01-5-010538.00	POSTAGE	300		160	150	-6.25%
01-5-010610.00	OFFICE SUPPLIES	25		25	25	0.00%
01-5-010615.00	DUES/MTGS/EDUC	300		50	100	100.00%
	Total Expenditures	1,164	-	235	275	17.02%

01-5-050	STAT MTGS EXPENDITURES	FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-050110.00	POLLWORKER STIPEND	500		400		-100.00%
01-5-050121.00	FICA TAX	31		25		-100.00%
01-5-050122.00	MEDI TAX	7		6		-100.00%
01-5-050123.00	CCC Tax			2		-100.00%
01-5-010537.00	ELECTION DAY EXPENSES			1,000	1,500	
01-5-050538.00	POSTAGE	1,200		600	1,700	183.33%
01-5-050540.00	ADVERTISING	250		200	100	-50.00%
01-5-050550.00	PRINTING	3,000		3,200	3,400	6.25%
01-5-050610.00	OFFICE SUPPLIES	400		400	400	0.00%
01-5-050650.00	VOTING MACHINE	100		100		-100.00%
01-5-050652.00	VOTING MACH MAINT AGRMT	450		400		-100.00%
01-5-050655.00	VTG MCHN PROGRAMG	3,500		2,000	2,600	30.00%
	Total Expenditures	9,438	-	8,333	9,700	16.40%

01-5-100	TOWN CLERK EXPENDITURES	FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-100110.00	TOWN CLERK WAGE	74,299		78,107	84,220	7.83%
01-5-100112.00	ASST CLK WAGE	55,428		58,271	54,000	-7.33%

01-5-100120.00	CCC Tax			600	608	1.33%
01-5-100121.00	FICA TAX	8,043		8,455	8,570	1.36%
01-5-100122.00	MEDI TAX	1,881		1,977	2,004	1.37%
01-5-100123.00	HEALTH INS	43,357		56,971	74,000	29.89%
01-5-100124.00	DISABILITY/LIFE INS	1,416		1,378	1,400	1.60%
01-5-100125.00	DENTAL INSURANCE	918		940	950	1.06%
01-5-100126.00	VT RETIREMENT	9,081		9,887	10,367	4.85%
01-5-100207.00	DOG/CAT LICENSE	300		350	400	14.29%
01-5-100209.00	VITAL STATISTICS	50		50	100	100.00%
01-5-100343.00	Hartford Punch Card Expense					
01-5-100531.00	TELEPHONE	600		600	600	0.00%
01-5-100538.00	POSTAGE	350		150	150	0.00%
01-5-100540.00	ADVERTISING	200				
01-5-100550.00	PRINTING	-		200	300	50.00%
01-5-100610.00	OFFICE SUPPLIES	1,340		1,200	1,200	0.00%
01-5-100611.00	OFFICE EQUIPMENT	500		500	500	0.00%
01-5-100613.00	SOFTWARE	4,100		5,600	5,500	-1.79%
01-5-100615.00	DUES/MTGS/EDUC	5,365		3,300	6,600	100.00%
01-5-100758.00	DES. FUND-RECORD RESTORAT	5,000		5,000	5,000	0.00%
01-5-100759.00	Town Clerk Grant Expenses					
01-5-100760.00	DESIGNATED FUND- EQUIP	20,000		8,650	3,000	-65.32%
	Total Expenditures	232,228	-	242,186	259,469	7.14%

01-5-200 FINANCE DEPARTMENT		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-200112.00	FINL ASSISTANT WAGE	58,129		62,346	64,950	4.18%
01-5-200112.10	FINANCE OFFICER WAGE	95,275		100,182	108,027	7.83%
01-5-200120.00	CCC Tax			650	761	17.08%
01-5-200121.00	FICA TAX	9,511		10,077	10,725	6.43%
01-5-200122.00	MEDI TAX	2,224		2,308	2,508	8.67%
01-5-200123.00	HEALTH INS	21,129		24,038	26,500	10.24%
01-5-200124.00	DISABILITY/LIFE INS	1,512		1,484	1,700	14.56%
01-5-200125.00	DENTAL INSURANCE	918		940	940	0.00%
01-5-200126.00	VT RETIREMENT	10,738		11,783	12,973	10.10%
01-5-200320.00	PROFESS SERVICES	3,000		4,000	4,000	0.00%
01-5-200322.00	INDEPENDENT AUDIT	40,000		40,000	40,000	0.00%
01-5-200531.00	TELEPHONE	1,000		600	600	0.00%
01-5-200540.00	ADVERTISING	175		-		
01-5-200550.00	PRINTING	125		160	-	-100.00%
01-5-200580.00	MILEAGE REIMBURSEMENT				100	
01-5-200610.00	OFFICE SUPPLIES	1,100		1,300	1,000	-23.08%
01-5-200611.00	OFFICE EQUIPMENT	750			800	
01-5-200613.00	SOFTWARE	4,800		4,800	5,000	4.17%
01-5-200615.00	DUES/MTGS/EDUC	2,500		1,000	1,000	0.00%
01-5-200711.00	BANK	1,000		625	600	-4.00%
	Total Expenditures	253,886	-	266,293	282,184	5.97%

01-5-275 GEN ADMIN EXPENDITURES		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-275531.00	TELEPHONE	675		800	2,200	175.00%
01-5-275536.00	POSTAGE METER RENTAL	779		750	750	0.00%
01-5-275538.00	POSTAGE	4,465		3,700	5,500	48.65%
01-5-275610.00	OFFICE SUPPLIES	1,350		1,000	1,300	30.00%
01-5-275620.00	PHOTOCOPIER	1,765		1,700	3,800	123.53%
01-5-275627.00	Remote Meeting Services	6,500		6,500	6,500	0.00%
01-5-275628.00	COMPUTER SOFTWARE	-		500	250	-50.00%
01-5-275630.00	COMPUTER HARDWARE	5,000		4,000	4,000	0.00%
01-5-275631.00	WEB SITE SUPPORT	623		400	400	0.00%
01-5-275632.00	SERVER MAINTENANCE	45,000		45,000	45,000	0.00%
01-5-275633.00	EV Chargers Expenses				-	
01-5-275760.00	DESIGNATED FUND-EQUIP- 14			5,000	5,000	0.00%
01-5-275761.00	Designated Fund - 50				21,550	
01-5-275762.00	Designated Fund - 51			50,000	50,000	0.00%
	Total Expenditures	66,157	-	119,350	146,250	22.54%

01-5-300	**LISTERS EXPENDITURES**	**FY25 Budget**	**FY25 Actual**	**FY 26 Budget**	**FY27 Budget**	**FY27/26 Budget % Change**
01-5-300110.00	LISTERS STIPEND	4,500				

01-5-300112.00	OFFICE ASST WAGE	27,000				
01-5-300115.00	LISTER OFFICE WAGES			31,500	43,992	39.66%
01-5-300120.00	CCC Tax	-		139	194	39.66%
01-5-300121.00	FICA TAX	1,953		1,953	2,728	39.66%
01-5-300122.00	MEDI TAX	457		457	638	39.66%
01-5-300300.00	CONTRACTED SERVICES	25,000		25,000	21,400	-14.40%
01-5-300360.00	SOFTWARE MAINT/UPDATE	6,230		16,250	12,265	-24.52%
01-5-300531.00	TELEPHONE	623		600	360	-40.00%
01-5-300538.00	POSTAGE	200		300	360	20.00%
01-5-300540.00	ADVERTISING	200		200	180	-10.00%
01-5-300550.00	PRINTING	200		100	360	260.00%
01-5-300580.00	MILEAGE REIMB	200		200	450	125.00%
01-5-300610.00	OFFICE SUPPLIES	200		200	300	50.00%
01-5-300611.00	OFFICE EQUIPMENT	200		200	300	50.00%
01-5-300615.00	DUES/MTGS/EDUC	350		300	900	200.00%
01-5-300760.00	DESIGNATED FUND-REAPPR	40,000		40,000	40,000	0.00%
	Total Expenditures	107,313	-	117,398	124,426	5.99%

01-5-350 PLANNING DEPT EXPENDITURE		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-350110.00	Planning Director Wage	95,000		92,098	97,519	5.89%
01-5-350112.00	OFFICE ASST. WAGE	29,112		35,735	45,000	25.93%
01-5-350120.00	CCC Tax			562	627	11.57%
01-5-350121.00	FICA TAX	7,695		7,926	8,836	11.48%
01-5-350122.00	MEDI TAX	1,800		1,854	2,067	11.49%
01-5-350123.00	HEALTH INS	26,382		12,019	10,505	-12.60%
01-5-350124.00	DISABILITY/LIFE INS	809		788	875	11.04%
01-5-350125.00	DENTAL INSURANCE	459		940	500	-46.81%
01-5-350126.00	VT RETIREMENT	6,650		9,268	7,314	-21.08%
01-5-350320.00	PLANNING SERVICES	3,000		5,000	5,000	0.00%
01-5-350321.00	TWO RIVER PLANNING COMM.	6,068		6,250	6,450	3.20%
01-5-350322.00	U.V. TRANSPORTATION MGMT	1,150		1,150	1,150	0.00%
01-5-350341.00	MAPPING	2,200		2,000	2,200	10.00%
01-5-350416.00	HIST PRES GRANT	6,500		-	-	
01-5-350419.00	PLANNING GRANT	-		5,000	3,000	-40.00%
01-5-350531.00	TELEPHONE	1,000		600	400	-33.33%
01-5-350538.00	POSTAGE	520		500	400	-20.00%
01-5-350540.00	ADVERTISING	550		600	1,500	150.00%
01-5-350550.00	PRINTING	200		200	200	0.00%
01-5-350580.00	MILEAGE REIMB	400		400	160	-60.00%
01-5-350610.00	OFFICE SUPPLIES	400		750	400	-46.67%
01-5-350611.00	OFFICE EQUIPMENT	275		2,000	400	-80.00%
01-5-350612.00	Sotware Expense	500		500	500	0.00%
01-5-350615.00	DUES/MTGS/EDUC	2,000		500	2,000	300.00%
	Total Expenditures	192,670	-	186,640	197,003	5.55%

01-5-425 REC DEPT EXPENDITURES		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-4251 ADMINISTRATION						
01-5-425110.00	RECREATION DIR WAGE	74,555		84,385	90,988	7.82%
01-5-425120.00	CCC Tax			371	400	7.82%
01-5-425121.00	FICA TAX	4,622		5,232	5,641	7.82%
01-5-425122.00	MEDI TAX	1,081		1,224	1,319	7.76%
01-5-425123.00	HEALTH INS	-		-		
01-5-425124.00	DISABILITY/LIFE INSUR	800		813	813	0.00%
01-5-425125.00	DENTAL INSURANCE			470	470	0.00%
01-5-425126.00	VT RETIREMENT	5,219		6,118	6,824	11.54%
01-5-425127.00	TELEPHONE	1,116		1,116	1,116	0.00%
01-5-425128.00	POSTAGE	52		52	52	0.00%
01-5-425140.00	ADVERTISING	254		200	200	0.00%
01-5-425150.00	PRINTING	83		80	80	0.00%
01-5-425160.00	DUES/MTGS/EDUC	1,454		1,000	1,000	0.00%
01-5-425170.00	OFFICE EQUIPMENT	57		57	57	0.00%
01-5-425180.00	MILEAGE REIMBURSEMENT	286		275	275	0.00%
01-5-425182.00	OFFICE SUPPLIES	234		200	200	0.00%
01-5-425183.00	POS Software (myRec)				3,845	
	Subtotal	89,813	-	101,593	113,280	11.50%
01-5-4252 PROGRAM						

01-5-425200.00	Instructor/Contractor Fee	20,000		20,000	20,000	0.00%
01-5-425206.00	COACHING EXPENSES	831		831	831	0.00%
01-5-425208.00	HATS/T-SHIRTS	3,115		3,115		-100.00%
01-5-425211.00	EQUIPMENT & Supplies	6,750		6,500	8,500	30.77%
01-5-425212.00	Program Wage	42,000		42,000	42,000	0.00%
01-5-425214.00	REFERREE/UMPIRE	7,000		7,000	7,000	0.00%
01-5-425216.00	ENTRY FEE -Tournament	1,500		1,500	1,500	0.00%
01-5-425218.00	REGISTRATION	6,230		6,000	2,500	-58.33%
01-5-425219.00	Facilitly Rental Fee Expe	18,500		19,000	25,000	31.58%
01-5-425220.00	SPECIAL EVENTS /SUPPLIES	2,000		2,200	2,200	0.00%
01-5-425221.00	FICA TAX	5,004		2,604	2,604	0.00%
01-5-425222.00	MEDI TAX	1,170		609	609	0.00%
01-5-425223.00	CCC Tax			185	185	-0.11%
01-5-425244.00	UNIFORMS	1,558		1,500	4,500	200.00%
	Subtotal	115,658	-	113,044	117,429	3.88%
01-5-4253 RECREATION FACILITIES						
01-5-425322.00	REC FIELD CARE	7,200		7,200	5,000	-30.56%
01-5-425324.00	HNTLY LINE MARKING	5,500		5,500	5,500	0.00%
01-5-425326.00	PORTABLE TOILET	3,500		4,250	5,500	29.41%
01-5-425328.00	ICE RINK	800		3,500	500	-85.71%
01-5-425330.00	REPAIRS,MAINT&Site Work	2,500		3,000	3,250	8.33%
01-5-425332.00	WATER USAGE	467		467	800	71.31%
01-5-425333.00	WOMEN'S CLUB GRANT	5,500		-	-	
01-5-425345.00	SITE WORK	260		250	-	-100.00%
01-5-425360.00	DESIGNATED FUND-T COURTS	75,000		10,000	10,000	0.00%
01-5-425362.00	Desig.Rec.Facility(Fund 0	15,000		15,000	15,000	0.00%
	Subtotal	115,727	-	49,167	45,550	-7.36%
	Total Expenditures	321,198	-	263,804	276,259	4.72%

01-5-485 PUBLIC SAFETY FACILITY		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-485232.00	WATER USAGE	1,246		1,500	1,000	-33.33%
01-5-485233.00	ELECTRICITY/Heating	8,307		10,000	13,500	35.00%
01-5-485234.00	HEATING/Apparatus Bay Fuel	3,582		4,800	4,800	0.00%
01-5-485238.00	PHONE & INTERNET	5,703		6,500	6,500	0.00%
01-5-485301.00	BUILDING SUPPLIES	727		1,500	1,500	0.00%
01-5-485302.00	REPAIRS & MAINTENANCE	5,192		7,500	15,000	100.00%
01-5-485303.00	ALARM MONITORING	1,558		1,750	1,750	0.00%
01-5-485304.00	CLEANING	11,132		12,000	12,000	0.00%
01-5-485760.00	DESIGNATED FUND-POLICE ST			15,000	25,000	66.67%
	Total Expenditures	37,447	-	60,550	81,050	33.86%

01-5-500 POLICE DEPT EXPENDITURES		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-5001 WAGES & BENEFITS						
01-5-500110.00	POLICE CHIEF WAGE	100,726		108,374	116,859	7.83%
01-5-500112.00	POLICE OFFICER WAGE	218,331		216,085	252,530	16.87%
01-5-500112.10	ON-CALL WAGES	5,310		3,648	8,500	133.00%
01-5-500113.00	OVERTIME OFFICER WAGE	9,069		18,475	5,000	-72.94%
01-5-500114.00	ADMINISTRATIVE WAGE	59,382		64,599	62,282	-3.59%
01-5-500115.00	PARTTIME OFFICER WAGE	3,250		5,000	24,034	380.68%
01-5-500116.00	CROSSING GUARD WAGE	23,681		20,000	27,500	37.50%
01-5-500120.10	CCC Tax			1,919	2,186	13.91%
01-5-500121.00	FICA TAX	26,024		27,043	30,796	13.88%
01-5-500122.00	MEDI TAX	6,086		6,325	7,202	13.87%
01-5-500123.00	HEALTH INS	120,227		103,606	70,000	-32.44%
01-5-500124.00	DISABILITY/LIFE INS	4,466		3,258	3,500	7.43%
01-5-500125.00	DELTA DENTAL	2,754		1,881	2,000	6.33%
01-5-500126.00	VT RETIREMENT	27,497		31,192	40,088	28.52%
	Subtotal	606,803	-	611,405	652,477	6.72%
01-5-5002 COMMUNITY POLICING						
01-5-500201.00	ANIMAL CONT/LEASH LAW	3,000		3,000	3,000	0.00%
01-5-500202.00	COMMUNITY RELATNS	500		1,500	2,000	33.33%
01-5-500204.00	SPEED SIGNS	9,000		5,000	25,000	400.00%
	Subtotal	12,500	-	9,500	30,000	215.79%
01-5-5003 EQUIPMENT & MAINTENANCE						
01-5-500301.00	RADIO MAINTENANCE	850		500	1,500	200.00%

01-5-500302.00	PETROLEUM PRODUCTS	10,000		12,500	13,500	8.00%
01-5-500304.00	CRUISER VIDEO EQUIP			13,371	15,500	15.92%
01-5-500306.00	CRUISER MAINT	8,800		10,000	12,000	20.00%
01-5-500308.00	CRUISER SUPPLIES	519		1,000	1,250	25.00%
01-5-500309.00	Capital Lease Equip. Expe	27,000		35,000	33,967	-2.95%
	Subtotal	47,169	-	72,371	77,717	7.39%
01-5-5005 SUPPORT						
01-5-500501.00	ADMINISTRATION	10,000		10,000	15,000	50.00%
01-5-500535.00	VIBRS	5,000		6,000	6,000	0.00%
01-5-500536.00	DISPATCH SERVICES	99,479		100,000	70,000	-30.00%
01-5-500537.00	IT SUPPORT			11,500	12,500	8.70%
01-5-500538.00	TRAINING	3,634		7,500	10,000	33.33%
01-5-500543.00	TRAINING SUPPLIES - Rename (training supplies	8,000		10,000	10,000	0.00%
01-5-500580.00	MILEAGE REIMB			250		-100.00%
01-5-500581.00	DUES/MTGS/EDUC	1,000		2,500	3,000	20.00%
01-5-500582.00	UNIFORMS	5,000		7,500	10,000	33.33%
01-5-500583.00	UNIFORMS CLEANING	1,670		2,000	2,000	0.00%
01-5-500584.00	BULLET PROOF VESTS			3,000	3,000	0.00%
	Subtotal	133,783	-	160,250	141,500	-11.70%
01-5-5007 CAPITAL EXPENDITURES						
01-5-500701.00	DESIGNATED FUND-SPEC EQUI - fund 21	30,000		11,000	5,000	-54.55%
01-5-500702.00	DESIGNATED FUND-CRUISER - fund 11	35,000		35,000	60,000	71.43%
01-5-500703.00	DESIGNATED FUND-POLICE ST					
	Subtotal	65,000		46,000	65,000	41.30%
	Total Expenditures	865,255	-	899,526	966,694	7.47%

01-5-555 FIRE/FAST DEPT. EXPENSES		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-5551 FIRE WAGES						
01-5-555108.00	FIRE CHIEF WAGES	79,295		83,298	88,138	5.81%
01-5-555110.00	FIRE OFFICER STIPEND	2,100		2,100	2,100	0.00%
01-5-555112.00	FIREFIGHTERS WAGE	31,125		32,000	32,000	0.00%
01-5-555114.00	FF DRILLS/MTGS WAGE	2,500		2,000	2,000	0.00%
01-5-555120.00	CCC Tax			525	547	4.19%
01-5-555121.00	FICA TAX	7,131		7,403	7,703	4.05%
01-5-555122.00	MEDI TAX	1,668		1,731	1,801	4.04%
01-5-555123.00	HEALTH INSURANCE	18,438		9,014	9,915	10.00%
01-5-555124.00	DISABILITY/LIFE INSURANCE	800		779	780	0.13%
01-5-555125.00	VT RETIREMENT	5,551		6,039	6,610	9.46%
01-5-555126.00	DENTAL INSURANCE	459		470	480	2.13%
	Subtotal	149,067	-	145,359	152,074	4.62%
01-5-5552 EMS WAGES						
01-5-555212.00	EMS WAGE	5,000		8,500	8,500	0.00%
01-5-555215.00	EMS DRILL WAGE	1,900		1,500	1,800	20.00%
01-5-555223.00	CCC Tax			44	50	13.64%
01-5-555221.00	EMS FICA TAX	428		620	650	4.84%
01-5-555222.00	EMS MEDI TAX	100		145	150	3.45%
	Subtotal	7,428	-	10,809	11,150	3.15%
01-5-5553 EDUCATION & TRAINING						
01-5-555338.00	FIRE EDUC/TRAINING	750		900	900	0.00%
01-5-555340.00	EMS EDUC/TRNG	1,200		1,200	1,200	0.00%
01-5-555342.00	FIRE DUES/MTGS/EDUC	500		500	500	0.00%
	Subtotal	2,450	-	2,600	2,600	0.00%
01-5-5554 TOOLS & EQUIPMENT						
01-5-555422.00	FIRE TOOLS & EQUIPMENT	4,200		4,500	5,000	11.11%
01-5-555424.00	EMS TOOLS/ EQUIP	2,000		2,200	2,200	0.00%
01-5-555426.00	RADIO PURCH/REPAIR	800		800	800	0.00%
	Subtotal	7,000	-	7,500	8,000	6.67%
01-5-5555 MAINTENANCE						
01-5-555528.00	FIRE TRK R & M	15,500		18,500	19,000	2.70%
01-5-555530.00	EQUIPMENT MAINTENANCE	4,154		4,000	4,000	0.00%
01-5-555532.00	RADIO MAINTENANCE	500		500	500	0.00%
01-5-555534.00	SOFTWARE MAINTENANCE			3,200	3,200	0.00%
01-5-555536.00	COMPUTER MAINTENANCE					
01-5-555538.00	PETROLEUM PRODUCTS	4,673		4,600	4,600	0.00%
	Subtotal	24,827	-	30,800	31,300	1.62%
01-5-5556 SUPPORT						
01-5-555614.00	RECRUITMENT	100		100	100	0.00%

01-5-555618.00	POSTAGE	25		25	25	0.00%
01-5-555619.00	FIRE PREV BOOKS & MATERIA	100		100	100	0.00%
01-5-555620.00	FIREFIGHTERS CASUL INS	5,800		4,500	4,500	0.00%
01-5-555625.00	TELEPHONE & INTERNET	1,000		2,000	2,200	10.00%
01-5-555630.00	OFFICE SUPPLIES	700		700	500	-28.57%
01-5-555632.00	DISPATCH SERVICE	30,193		31,702	33,288	5.00%
01-5-555633.00	UNIFORM	260		260	275	5.77%
01-5-555634.00	HYDRANT RENTAL	34,000		36,000	-	-100.00%
01-5-555635.00	DRY HYDRANT	500		500	500	0.00%
01-5-555636.00	OSHA COMPLIANCE	1,000		600	800	33.33%
	Subtotal	73,678	-	76,487	42,288	-44.71%
01-5-5557 CAPITAL EXPENDITURES						
01-5-555756.00	DESIGNATED FUND-FIRE STAT (fund 6)	120,000		126,000	135,000	7.14%
01-5-555758.00	DESIGNATED FUND-APPARATUS (fund 25)					
01-5-555760.00	DESIGNATED FUND-EQUIPMENT(fund 26)	30,000		33,075	60,000	81.41%
	Subtotal	150,000	-	159,075	195,000	22.58%
01-5-5559 AMBULANCE SERVICES						
01-5-555901.00	AMBULANCE CONTRACT	168,604		170,664	188,783	10.62%
01-5-555903.00	AMBULANCE BILLS	5,711		5,000	8,000	60.00%
	Subtotal	174,315	-	175,664	196,783	12.02%
	Total Expenditures	588,765	-	608,294	639,195	5.08%

01-5-575 EMERGENCY MANAGEMENT		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-575100.00	DEBT SERVICE TOWER PRINCI	27,500		-	-	
01-5-575105.00	DEBT SERVICE TOWER INTERE	750		-	-	
01-5-575233.00	TOWER POWER	450		1,900	1,900	0.00%
01-5-575600.00	EMERG MAN ADMIN	30			-	0.00%
01-5-575610.00	EMERG MNGMT SUPPLIES	50		180	5,000	2677.78%
01-5-575612.00	GENERATOR FUEL	200		250	250	0.00%
01-5-575620.00	EMERG GEN MAINT	2,600			-	
01-5-575622.00	EMERG GEN INSTALL			200	200	0.00%
01-5-575630.00	BASE RADIO MAINTENANCE			2,600	2,600	0.00%
01-5-575740.00	DESIGNATED FUND-GENERATOR	15,000		30,000	15,000	-50.00%
	Total Expenditures	46,580	-	35,130	24,950	-28.98%

01-5-650 CONSERVATION		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-650605.00	DONATIONS					
01-5-650615.00	DUES/MTGS/EDUC	200		200	200	0.00%
01-5-650620.00	SPKRS/PUBLIC INFO	1,250		1,250	1,250	0.00%
01-5-650625.00	PUBLICITY	750		750	750	0.00%
01-5-650630.00	TRAILS	1,800		1,800	1,800	0.00%
01-5-650635.00	MILT FRYE NATURE AREA	1,500		1,500	1,500	0.00%
01-5-650700.00	NATRL RESRCS INVEN	1,000		1,000	1,000	0.00%
01-5-650710.00	PROJECT RESTORATION	2,000		2,000	2,000	0.00%
	Total Expenditures	8,500		8,500	8,500	0.00%

01-5-651 Solid Waste Committee		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-651550.00	Printng			250	250	0.00%
01-5-651610.00	Software License			600	600	0.00%
01-5-651620.00	Information/Signs/Sand.Bo			1,500	1,500	0.00%
	Total Expenditures			2,350	2,350	0.00%

01-5-652 Energy Committee		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-652610.00	Supplies			1,800	1,800	0.00%
				1,800	1,800	0.00%
	Total Expenditures					

01-5-70 PUBLIC WORKS DEPT.		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-703 HIGHWAY DIVISION						
01-5-7031 HIGHWAY WAGES & BENEFITS						
01-5-703110.00	DIRECTOR OF PUBLIC WORKS	100,230		107,487	115,903	7.83%
01-5-703111.00	ADMINISTRATIVE ASSIST	23,459		29,134	31,312	7.48%

01-5-703112.00	ROAD CREW WAGES	331,013		336,556	329,862	-1.99%
01-5-703114.00	ROAD CREW OVERTIME	40,000		56,238	60,000	6.69%
01-5-703116.00	On Call Compensation	5,612		5,743	6,590	14.75%
01-5-703120.00	CCC Tax			2,355	2,396	1.74%
01-5-703121.00	FICA	31,019		33,253	33,764	1.54%
01-5-703122.00	MEDICARE	7,255		7,687	7,896	2.72%
01-5-703123.00	HEALTH INSUR	91,482		141,105	155,200	9.99%
01-5-703124.00	DISABILITY/LIFE	4,616		4,531	4,700	3.73%
01-5-703125.00	DENTAL INSURANCE	2,983		3,056	3,200	4.71%
01-5-703126.00	RETIREMENT	35,022		38,436	40,844	6.26%
	Subtotal	672,691	-	765,581	791,667	3.41%
01-5-7032 MATERIALS						
01-5-703201.00	SALT & CHEMICALS	125,000		125,000	128,000	2.40%
01-5-703203.00	SAND	130,331		130,000	120,000	-7.69%
01-5-703205.00	DUST CONTROL	25,046		25,000	26,000	4.00%
01-5-703207.00	GRAVEL & STONE	70,000		65,000	68,000	4.62%
01-5-703209.00	CULVERTS & ROAD SUPPLIES	20,768		25,000	25,000	0.00%
01-5-703211.00	ASPHALT PRODUCTS	3,219		3,500	3,500	0.00%
01-5-703213.00	BRIDGE REPAIR & MAINT.	5,000		5,000	5,300	6.00%
01-5-703215.00	OTHER PROJECTS	5,000		8,000	8,500	6.25%
01-5-703217.00	SIGNS	2,500		2,500	3,000	20.00%
	Subtotal	386,864	-	389,000	387,300	-0.44%
01-5-7033 CONTRACTED SERVICES						
01-5-703301.00	PLOWING & SANDING	65,000		108,000	70,000	-35.19%
01-5-703303.00	ROAD SWEEPING	2,500		2,700	3,000	11.11%
01-5-703305.00	LEAF REMOVAL	3,000		3,000	3,200	6.67%
01-5-703307.00	STREETLIGHTS	14,000		15,600	15,600	0.00%
01-5-703309.00	TREE CUTTING & REMOVAL	12,000		12,000	12,000	0.00%
01-5-703311.00	UNIFORMS	14,000		15,000	16,000	6.67%
01-5-703313.00	PAVING	10,000		10,000	10,000	0.00%
01-5-703315.00	OTHER PROJECTS	16,000		16,000	16,000	0.00%
01-5-703317.00	CRACK SEALING	18,691		19,000	19,000	0.00%
01-5-703319.00	PAVEMENT MARKING	20,000		20,000	20,000	0.00%
01-5-703321.00	BRIDGES	55,000		55,000	55,000	0.00%
01-5-703322.00	Culverts	10,000		10,000	10,000	0.00%
01-5-703323.00	Roadway&Ped.Safety Exp			3,000	3,000	0.00%
	Subtotal	240,191	-	289,300	252,800	-12.62%
01-5-7034 EQUIPMENT						
01-5-703401.00	OUTSIDE REPAIRS	55,000		58,500	63,000	7.69%
01-5-703403.00	PARTS & SUPPLIES	65,000		69,000	75,000	8.70%
01-5-703405.00	PETROLEUM PRODUCTS	50,000		50,000	50,000	0.00%
01-5-703406.00	Capital Equipment Lease E	8,100				
01-5-703407.00	Equipment Rental			8,000	8,000	0.00%
	Subtotal	178,100	-	185,500	196,000	5.66%
01-5-7035 HIGHWAY GARAGE						
01-5-703501.00	ELECTRICITY	8,000		2,600	2,600	0.00%
01-5-703503.00	PROPANE	9,000		6,500	7,000	7.69%
01-5-703505.00	TELEPHONE	7,217		4,000	4,200	5.00%
01-5-703507.00	SUPPLIES	9,138		7,000	10,500	50.00%
01-5-703509.00	ALARM MONITORING	1,038		3,300	3,300	0.00%
01-5-703511.00	REPAIRS & MAINTENANCE	8,619		12,000	12,000	0.00%
01-5-703513.00	TOOLS	8,074		8,000	8,000	0.00%
01-5-703515.00	ADMINISTRATION	5,504		5,500	6,000	9.09%
	Subtotal	56,590	-	48,900	53,600	9.61%
01-5-7036 CAPITAL EXPENDITURES						
01-5-703601.00	DESIGNATED FUND-EQUIPMENT(fund 7)	250,000		250,000	250,000	0.00%
01-5-703603.00	DESIGNATED FUND-SIDEWALK (fund 27)	-		-	-	
01-5-703605.00	DESIGNATED FUND-PAVING (fund 42)	75,000		100,000	100,000	0.00%
01-5-703607.00	DESIGNATED FUND-BRIDGES (fund 41)	150,000		150,000	150,000	0.00%
01-5-703609.00	DESIGNATED FUND-GARAGE (fund 8)	30,500		50,000	50,000	0.00%
01-5-703610.00	Desinated Fund - Culverts			200,000	50,000	-75.00%
01-5-703611.00	Desig.Road&Ped.Safety			10,000	5,250	-47.50%
	Subtotal	505,500	-	760,000	605,250	-20.36%
	Total Expenditures	2,039,936	-	2,438,281	2,286,617	-6.22%

01-5-704 BUILDINGS & GROUNDS DIVIS

01-5-7041 B & G WAGES & BENEFITS		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-704113.00	BUILDINGS & GROUNDS WAGES	108,106		113,273	115,025	1.55%
01-5-704114.00	OT BLDGS & GROUNDS	2,398		6,796	5,000	-26.43%
01-5-704116.00	On Call Compensation	1,589		1,644	912	-44.53%
01-5-704120.00	CCC Tax			536	526	-1.87%
01-5-704121.00	FICA	6,950		7,546	7,405	-1.87%
01-5-704122.00	MEDICARE	1,625		1,765	1,732	-1.87%
01-5-704123.00	HEALTH INSURANCE	26,654		57,812	63,600	10.01%
01-5-704124.00	DISABILITY/LIFE	1,203		1,171	1,200	2.48%
01-5-704125.00	DENTAL INSURANCE	918		940	1,820	93.62%
01-5-704126.00	RETIREMENT	7,735		8,824	8,960	1.54%
	Subtotal	157,178	-	200,307	206,180	2.93%
01-5-7042 MATERIALS						
01-5-704201.00	GARDEN SUPPLIES & PLANTS	1,635		1,635	1,635	0.00%
	Subtotal	1,635		1,635	1,635	0.00%
01-5-7043 CONTRACTED SERVICES						
01-5-704311.00	UNIFORMS	5,296		5,500	5,500	0.00%
	Subtotal	5,296		5,500	5,500	0.00%
01-5-7044 EQUIPMENT						
01-5-704401.00	OUTSIDE REPAIRS	2,181		2,100	2,100	0.00%
01-5-704403.00	PARTS & SUPPLIES	2,700		2,600	2,600	0.00%
01-5-704405.00	PETROLEUM PRODUCTS	3,201		2,000	2,000	0.00%
01-5-704413.00	TOOLS	571		575	600	4.35%
	Subtotal	8,653	-	7,275	7,300	0.34%
01-5-7046 CAPITAL EXPENDITURES						
01-5-704601.00	DESIGNATED FUND-EQUIPMENT	2,000		5,000	10,000	100.00%
	Subtotal	2,000		5,000	10,000	100.00%
	Total Expenditures	174,762	-	219,717	230,615	4.96%

01-5-705 SOLID WASTE DIVISION

01-5-7051 SW WAGES & BENEFITS		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-705112.00	TRNSF STATION WAGE	47,897		51,674	55,440	7.29%
01-5-705120.00	CCC Tax			227	245	7.93%
01-5-705121.00	FICA TAX	2,970		3,204	3,437	7.27%
01-5-705122.00	MEDI TAX	694		749	804	7.34%
	Subtotal	51,561	-	55,854	59,926	7.29%
01-5-7053 CONTRACTED SERVICES						
01-5-705301.00	GUVSWMD ASSESSMENT	37,000		35,000	35,000	0.00%
01-5-705303.00	MUNICIPAL SOLID WASTE	54,672		56,000	56,000	0.00%
01-5-705305.00	RECYCLING	47,040		48,000	49,000	2.08%
01-5-705306.00	C & D WASTE DISPOSAL	16,199		18,000	18,000	0.00%
01-5-705308.00	FOOD WASTE DISPOSAL	25,000		23,000	23,000	0.00%
	Subtotal	179,911	-	180,000	181,000	0.56%
01-5-7054 EQUIPMENT						
01-5-705403.00	PARTS & SUPPLIES	1,116		1,550	1,550	0.00%
01-5-705411.00	REPAIRS & MAINTENANCE	6,000		6,000	6,000	0.00%
01-5-705413.00	SMALL EQUIPMENT	524		525	525	0.00%
	Subtotal	7,640	-	8,075	8,075	0.00%
01-5-7055 TRANSFER STATION						
01-5-705500.00	PURCHASED SERVICES	4,154		4,000	4,000	0.00%
01-5-705501.00	ELECTRICITY	2,388		4,500	4,500	0.00%
01-5-705503.00	PROPANE	899		900	900	0.00%
01-5-705505.00	TELEPHONE	545		545	1,100	101.83%
01-5-705515.00	ADMINISTRATION	1,038		700	700	0.00%
01-5-705517.00	VERMONT FRANCHISE TAX	2,233		1,600	1,600	0.00%
	Subtotal	11,257	-	12,245	12,800	4.53%
01-5-7056 CAPITAL EXPENDITURES						
01-5-705601.00	DESIGNATED FUND-EQUIPMENT (Fund 9)	2,000		5,000	7,000	40.00%
	Subtotal	2,000		5,000	7,000	40.00%
	Total Expenditures	252,369	-	261,174	268,801	2.92%
	Total DPW Expenditures	2,467,067	-	2,919,172	2,786,033	-4.56%

01-5-706 TRACY HALL		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-7061 BUILDING EXPENSES						
01-5-706100.00	WATER USAGE	935		935	935	0.00%
01-5-706101.00	ELECTRICITY	18,891		15,000	15,000	0.00%
01-5-706103.00	HEATING	19,470		19,500	20,000	2.56%
01-5-706105.00	ALARM MONITORING	1,350		1,350	1,350	0.00%
01-5-706107.00	ELEVATOR MAINTENANCE	3,427		5,000	6,000	20.00%
01-5-706108.00	CUSTODIAN PAGER & MILEAGE	779		779	825	5.91%
01-5-706109.00	BUILDING SUPPLIES	4,465		4,800	5,000	4.17%
01-5-706113.00	REPAIRS & MAINTENANCE	13,500		17,500	17,500	0.00%
01-5-706115.10	EV Chg St @ Huntley Meado	2,596		2,000	2,000	0.00%
01-5-706117.00	DESIGNATED FUND-TRACY HAL					
	Total Expenditures	65,413	-	66,864	68,610	2.61%

01-5-8002 DEBT SERVICE EXPENDITURES		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-800207.00	PUBLIC SAFTY FACILITY BON	47,000		47,000	47,000	0.00%
01-5-800208.00	Browns SH Rd Bridge-Princ	14,043		14,000		-100.00%
01-5-800209.00	Browns SH Rd Bridge Inter			350		-100.00%
01-5-800211.00	Windsor County Equalizati	61,444		60,000	60,000	0.00%
01-5-800235.00	DEBT INTEREST	42,366		42,000	40,250	-4.17%
01-5-800237.00	PRIN PMT-PUB SFTY/GARAGE	48,000				
01-5-800238.00	INTEREST-PUB SFTY/GARAGE	2,890				
	Total Expenditures	215,743	-	163,350	147,250	-9.86%

01-5-8003 APPROPRIATION EXPENDTURES		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-800302.00	NORWICH PUBLIC LIBRARY	365,000		376,700	395,535	5.00%
01-5-800306.00	NORWICH LIONS CLUB	3,500		3,500	-	-100.00%
01-5-800310.00	NORWICH AMERICAN LEGION	1,500		1,500	1,500	0.00%
01-5-800311.00	Norwich Communuty Nurse	5,000		10,000	10,000	0.00%
01-5-800315.00	NORWICH HISTORICAL SOC.	8,000		12,000	12,000	0.00%
01-5-800316.00	NORWICH CEMETERY ASSOCATN	20,000		25,000	32,000	28.00%
01-5-800324.00	Treehouse Children's School (Child Care Ctr)	4,348		4,348	4,348	0.00%
01-5-800328.00	VSTNG NRS/HSP APPR	18,500		18,500	18,500	0.00%
01-5-800350.00	THE FAMILY PLACE	6,000		6,000	6,000	0.00%
01-5-800352.00	ADVANCE TRANSIT	15,947		15,947	15,947	0.00%
01-5-800354.00	HEADREST	2,500		2,500	2,500	0.00%
01-5-800356.00	WINDSOR COUNTY MENTORS	2,500		2,500	2,500	0.00%
01-5-800358.00	JAM (formerly CATV)	3,000		3,000	3,000	0.00%
01-5-800362.00	WISE	2,500		2,500	2,500	0.00%
01-5-800366.00	SEVCA	3,750		3,750	3,750	0.00%
01-5-800368.00	YOUTH-IN-ACTION	3,000		3,000	3,000	0.00%
01-5-800369.00	SENIOR SOLUTIONS	1,200		1,200	1,200	0.00%
01-5-800372.00	WHT RIVR COUN ON AGING	5,300		5,300	5,300	0.00%
01-5-800375.00	PUBLIC HEALTH COUNC UV	1,800		1,822	1,822	0.00%
01-5-800382.00	U.V. TRAILS ALLIANCE	2,000		2,000	2,000	0.00%
01-5-800386.00	GOOD BEGINNINGS	3,000		3,000	3,000	0.00%
01-5-800388.00	GREEN MTN ECO DEV CORP	1,823		1,705	1,705	0.00%
01-5-800389.00	SPECIAL NEEDS SUPPORT CEN	2,000		2,000	2,000	0.00%
01-5-800391.00	Culvert Fund #54	150,000			-	
01-5-800392.00	Roadway & Ped.Safety Fund	10,000			-	
	Total	642,168	-	507,772	530,107	4.40%
01-5-8004 TAX EXPENDITURES						
01-5-800408.00	TAX ABATEMENT/ADJUSTMENT	21,298		21,000	21,000	0.00%
01-5-800410.00	INTEREST	2				
	Total Expenditures	21,300	-	21,000	21,000	0.00%
01-5-8005 INSURANCE						
01-5-800501.00	HRA REIMBURSEMENT EXPENSE				31,635	
01-5-800517.00	UNEMP INS RATE ASSMT	6,160		6,100	6,100	0.00%
01-5-800518.00	PROP & CAS INSURANCE	95,533		120,000	120,000	0.00%
01-5-800520.00	WORKER'S COMP INS	100,725		62,000	82,000	32.26%
	Total Expenditures	202,418	-	188,100	239,735	27.45%
	Total Expenditures	6,862,396	-	7,231,664	7,381,513	2.07%

01-5-005	TOWN ADMIN. EXPENSE	FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-005110.00	SELECTBOARD STIPEND	2,500		2,500	2,500	0.00%
01-5-005111.00	TOWN MANAGER WAGE	144,800		158,062	169,032	6.94%
01-5-005112.00	Asst. Town Mngr.Wage	69,339		72,921	78,627	7.82%
01-5-005113.00	TREASURER STIPEND	1,800		1,800	1,800	0.00%
01-5-005114.00	ADMIN ASSIST WAGE	23,459		29,134	31,312	7.48%
01-5-005120.00	CCC Tax	-		1,060	1,246	17.55%
01-5-005121.00	FICA TAX	14,998		16,467	17,563	6.66%
01-5-005122.00	MEDI TAX	3,508		3,762	4,107	9.17%
01-5-005123.00	HEALTH INSUR	58,292		79,567	80,363	1.00%
01-5-005124.00	DISABILITY/LIFE INSUR	1,824		2,157	2,161	0.20%
01-5-005125.00	DENTAL INSURANCE	1,147		1,175	1,181	0.50%
01-5-005126.00	VT RETIREMENT	16,632		21,262	23,881	12.32%
01-5-005252.00	TMGR RELOCATION EXPENSE	10,000		10,000	10,000	0.00%
01-5-005300.00	PROFESS SERV	10,000		10,000	10,000	0.00%
01-5-005302.00	VLCT MEMBERSHIP	6,088		6,300	6,300	0.00%
01-5-005305.00	LEGAL	100,000		80,000	80,000	0.00%
01-5-005310.00	TOWN REPORT	4,154		4,500	4,500	0.00%
01-5-005531.00	ADMIN TELEPHONE	831		700	700	0.00%
01-5-005532.00	T MNGR CELL PHONE	1,558		600	600	0.00%
01-5-005538.00	POSTAGE	104		100	100	0.00%
01-5-005540.00	ADVERTISING	3,115		1,500	1,000	-33.33%
01-5-005581.00	MILEAGE	208		200	200	0.00%
01-5-005610.00	OFFICE SUPPLIES	2,077		2,000	2,000	0.00%
01-5-005611.00	OFFICE EQUIP	1,038		500	500	0.00%
01-5-005615.00	DUES/MTS/EDUC	4,000		4,000	4,000	0.00%
01-5-005616.00	Treasurer Conf. & Dues Ex	1,000		1,000	1,000	0.00%
01-5-005701.00	COMMITTEE	519		-	-	
01-5-005701.20	ENERGY COMMITTEE	1,828				
01-5-005704.00	Reg Energy Coordinator	31,848		32,500	32,500	0.00%
01-5-005810.00	DES FUND-FACILITIES STUDY					
01-5-005814.00	DESI FUND-CITIZEN ASSISTA					
01-5-005816.00	Des.Fund - Main St Flags	500		250	500	100.00%
01-5-005900.00	MISCELLANEOUS	519		1,000	1,000	0.00%
	Total Expenditures	517,686	-	545,017	568,673	4.34%

01-5-200 FINANCE DEPARTMENT		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-200112.00	FINL ASSISTANT WAGE	58,129		62,346	64,950	4.18%
01-5-200112.10	FINANCE OFFICER WAGE	95,275		100,182	108,027	7.83%
01-5-200120.00	CCC Tax			650	761	17.08%
01-5-200121.00	FICA TAX	9,511		10,077	10,725	6.43%
01-5-200122.00	MEDI TAX	2,224		2,308	2,508	8.67%
01-5-200123.00	HEALTH INS	21,129		24,038	26,500	10.24%
01-5-200124.00	DISABILITY/LIFE INS	1,512		1,484	1,700	14.56%
01-5-200125.00	DENTAL INSURANCE	918		940	940	0.00%
01-5-200126.00	VT RETIREMENT	10,738		11,783	12,973	10.10%
01-5-200320.00	PROFESS SERVICES	3,000		4,000	4,000	0.00%
01-5-200322.00	INDEPENDENT AUDIT	40,000		40,000	40,000	0.00%
01-5-200531.00	TELEPHONE	1,000		600	600	0.00%
01-5-200540.00	ADVERTISING	175		-		
01-5-200550.00	PRINTING	125		160	-	-100.00%
01-5-200580.00	MILEAGE REIMBURSEMENT				100	
01-5-200610.00	OFFICE SUPPLIES	1,100		1,300	1,000	-23.08%
01-5-200611.00	OFFICE EQUIPMENT	750			800	
01-5-200613.00	SOFTWARE	4,800		4,800	5,000	4.17%
01-5-200615.00	DUES/MTGS/EDUC	2,500		1,000	1,000	0.00%
01-5-200711.00	BANK	1,000		625	600	-4.00%
	Total Expenditures	253,886	-	266,293	282,184	5.97%

01-5-350 PLANNING DEPT EXPENDITURE		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-350110.00	Planning Director Wage	95,000		92,098	97,519	5.89%
01-5-350112.00	OFFICE ASST. WAGE	29,112		35,735	45,000	25.93%
01-5-350120.00	CCC Tax			562	627	11.57%
01-5-350121.00	FICA TAX	7,695		7,926	8,836	11.48%
01-5-350122.00	MEDI TAX	1,800		1,854	2,067	11.49%
01-5-350123.00	HEALTH INS	26,382		12,019	10,505	-12.60%
01-5-350124.00	DISABILITY/LIFE INS	809		788	875	11.04%
01-5-350125.00	DENTAL INSURANCE	459		940	500	-46.81%
01-5-350126.00	VT RETIREMENT	6,650		9,268	7,314	-21.08%
01-5-350320.00	PLANNING SERVICES	3,000		5,000	5,000	0.00%
01-5-350321.00	TWO RIVER PLANNING COMM.	6,068		6,250	6,450	3.20%
01-5-350322.00	U.V. TRANSPORTATION MGMT	1,150		1,150	1,150	0.00%
01-5-350341.00	MAPPING	2,200		2,000	2,200	10.00%
01-5-350416.00	HIST PRES GRANT	6,500		-	-	
01-5-350419.00	PLANNING GRANT	-		5,000	3,000	-40.00%
01-5-350531.00	TELEPHONE	1,000		600	400	-33.33%
01-5-350538.00	POSTAGE	520		500	400	-20.00%
01-5-350540.00	ADVERTISING	550		600	1,500	150.00%
01-5-350550.00	PRINTING	200		200	200	0.00%
01-5-350580.00	MILEAGE REIMB	400		400	160	-60.00%
01-5-350610.00	OFFICE SUPPLIES	400		750	400	-46.67%
01-5-350611.00	OFFICE EQUIPMENT	275		2,000	400	-80.00%
01-5-350612.00	Sotware Expense	500		500	500	0.00%
01-5-350615.00	DUES/MTGS/EDUC	2,000		500	2,000	300.00%
	Total Expenditures	192,670	-	186,640	197,003	5.55%

01-5-425 REC DEPT EXPENDITURES		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-4251 ADMINISTRATION						
01-5-425110.00	RECREATION DIR WAGE	74,555		84,385	90,988	7.82%
01-5-425120.00	CCC Tax			371	400	7.82%
01-5-425121.00	FICA TAX	4,622		5,232	5,641	7.82%
01-5-425122.00	MEDI TAX	1,081		1,224	1,319	7.76%
01-5-425123.00	HEALTH INS	-		-		
01-5-425124.00	DISABILITY/LIFE INSUR	800		813	813	0.00%
01-5-425125.00	DENTAL INSURANCE			470	470	0.00%
01-5-425126.00	VT RETIREMENT	5,219		6,118	6,824	11.54%
01-5-425127.00	TELEPHONE	1,116		1,116	1,116	0.00%
01-5-425128.00	POSTAGE	52		52	52	0.00%
01-5-425140.00	ADVERTISING	254		200	200	0.00%
01-5-425150.00	PRINTING	83		80	80	0.00%
01-5-425160.00	DUES/MTGS/EDUC	1,454		1,000	1,000	0.00%
01-5-425170.00	OFFICE EQUIPMENT	57		57	57	0.00%
01-5-425180.00	MILEAGE REIMBURSEMENT	286		275	275	0.00%
01-5-425182.00	OFFICE SUPPLIES	234		200	200	0.00%
01-5-425183.00	POS Software (myRec)				3,845	
	Subtotal	89,813	-	101,593	113,280	11.50%
01-5-4252 PROGRAM						
01-5-425200.00	Instructor/Contractor Fee	20,000		20,000	20,000	0.00%
01-5-425206.00	COACHING EXPENSES	831		831	831	0.00%
01-5-425208.00	HATS/T-SHIRTS	3,115		3,115		-100.00%
01-5-425211.00	EQUIPMENT & Supplies	6,750		6,500	8,500	30.77%
01-5-425212.00	Program Wage	42,000		42,000	42,000	0.00%
01-5-425214.00	REFERREE/UMPIRE	7,000		7,000	7,000	0.00%
01-5-425216.00	ENTRY FEE -Tournament	1,500		1,500	1,500	0.00%
01-5-425218.00	REGISTRATION	6,230		6,000	2,500	-58.33%
01-5-425219.00	Facilitly Rental Fee Expe	18,500		19,000	25,000	31.58%
01-5-425220.00	SPECIAL EVENTS /SUPPLIES	2,000		2,200	2,200	0.00%
01-5-425221.00	FICA TAX	5,004		2,604	2,604	0.00%
01-5-425222.00	MEDI TAX	1,170		609	609	0.00%
01-5-425223.00	CCC Tax			185	185	-0.11%
01-5-425244.00	UNIFORMS	1,558		1,500	4,500	200.00%
	Subtotal	115,658	-	113,044	117,429	3.88%
01-5-4253 RECREATION FACILITIES						
01-5-425322.00	REC FIELD CARE	7,200		7,200	5,000	-30.56%
01-5-425324.00	HNTLY LINE MARKING	5,500		5,500	5,500	0.00%
01-5-425326.00	PORTABLE TOILET	3,500		4,250	5,500	29.41%
01-5-425328.00	ICE RINK	800		3,500	500	-85.71%
01-5-425330.00	REPAIRS,MAINT&Site Work	2,500		3,000	3,250	8.33%
01-5-425332.00	WATER USAGE	467		467	800	71.31%
01-5-425333.00	WOMEN'S CLUB GRANT	5,500		-	-	
01-5-425345.00	SITE WORK	260		250	-	-100.00%
01-5-425360.00	DESIGNATED FUND-T COURTS	75,000		10,000	10,000	0.00%
01-5-425362.00	Desig.Rec.Facility(Fund 0	15,000		15,000	15,000	0.00%
	Subtotal	115,727	-	49,167	45,550	-7.36%
	Total Expenditures	321,198	-	263,804	276,259	4.72%

TOWN OF NORWICH

Replacement Draft Schedule

			2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Recreation Dept	Fund 05- Recreation Facility & Impr Fund	Estimated	$ 29,911										
	Buildings Improvements/Equipment	Additions- Appropriations		$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$12,000	$12,500	$13,000	$13,500
		Additions- Donations/Other					$40,000				$44,000		
		Estimated Fund Balance 6/30		$ 44,911	$ 59,911	$ 29,911	$ 2,389	$ 17,389	$ 25,309	$ 15,866	$ 72,366	$ 85,366	$ 54,666
	REC-PLAYGROUND	est. life 20-25 year (GameTime)					$82,522						
	CEDAR PLAYHOUSE @ HUNTLEY MEADOW	est. life 25-30 year (vt. Carriage Shed)							$7,080				
	REC-STAIRS AT HUNTLEY MEADOW	Stone steps									replace		
	WOODEN STAIR AT HUNTLEY MEADOWS	Staircase									replace		
	SIDEWINDER PLAYGROUND EQUIPMENT	*discontinued item - new structure cost reflected								$21,443			
	Playground	est. life 10-15yr (Natural Playgrounds)											
	Playground 2021	duplicate of Rec-21play											
	Girard Baseball Field	$17000 (est. life 10year)											$22,100
	Softball Field	$17000 (est. life 10year)											$22,100
	Trail Groomer	(machine retired FY23 - replacement)				$45,000							

			2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Recreation Dept	Fund 17- Recreation Fund- Tennis Courts	Estimated	$ 44,608										
	Infrastructure	Additions-	$ 10,000	$75,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
		Additions- Donations/Other			$40,000								
		Additions- Grants											
		Estimated Fund Balance 6/30		$ 129,608	$ 4,608	$ 14,608	$ 24,608	$ 34,608	$ 44,608	$ 54,608	$ 64,608	$ 74,608	$ 84,608
	20-148. HUNTLEY MDWS -TENN COURTS & SHED	Retired in March 2023			$175,000								

			FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
		Total Expenditures	865,255	-	899,526	966,694	7.47%
01-5-555 FIRE/FAST DEPT. EXPENSES			**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % change**
01-5-5551 FIRE WAGES							
01-5-555108.00	FIRE CHIEF WAGES		79,295		83,298	88,138	5.81%
01-5-555110.00	FIRE OFFICER STIPEND		2,100		2,100	2,100	0.00%
01-5-555112.00	FIREFIGHTERS WAGE		31,125		32,000	32,000	0.00%
01-5-555114.00	FF DRILLS/MTGS WAGE		2,500		2,000	2,000	0.00%
01-5-555120.00	CCC Tax				525	547	4.19%
01-5-555121.00	FICA TAX		7,131		7,403	7,703	4.05%
01-5-555122.00	MEDI TAX		1,668		1,731	1,801	4.04%
01-5-555123.00	HEALTH INSURANCE		18,438		9,014	9,915	10.00%
01-5-555124.00	DISABILITY/LIFE INSURANCE		800		779	780	0.13%
01-5-555125.00	VT RETIREMENT		5,551		6,039	6,610	9.46%
01-5-555126.00	DENTAL INSURANCE		459		470	480	2.13%
		Subtotal	149,067	-	145,359	152,074	4.62%
01-5-5552 EMS WAGES							
01-5-555212.00	EMS WAGE		5,000		8,500	8,500	0.00%
01-5-555215.00	EMS DRILL WAGE		1,900		1,500	1,800	20.00%
01-5-555223.00	CCC Tax				44	50	13.64%
01-5-555221.00	EMS FICA TAX		428		620	650	4.84%
01-5-555222.00	EMS MEDI TAX		100		145	150	3.45%
		Subtotal	7,428	-	10,809	11,150	3.15%
01-5-5553 EDUCATION & TRAINING							
01-5-555338.00	FIRE EDUC/TRAINING		750		900	900	0.00%
01-5-555340.00	EMS EDUC/TRNG		1,200		1,200	1,200	0.00%
01-5-555342.00	FIRE DUES/MTGS/EDUC		500		500	500	0.00%
		Subtotal	2,450	-	2,600	2,600	0.00%
01-5-5554 TOOLS & EQUIPMENT							
01-5-555422.00	FIRE TOOLS & EQUIPMENT		4,200		4,500	5,000	11.11%
01-5-555424.00	EMS TOOLS/ EQUIP		2,000		2,200	2,200	0.00%
01-5-555426.00	RADIO PURCH/REPAIR		800		800	800	0.00%
		Subtotal	7,000	-	7,500	8,000	6.67%
01-5-5555 MAINTENANCE							
01-5-555528.00	FIRE TRK R & M		15,500		18,500	19,000	2.70%
01-5-555530.00	EQUIPMENT MAINTENANCE		4,154		4,000	4,000	0.00%
01-5-555532.00	RADIO MAINTENANCE		500		500	500	0.00%
01-5-555534.00	SOFTWARE MAINTENANCE				3,200	3,200	0.00%
01-5-555536.00	COMPUTER MAINTENANCE						
01-5-555538.00	PETROLEUM PRODUCTS		4,673		4,600	4,600	0.00%
		Subtotal	24,827	-	30,800	31,300	1.62%
01-5-5556 SUPPORT							
01-5-555614.00	RECRUITMENT		100		100	100	0.00%
01-5-555618.00	POSTAGE		25		25	25	0.00%
01-5-555619.00	FIRE PREV BOOKS & MATERIA		100		100	100	0.00%
01-5-555620.00	FIREFIGHTERS CASUL INS		5,800		4,500	4,500	0.00%
01-5-555625.00	TELEPHONE & INTERNET		1,000		2,000	2,200	10.00%
01-5-555630.00	OFFICE SUPPLIES		700		700	500	-28.57%
01-5-555632.00	DISPATCH SERVICE		30,193		31,702	33,288	5.00%
01-5-555633.00	UNIFORM		260		260	275	5.77%
01-5-555634.00	HYDRANT RENTAL		34,000		36,000	-	-100.00%
01-5-555635.00	DRY HYDRANT		500		500	500	0.00%
01-5-555636.00	OSHA COMPLIANCE		1,000		600	800	33.33%
		Subtotal	73,678	-	76,487	42,288	-44.71%
01-5-5557 CAPITAL EXPENDITURES							
01-5-555756.00	DESIGNATED FUND-FIRE STAT (fund 6)		120,000		126,000	135,000	7.14%
01-5-555758.00	DESIGNATED FUND-APPARATUS (fund 25)						
01-5-555760.00	DESIGNATED FUND-EQUIPMENT(fund 26)		30,000		33,075	60,000	81.41%
		Subtotal	150,000	-	159,075	195,000	22.58%
01-5-5559 AMBULANCE SERVICES							
01-5-555901.00 AMBULANCE CONTRACT			168,604		170,664	188,783	10.62%
01-5-555903.00 AMBULANCE BILLS			5,711		5,000	8,000	60.00%
		Subtotal	174,315	-	175,664	196,783	12.02%
		Total Expenditures	588,765	-	608,294	639,195	5.08%

01-5-575 EMERGENCY MANAGEMENT		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-575100.00	DEBT SERVICE TOWER PRINCI	27,500		-	-	
01-5-575105.00	DEBT SERVICE TOWER INTERE	750		-	-	
01-5-575233.00	TOWER POWER	450		1,900	1,900	0.00%
01-5-575600.00	EMERG MAN ADMIN	30			-	0.00%
01-5-575610.00	EMERG MNGMT SUPPLIES	50		180	5,000	2677.78%
01-5-575612.00	GENERATOR FUEL	200		250	250	0.00%
01-5-575620.00	EMERG GEN MAINT	2,600			-	
01-5-575622.00	EMERG GEN INSTALL			200	200	0.00%
01-5-575630.00	BASE RADIO MAINTENANCE			2,600	2,600	0.00%
01-5-575740.00	DESIGNATED FUND-GENERATOR	15,000		30,000	15,000	-50.00%
	Total Expenditures	46,580	-	35,130	24,950	-28.98%

TOWN OF NORWICH

Replacement Draft Schedule

				2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Fire Department	Fund 06- Fire Apparatus Fund	Estimated Fund Balance 6/30/2024	$ 157,122										
	Vehicles	Additions-Allocations		$420,000	$126,000	$135,000	$ 150,000	$ 165,000	$ 180,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000
		Additions-Sale of Asset		$45,000									
		Additions - Interest		$33,000									
		Estimated Fund Balance 6/30		$ 655,122	$ 781,122	$ 834,042	$ 364,042	$ 69,042	$ 249,042	$ 449,042	$ 649,042	$ 321,379	$ 521,379
	2003 FREIGHTLINER FL80 TANKER	Tanker 1						$ 460,000					
	2019 FORD F550 SUPER D	Utility 1											
	2005 RESCUE/PUMPER 1000 GALLON PUMPER	Engine 1										$ 527,663	
	1991 SPARTAN 75' AERIAL LADDER TRUCK	Ladder 1					$ 620,000						
	2022 Custom Chassis Pumper Truck	Engine 3											
	2013 FORD INTERCEPTOR SUV	Car 1				$82,080							

			2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Fire Department	Fund 26- Fire Equipment Fund	Estimated Fund Balance 6/30/2024	$ 54,922										
	Equipment	Additions-Allocations		$57,999	$33,075	$60,000	$ 60,000	$ 70,000	$ 75,000	$ 50,000	$ 50,000	$ 50,000	$ 50,000
		Estimated Fund Balance 6/30		($2,854)	$10,621	$50,101	$35,451	$94,114	$265	$22,348	$42,197	$76,773	$78,131
	SCBA- BOTTLES	SCBA Cylinders (Replacing 3 each interval)			$ -	$ -							
	FD-SCBA	SCBA Cylinders (Bought in 2008, Replaced in 2023)											
	Radio- Fire Department 2021	Radio Packages (C1, E1, E3, T1, L1, U1)				$ 10,800	$ 11,664		$ 13,605	$ 14,693	$ 15,869		
	2023 Personal Safety Equipment	SCBA Package (15 Packs & 30 Clinders)		$ 115,775									
	purchased - replaced in 34	Battery Operated Auto Extrication Tool											$ 31,984
	purchased	Battery Operated Scene Lights x 4											
	purchased	Battery Operated Vent Fan											
		Air Compressor & Cascade System					$ 52,488						
		Firefighting PPE (Jacket, Pants, Helmet, Boots) x 2			$ 19,600	$ 9,720	$ 10,498	$ 11,337	$ 12,244	$ 13,224	$ 14,282	$ 15,424	$ 16,658
		Portable Radios							$ 143,000				
	RIT Bag	With one hour cylinder			$ 5,500								

Town of Norwich
P.O. Box 376
Norwich VT 05055-0376
(802) 649-1419 Ext. 101 or 102

APPLICATION FOR BOARDS/COMMISSIONS
(*and for those reapplying for continuing appointments*)

Name: Jordan Mueller

Address: 32 Douglas Ridge Norwich, VT 05055

Day phone: (617) 417 - 8035   Evening phone: (617) 417 - 8035

E-mail: jordanmueller@gmail.com

Position Applied For: Greater Upper Valley Solid Waste Mgmt District – Alternate Rep

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1. If you are re-applying for the same board/commission, how many terms/years have you already served? Terms: N/A   Years: N/A

2. Would you be available for evening and/or morning meetings?
Evening: Yes (●) No ( )   Morning: Yes ( ) No (●)
Are there other restrictions on your availability? If so, please describe:
I'm generally unavailable for meetings during 9 to 5 business hours.

3. Please list any experiences, skills and/or qualifications which you feel would especially suit you for this appointment.
I'm currently serving as the Vice Chair on the Norwich Solid Waste Committee. On the committee I've worked on transfer station fee recommendations, waste reduction and recycling education efforts, and community events.

4. Please include service on other municipal or school district Boards, Commissions, or Committees both in Norwich and elsewhere and indicate whether or not any of those appointments are current ones:
3 year term on the Norwich Solid Waste Committee (Current through 2026)

5. Education and Current Employment

Employer: Goldstar Learning Inc.

Location: Chicago, IL

Description of work:

Software Engineer

6. Pertinent Education and/or Experience:

I enjoy working collaboratively to solve problems. My background in computer science helps me bring an analytical approach to understanding data and evaluating options.

7. Do you feel there could be *any conflict of interest* with your personal beliefs, occupation or employer in serving on this board, commission or committee? Yes ○ No ◉ If yes, please explain:

Comments:

Thank you for your time and consideration.

Signature:

Date: 11/7/2025

FYI

MEMORANDUM

TO: Selectboard and Town Manager Duffy
FROM: Marcia Calloway, Selectboard
DATE: November 6, 2025
RE: Budget issues vis-à-vis elected officials

Case law and statute

- Barnes v. Town of Bakersfield, 57 Vt. 375 (1885), "A lister can recover only such compensation for his services as the town votes him, in a case where long usage is not an element.... The right of town officers to recover pay for official services is regulated by statute."
- 24 V.S.A. § 932: "A town may vote to compensate any or all town officers for their official services. Such town in annual meeting may fix the compensation of such officers and of town employees."

VLCT staff attorney October 28, 2025

"Barnes is pretty clear that elected officials are only required to be compensated for the amount approved by the voters - this applies to all elected officials, not only the listers. That said, if there are funds in the budget that could reasonably be reallocated to the lister, the selectboard has authority to do so but would not be required. Let me get to your specific questions below:

1. *Are listers allowed to vote themselves a wage increase using the town wage Grade and Step chart?* No, elected officials are not employees in the traditional sense, instead they are public officials compensated by the voters. 24 V.S.A. § 932, "A town may vote to compensate any or all town officers for their official services. Such town in annual meeting may fix the compensation of such officers and of town employees." If the lister believes they deserve more pay, and the selectboard agrees, they can adjust the wage in the budget or standalone article at the next town meeting.
2. *Is the town required to pay wage demands which exceed the amount of the budgeted wage?* No, the voters set the compensation of elected officials. They receive that wage regardless of how many hours they work and we don't believe Vermont's minimum wage laws apply (there is some disagreement about whether the minimum wage law applies currently, but we are working with the DOL to amend the law this session to make it explicit that minimum wage laws do not apply to elected officials).
3. *Given Barnes, should future lister wages be a separate warrant article, or would it suffice to include the lister wages within the overall proposed town budget warrant article?* This is a practical question, and I believe towns do it both ways. Of course, if there is a separate article on the compensation for any elected official it will be more transparent to the voters because they won't have to sift through the budget to understand what the lister is paid. But it is also acceptable to include the wage as part of the department compensation in the budget, and it might provide more protection to the wage request becasue voters will consider it only as a portion of the overall budget. Also, if you vote from the floor and it is included in the budget rather than a standalone article, the voters are empowered to amend the compensation rather than just providing an up or down vote.

History for reference

- **11/29/2023** – Selectboard packet, pages 41-43, Listers' office budget presentation. Listers request their $4,500 total stipend amount be changed to $36,510 to be paid out as wages at the hourly rate of $22.02; and, $25,000 for Professional Assessor Services.
  - Selectboard sought legal advice which culminated in the decision to include an Article for town vote.
- **August 13, 2024** Special Town Meeting Article 2 -- Passed:
  "Shall the voters of the Town of Norwich approve an immediate change in the method of compensating the Norwich Listers from stipend to an hourly wage, not to exceed the amount budgeted."
- **Budgets**[1]
  - Fiscal Year 2024 Lister Stipend $4,500
  - Fiscal Year 2025 Lister Stipend $4,500
  - Fiscal Year 2026 Budget Request Lister Wages $31,500 (for new pay structure)[2]
- **June 19, 2025**
  - Listers' Special Meeting[3]:
    "FY26 Wage Step & Grade Scale…Motion by Ciccotelli (2nd Smith) to increase the Listers Grade on the Town of Norwich Step and Grade Wage Scale from Grade 15 to Grade 18, the same as the Town Clerk, as of July 1, 2025 and to approve an annual step increase on Town Meeting Day of each year. The motion passed unanimously."
- **October 17, 2025**
  - Budget Status Report for the current fiscal year[4],
    - Budgeted $31,500.00
    - Actual (spent) $32,334.03
    - Budget Balance (after 3 months) - $834.03

[1] See: https://norwich.vt.us/wp-content/uploads/2025/03/2024-Town-Report-for-WEBSITE-new.pdf -- Town Report Fiscal Year 2024 – Lister Office Wages (page I-14).
[2] March 4, 2025 budget passed.
[3] NOTE: The records of past Lister meeting agendas, packets, minutes are not on the town website.
[4] See: https://norwich.vt.us/wp-content/uploads/2025/10/00-SB-Packet-10222025-INDEXED.pdf -- Selectboard packet 10/17/2025, Finance Department report, page 42.

Town of Norwich, Vermont
Minutes of the Selectboard Meeting
Wednesday, November 12, 2025

Active Participants at Tracy Hall: Mary Layton (SB Chair), Marcia Calloway (SB member), Kimo Griggs (SB Vice Chair), Matt Swett (SB member), Brennan Duffy (Town Manager), Matt Romei (Police Chief)

Priscilla Vincent was not in attendance.

Active Participants on Zoom: Chris Kaufman (DPW Director)

Key: *Motions noted in italics.*
Public comment noted in blue.

The meeting was called to order by Chair Mary Layton at 6:30 pm.

YouTube Timestamp: 13:16

1. **Agenda**
   Timestamp: 13:57

   I move to approve the agenda as presented. – Swett moved (2nd Calloway) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

2. **Chair's Report**
   Timestamp: 14:26

   The Chair (1) met to draft the agenda, (2) worked with Town Administration on a plan for the upcoming budget hearings and agreed to hold a general overview and meet with the Police Department and DPW the night of Nov. 12th, meet with the other Department heads on Nov. 19th, meet with the Town Clerk and Listers on Dec. 10th, and hold a general discussion and wrap-up on Dec. 17th, (3) shared that she was asked to serve on a committee for the Unitarian Universalist Church on the proposed development that the church may be involved with, that she ultimately decided to leave the committee, that she will distance herself from Homes for Norwich, and that she will recuse herself if there is any perceived conflict of interest, noting that she advocates for affordable housing but does not want her views to be clouded by her participation in the church.

3. **Public Comments for Items not on the Agenda**
   Timestamp: 17:50

Griggs complemented, thanked, and congratulated everyone involved in the Norwich Halloween. Griggs read prepared remarks highlighting the many participants and events of the evening.

4. **FY27 Budget**
   Timestamp: 19:21

The Town Manager thanked the Finance Director, Finance Assistant, and Department Heads for their work on the draft budget. He shared that he would not speak in-depth but would touch on the highlights of the draft.

The Town Manager shared that the draft budget being presented that night had a 2% increase from FY26, lower than anticipated when beginning the process. He emphasized that this was a draft budget and that it would have minor adjustments to account for minor math errors or updates. He added that the meeting next week would have a revised draft budget.

The Town Manager noted that the draft budget was $7,379,013, a 2.04% increase compared to last year's budget. He highlighted that they had double checked where employees should be on their step grade chart and that he was comfortable with the accuracy of the salary numbers in the budget.

The Town Manager highlighted that the Finance Director had separated out the employee wages and benefits to show how they factor into the departmental budgets.

Swett asked whether the statutory meeting expenditure consisted of the costs of recording and posting meetings, to which the Town Manager responded that the Town Clerk could answer better but that he believed so.

The Police Chief stated that the increase in wages and health insurance alone would lead to a 4.5% or 4.8% increase in budget, depending on whether capital was included in the number, before adding anything else.

He called attention to a significant decrease in overtime hours in the budget and shared that the intent is to initiate after-hours on-call service this year once he fills the fourth full-time position.

The Police Chief shared that he expected to lose the part-time officer, as he is a finalist for another role. He noted that they have increased the on-call wage and shared that currently when a call comes in after-hours and no Norwich officers are on duty, the State Police receive the call when they are on duty, and the Norwich Police Chief receives the call when they are not.

The Police Chief pointed out an increase in the speed sign budget line, which would not be to put up more speed limit signs, but rather to purchase a variable message sign to communicate messages like upcoming road closures. He additionally noted a spending request for cruiser vehicle equipment for the new cruiser being built, an increased administration "catch-all" line, and a decreased dispatch services line. He explained that there is a two-year delay in dispatch costs, meaning that we are "still right now dealing with COVID time calls for service."

The Police Chief noted that he had removed a request for tasers in an effort to get to the 6% target budget increase. He explained that officers are out by themselves and that tasers are "universally an equalizer in law enforcement."

The Police Chief responded to Selectboard questions on taser costs, purchase options, lifespan, and usage.

Griggs asked about the success of cruiser video equipment, to which the Police Chief responded that it had been very helpful and significantly reduced the rate of complaints.

Griggs asked about a new line for an IT contract, to which the Police Chief responded that with the Windows upgrade and other federal requirements, it make sense to have an IT contract.

Swett noted that the on-call wages and overtime wages appeared to flip-flop in amounts and that it appeared they were looking to have more on-call hours. Swett asked for an explanation of the increase in part-time wages.

The Police Chief explained that the proposed number was based off what the part-time officer made this past year, and that the money came out of the open fourth full-time position.

The Town Manager shared that they were working with the auditing team and that they were hoping for a very firm number on the FY25 actuals before completing the budget season, which would fill in the empty FY25 Actual column in the draft budget included in the Selectboard packet.

Swett noted that in the revenues there had been a standing $10,000 expected in police fines but that historical actuals were much lower. The Police Chief explained that there were not many traffic stops or tickets issued in the COVID period, but that they are coming back. He added that the Police Department had ended up with “a number of complex cases” and were working through how to balance handling cases versus speeding enforcement.

Calloway asked if the Police Chief thought there were enough electric speed signs across the Town. The Police Chief shared that there were signs everywhere that the traffic study recommended them to be and that he was hesitant to go beyond that without an engineer suggesting additional places.

Swett asked how many officers the police officer wage line was based off, to which the Police Chief responded that it was based off three full-time and that they currently have two full-time.

For the Public Safety Facility, the Police Chief noted that they had lowered the water estimate and increased the electricity line since he had met with the Fire Department and landed on what they considered to be more accurate estimates. He pointed out that the building is heated and cooled by electricity, except for the apparatus bay.

The Police Chief further highlighted that they had doubled the repair and maintenance line since the building was aging and increased the designated fund for the Police Station for similar reasons.

The Police Chief shared that the oldest active vehicle was seven years old, approximately the limit for an emergency vehicle, and that they are looking at an 18-month cycle for replacing vehicles. He added that the lease on the trucks is in the operational budget, not the capital budget, and that they are looking to maintain vehicles better to keep them serviceable for longer.

The Town Manager shared that the budget documents would be added to the next Selectboard packet.

Selectboard members, the Town Manager, and the Police Chief discussed the vehicle replacement schedule. The Police Chief noted that he hopes to have four full-time officers and one or two part-time officers, a vehicle for each, and a spare vehicle.

DPW Director Chris Kaufman highlighted that the FEMA projects have been completed on time and under budget and added that they were successful at receiving funds while the projects were ongoing, therefore avoiding depleting town funds.

Kaufman shared that the DPW currently consists of himself, a foreman, and three equipment operators with one position available, which total an expected 3.4% budget increase.

For materials, Kaufman shared that they listed a normal increase for salt and sand and an increase for road signs due to issues with them being stolen.

For contracted services, Kaufman highlighted that they had reduced the line for plowing and sanding based on increased staffing and experience.

For equipment, Kaufman noted that the costs of repairs and parts typically increase substantially every year with increased lead time.

For highway and garage items, Kaufman shared that there was a space problem at DPW and that they were slightly increasing the supplies line to purchase shelving.

Kaufman stated that the total proposed expenditures for the DPW, just the DPW itself, came to a reduction of 6%.

Swett asked about the decrease in wages for the road crew, to which Kaufman shared that wages fluctuate based on staff coming and going, and that new people often start at a lower rate depending on their level of experience.

Swett asked about the line for culverts versus the culvert designated fund. Kaufman explained that culvert and road supplies listed in the budget was for smaller culverts done internally while the culvert fund was for larger, more intense construction that requires a designated contractor to support the work.

For buildings and grounds, Kaufman shared that the DPW was looking at a 5% increase for the coming year.

For solid waste, Kaufman noted that contracted services had remained largely flat, with a small increase for recycling, and that the costs for phone service at the Transfer Station had increased significantly, likely related to internet service. The total expenditures, Kaufman concluded, would be a 2.9% increase.

The Chair asked about the status of internet at the Transfer Station, and Kaufman explained that there is now expanded ability to get internet further out in the yard, but that it is not perfect.

Kaufman stated that the change in total DPW expenditures, outside of Tracy Hall, was $2.9 million to $2.7 million, almost a 5% reduction.

The Town Manager explained that the Tracy Hall expenses are mostly level funded, with a slight increase to heat and elevator maintenance.

Griggs asked if Kaufman would like to have work done on the DPW building, to which the Town Manager responded that it would be discussed in the designated fund allocation.

Griggs noted that the transfer station "lacks comfort" and asked whether there was any plan to improve the facilities for employees and users. Kaufman responded that there is a portalet and that the matter is not actively being investigated.

Kaufman spoke to various highlights within the DPW designated funds, including that they are expecting to receive a new truck at the end of the month and that they don't expect any expenditures in the equipment fund until 2028.

The Chair brought up that they had talked previously about a shed for storage, to which Kaufman responded that it would be covered in the garage fund.

Griggs asked if Kaufman thought this fixed list of equipment was the right list of equipment. Kaufman responded that they currently rent a small excavator for a few months annually, which is more affordable given the limited timeframe they use it for each year.

Kaufman explained that it is very helpful to have two graders to provide the opportunity for training and secondary support given the many gravel roads.

Calloway inquired as to whether the list was exhaustive, to which Kaufman responded that there are small things sitting around the property that were never disposed of.

Kaufman shared that he is looking to bring in an architect or engineer to assist with figuring out next steps for the DPW facility. Kaufman noted that there was an expansion built on the facility about ten years ago but that it was a rushed job and that issues noted in a report prior to the addition were not addressed in the project. He added that the doors are challenging to fit today's sized plows through, there are leaks in the building, and there are drainage issues with oil.

Kaufman shared that he envisioned a process of bringing someone on, developing a thoughtful plan, and putting some money in the line item to begin the preparation.

The Chair stated that she thought it could be time to tear down the building, a sentiment that the Town Manager echoed.

Selectboard members, the Town Manager, and Kaufman discussed the importance of building upgrades to DPW.

Kaufman noted that there was not much money in the paving fund when he joined but that he has been working hard to put money away to build a capital budget that can be utilized. He stated that the Town can only get grants for class two roads, and that class three roads are "on us."

Kaufman responded to questions from the Chair and Swett on the status of culvert projects.

Kaufman shared that he does not anticipate that Vermont will receive a lot of money from the federal government in the near future and encouraged the Town to have a plan in place to access money in case of emergency.

The Town Manager encouraged the Selectboard to think about surplus over the past year and possibly explore setting up a reserve fund and appropriate some surplus into an emergency road repair fund.

Griggs pointed out that under recreation, employee-related expenses and program-related expenses did not total 100%, to which the Town Manager said that he would take a second look.

Calloway asked when the Selectboard should comment on budget numbers. The Town Manager shared that by the end of the December 10th meeting, they will have heard from all departments, which could be a time to explore "what ifs."

Swett asked if it would be possible to get the capital plans in the Selectboard packet ahead of the next department presentations, which Town Manager said should be possible.

5. **The Family Place Gingerbread Festival Alcohol Waiver Request**
   Timestamp: 2:00:08

   I move to approve The Family Place's request for a waiver of the Town of Norwich Alcohol Ordinance, to permit vinous and malt beverages in Tracy Hall during the Gingerbread Festival Preview Party on December 5, 2025. – Calloway moved (2nd Griggs) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

6. **NPD Spending Request: Cruiser Video Equipment**
   Timestamp: 2:00:56

   The Police Chief reminded the Selectboard of the new police vehicle being constructed. He stated that this request would be an initial expenditure for the equipment to be purchased and installed, followed by a yearly expense of $1,845, as included in the FY27 budget request.

   Griggs asked how the equipment had paid for itself, to which the Police Chief explained that it was helpful to have video footage available when handling complaints.

   Calloway asked if there were chain of custody issues with this equipment. The Police Chief stated that these are thoroughly audit-trailed.

   I move to authorize the expenditure of an amount not to exceed $6,200.00 from Fund 11 Cruiser Fund for the purchase of police cruiser video equipment. – Griggs moved (2nd Swett) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

7. **Opioid Fund Accounting**
   Timestamp: 2:06:24

   The Town Manager referred to his memo in the packet and proposed that the Selectboard create a designated fund to accept payment through the settlement and distribute payment to allowable remediation purposes. He stated that the benefit of a designated fund would be that the purpose of the funds is already known and therefore the money still in the general fund for FY25 could be moved into the designated fund this month, as well as all the money collected so far for FY26 and any future money that comes in.

   The Town Manager shared that there is an ongoing question with the VLCT on how to deal with the money that had been received in FY24 that went into the general fund and was not placed anywhere.

Selectboard members and the Town Manager discussed the laws for moving money, types of funds, and involvement of voters.

The Town Manager shared that the use of opioid settlement funds for uses other than its intended purposed is disfavored but not disallowed.

Griggs asked how "allowable" was being defined, and other Selectboard members confirmed had been defined in the settlement packet.

I move to create a Designated Fund called the Opioid Settlement Fund for the purpose of accepting payments dispersed from the National Opioid Settlements and distributing such payments to allowable Opioid Remediation purposes. – Calloway moved (2nd Swett) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

8. Approve Minutes
Timestamp: 2:14:46

I move to approve the minutes for October 22nd, 2025 as presented. – Calloway moved (2nd Griggs) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

9. AP Warrants
Timestamp: 2:15:42

I move to approve AP Warrant #1413 in the amount of $720,968.76 to be paid from the General Fund; AP Warrant #1414 in the amount of $39,666.41 to be paid from the Tracy Hall Fund; AP Warrant #1415 in the amount of $133.50 to be paid from the General Fund; and AP Warrant #1416 in the amount of $373.58 to be paid from the General Fund. – Calloway moved (2nd Griggs) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

10. Receipt of Correspondence
Timestamp: 2:16:55

I move to receive all correspondence. – Griggs moved (2nd Swett) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

11. Plan Agenda for November 19, 2025 Meeting
Timestamp: 2:18:52

The Chair shared that she would like to have an item on opioid settlement funds to figure out what funds to distribute to the organizations discussed at the last meeting. She noted that the Selectboard would need to know how much is available as well as how much is needed by each organization.

The Town Manager shared that a delegate to the Regional Solid Waste Management District needs to be appointed.

The Town Manager suggested postponing the monthly Town Manager and Department reports until the December 10th meeting.

The Chair stated that she would like an agenda item on Calloway's memo regarding duties to present a budget to the public.

Calloway shared that she was concerned that without any jurisdiction to make a vote for their pay, the listers overpaid themselves and went into deficit funding.

Selectboard members and the Town Manager discussed the timing of upcoming agenda items.

The Chair gave a shoutout to Neil Fulton for his work on the issue of solid waste.

12. Adjournment
Timestamp: 2:27:00

I move to adjourn the meeting. – Griggs moved (2nd Swett) Vote: yes (Calloway, Griggs, Swett, Layton), Vincent not present

Meeting adjourned at 8:45 pm.

Minutes taken by Jenny Tolman.

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
150004	OFFICE OF CHILD SUPPORT	11/14/25	Payroll Transfer PR-11/14/25	01-2-001115.00 CHILD SUPPORT PAYABLE	323.10	17071	11/14/25
10022	ADVANCE AUTO PARTS	11/06/25	DPW-Hoses 084531004519	01-5-703403.00 PARTS & SUPPLIES	35.90	17072	11/19/25
10022	ADVANCE AUTO PARTS	11/12/25	DPW-DslExFluid,Fnnl1,Wrch 084531604884	01-5-703403.00 PARTS & SUPPLIES	50.21	17072	11/19/25
10022	ADVANCE AUTO PARTS	11/13/25	DPW-Lube Spin-on,Fuel 084531704954	01-5-703403.00 PARTS & SUPPLIES	17.02	17072	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/13/25	P&R-BallStorage 17JR7L9D49GJ	01-5-425330.00 REPAIRS,MAINT&Site Wrk	93.98	17073	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/05/25	DPW-Soap 19PDTRNJC649	01-5-703507.00 SUPPLIES	36.56	17073	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/13/25	P&R-Lanyard Underpayment 1DCMM-CORRCT	01-5-425206.00 COACHING EXPENSES	2.00	17073	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/13/25	TC-Labels&Maker,Cable 1NXH9G47413Q	01-5-100610.00 OFFICE SUPPLIES	39.86	17073	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/13/25	PD-Door Jams 1PCLNHCJ66GK	01-5-500543.00 TRAINING SUPPLIES	109.95	17073	11/19/25
10066	AMAZON CAPITAL SERVICES,	11/13/25	P&R-Basketballs 1XKCH1Q4694T	01-5-425211.00 EQUIP.& SUPPLIES	619.88	17073	11/19/25
20023	BEST SEPTIC SERVICE, LLC	11/01/25	DPW-November 25 Rental 55618	01-5-705500.00 PURCHASED SERVICES	180.00	17074	11/19/25
20026	BETHEL MILLS	10/06/25	P&R-Staples,StapleGun 375616/6	01-5-425330.00 REPAIRS,MAINT&Site Wrk	25.58	17075	11/19/25
20026	BETHEL MILLS	11/04/25	FD-Wood Stain 382094/6	01-5-485302.00 REPAIRS & MAINTENANCE	9.99	17075	11/19/25
20026	BETHEL MILLS	11/05/25	FD-Brosco Corner Bead 382471/6	01-5-485302.00 REPAIRS & MAINTENANCE	7.08	17075	11/19/25
20026	BETHEL MILLS	11/06/25	DPW-Bulbs&Lampholders 382649/6	01-5-706109.00 BUILDING SUPPLIES	69.95	17075	11/19/25
20026	BETHEL MILLS	11/07/25	DPW-Batteries 382965/6	01-5-703507.00 SUPPLIES	53.35	17075	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-703123.00 HEALTH INSUR	10448.01	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-555123.00 HEALTH INSURANCE	937.80	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-704123.00 HEALTH INSURANCE	1633.82	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-005123.00 HEALTH INSUR	6865.15	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-500123.00 HEALTH INS	2274.49	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-100123.00 HEALTH INS	3198.29	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-200123.00 HEALTH INS	1655.28	17076	11/19/25
20039	BLUE CROSS/BLUE SHIELD OF	11/03/25	December 2025 Premiums 214662477	01-5-350123.00 HEALTH INS	795.67	17076	11/19/25
20050	BOUND TREE MEDICAL LLC	11/03/25	FD-Glucoce,Aspirin,Bandge 85980453	01-5-555424.00 EMS TOOLS/ EQUIP	103.07	17077	11/19/25

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
20050	BOUND TREE MEDICAL LLC	11/03/25	FD-Hand Sanitizer 85980454	01-5-555424.00 EMS TOOLS/ EQUIP	56.46	17077	11/19/25
30026	CASELLA WASTE SERVICES	11/03/25	Compost & Recycling 1091310	01-5-705308.00 FOOD WASTE DISPOSAL	1022.58	17078	11/19/25
30026	CASELLA WASTE SERVICES	11/03/25	Compost & Recycling 1091310	01-5-705305.00 RECYCLING	6795.66	17078	11/19/25
30026	CASELLA WASTE SERVICES	11/03/25	C&D & MSW 1091311	01-5-705306.00 C & D WASTE DISPOSAL	1824.34	17078	11/19/25
30026	CASELLA WASTE SERVICES	11/03/25	C&D & MSW 1091311	01-5-705303.00 MUNICIPAL SOLID WASTE	6557.39	17078	11/19/25
30093	COMCAST	11/01/25	PD 11/8 - 12/07/25 PD11012025	01-5-485238.00 PHONE & INTERNET	597.36	17080	11/19/25
30103	COOP SERVICE CENTER	11/10/25	PD-'23 Interceptor 4323	01-5-500306.00 CRUISER MAINT	1448.91	17081	11/19/25
50010	ECFIBER	11/01/25	11/1/2025 Billing 25110435310	01-5-555625.00 TELEPHONE & INTERNET	76.00	17082	11/19/25
50047	EVANS GROUP, INC.	11/04/25	DPW- Gas - 550 Gallons 0078819-IN	01-1-004105.00 Inventory-DPW Fueling Sta	1536.19	17083	11/19/25
50047	EVANS GROUP, INC.	11/05/25	DPW- Diesel - 400 Gallons 0078860-IN	01-1-004105.00 Inventory-DPW Fueling Sta	1129.18	17083	11/19/25
50055	EYEMED/FIDELITY SECURITY	10/22/25	Vision - November 2025 167068332	01-2-001126.00 VISION SERV PLAN-PAYROLL	168.46	17084	11/19/25
180047	FISKEN, ROBERT	10/01/25	ConCom-Nuts,Bolts,Screws REIMB100125	01-5-650630.00 TRAILS	85.93	17085	11/19/25
180047	FISKEN, ROBERT	10/01/25	ConCom-Nuts,Bolts,Screws REIMB100125	01-5-650630.00 TRAILS	417.46	17085	11/19/25
180047	FISKEN, ROBERT	10/01/25	ConCom-Nuts,Bolts,Screws REIMB100125	01-5-650630.00 TRAILS	12.68	17085	11/19/25
180047	FISKEN, ROBERT	10/01/25	ConCom-Nuts,Bolts,Screws REIMB100125	01-5-650630.00 TRAILS	85.85	17085	11/19/25
180047	FISKEN, ROBERT	10/01/25	ConCom-Nuts,Bolts,Screws REIMB100125	01-5-650630.00 TRAILS	41.78	17085	11/19/25
70033	GOOD POINT RECYCLING	10/31/25	TS-July-Sept Non CED 78146	01-5-705305.00 RECYCLING	330.60	17086	11/19/25
90011	INTERNATIONAL ASSN OF FIR	09/24/25	FD-DUES THRU 12/31/25 296046	01-5-555342.00 FIRE DUES/MTGS/EDUC	255.00	17087	11/19/25
90019	INTERSTATE REFRIGERANT RE	11/04/25	CFC Recovery-Tran.Station 6704	01-5-705305.00 RECYCLING	324.00	17088	11/19/25
90025	IRVING ENERGY DISTRIBUTIO	11/12/25	TH-Propane 709.5 177913	01-5-706103.00 HEATING	830.68	17089	11/19/25
100026	JAY'S SEPTIC TANK CLEANIN	11/05/25	TH-Tank Pump 201482	01-5-706113.00 REPAIRS & MAINTENANCE	995.00	17090	11/19/25
100026	JAY'S SEPTIC TANK CLEANIN	11/05/25	DPW-Tank Pump 201483	01-5-703511.00 REPAIRS & MAINTENANCE	495.00	17090	11/19/25
110001	K AND R PORTABLE RESTROOM	11/01/25	P&R-PortaTlt10/14-10/31 30644	01-5-425326.00 PORTABLE TOILET	438.94	17091	11/19/25
140069	NORTHERN NURSERIES	11/05/25	DPW-DoubleJumpMix 273031	01-5-704403.00 PARTS & SUPPLIES	396.00	17094	11/19/25
140070	NORTHERN TIRE OF COLEBROO	11/05/25	DPW-Tire Repairs 1146282	01-5-703401.00 OUTSIDE REPAIRS	770.00	17095	11/19/25

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
180019	REDSTART FORESTRY, INC	10/31/25	CC-Invasive Plant Control 15471	01-5-650710.00 PROJECT RESTORATION	402.40	17096	11/19/25
190054	SOLAFLECT SOLAR PARK I, L	11/15/25	Monthly Solar NOV 2025	01-5-706101.00 ELECTRICITY	609.09	17097	11/19/25
190054	SOLAFLECT SOLAR PARK I, L	11/15/25	Monthly Solar NOV 2025	01-5-705501.00 ELECTRICITY	239.04	17097	11/19/25
190055	SOLAFLECT SOLAR PARK IV,	11/15/25	Monthly Solar 2511_01	01-5-705501.00 ELECTRICITY	76.77	17098	11/19/25
190055	SOLAFLECT SOLAR PARK IV,	11/15/25	Monthly Solar 2511_01	01-5-485233.00 ELECTRICITY	698.86	17098	11/19/25
190055	SOLAFLECT SOLAR PARK IV,	11/15/25	Monthly Solar 2511_01	01-5-500204.00 SPEED SIGNS	84.41	17098	11/19/25
190055	SOLAFLECT SOLAR PARK IV,	11/15/25	Monthly Solar 2511_01	01-5-706115.00 BNDSTND/SIGN/EVCH ELECTRI	17.60	17098	11/19/25
190055	SOLAFLECT SOLAR PARK IV,	11/15/25	Monthly Solar 2511_01	01-5-575233.00 TOWER POWER	22.36	17098	11/19/25
190084	STATELINE SPORTS, LLC	11/06/25	P&R-Coldpacks,Scorebooks 7668	01-5-425206.00 COACHING EXPENSES	48.00	17099	11/19/25
190084	STATELINE SPORTS, LLC	11/06/25	P&R-Coldpacks,Scorebooks 7668	01-5-425211.00 EQUIP.& SUPPLIES	40.00	17099	11/19/25
20060	SWENSON, BRIE	11/13/25	Facepaint,ASR,Wed2ndGrade REIMB111325	01-5-425211.00 EQUIP.& SUPPLIES	15.98	17100	11/19/25
20060	SWENSON, BRIE	11/13/25	Facepaint,ASR,Wed2ndGrade REIMB111325	01-5-425211.00 EQUIP.& SUPPLIES	7.96	17100	11/19/25
20060	SWENSON, BRIE	11/13/25	Facepaint,ASR,Wed2ndGrade REIMB111325	01-5-425211.00 EQUIP.& SUPPLIES	51.54	17100	11/19/25
20060	SWENSON, BRIE	11/13/25	Facepaint,ASR,Wed2ndGrade REIMB111325	01-5-425220.00 SPECIAL EVENTS /SUPPLIES	43.41	17100	11/19/25
200110	TRUE, STEVEN	11/06/25	MILES-NNECAPA 25 Conf MILE110625	01-5-350580.00 MILEAGE REIMB	231.70	17101	11/19/25
100091	Tolman, Jennifer	11/16/25	Sept/Oct 25 SB Minutes 11162025	01-5-005300.10 CONTRACTED SERVICES	400.00	17102	11/19/25
210004	UNIFIRST CORPORATION	11/10/25	Uniforms 1070463356	01-5-704311.00 UNIFORMS	90.00	17103	11/19/25
210004	UNIFIRST CORPORATION	11/10/25	Uniforms 1070463356	01-5-703311.00 UNIFORMS	311.14	17103	11/19/25
220003	VALLEY NEWS	11/08/25	Ad#4450065 DRB 1210308	01-5-350540.00 ADVERTISING	93.60	17104	11/19/25
220033	VERMONT LIFE SAFETY, LC	08/18/25	TH-Alarm&FExt Test&Insp 54839	01-5-706113.00 REPAIRS & MAINTENANCE	713.00	17105	11/19/25
220033	VERMONT LIFE SAFETY, LC	08/22/25	PS-Inspect & Repairs 54924	01-5-485302.00 REPAIRS & MAINTENANCE	933.00	17105	11/19/25
220033	VERMONT LIFE SAFETY, LC	08/26/25	PD-Extinguisher Inspect 54937	01-5-500306.00 CRUISER MAINT	62.50	17105	11/19/25
220033	VERMONT LIFE SAFETY, LC	08/27/25	DPW-Alarm&FExt Test&Insp 54941	01-5-703509.00 ALARM MONITORING	375.00	17105	11/19/25
230000	W.B. MASON CO., INC.	11/03/25	TH-Trash Liners 257923214	01-5-704403.00 PARTS & SUPPLIES	326.97	17106	11/19/25
230053	WILLETTE, FRANCES	11/14/25	MILE-VIBRS Train 80.0 MILES111425	01-5-500580.00 MILEAGE REIMB	56.00	17107	11/19/25

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
30088	WILLIAMS, CODY	10/06/25	ConCom-Signs&Domains REIMB100625	01-5-650630.00 TRAILS	91.22	17108	11/19/25
30088	WILLIAMS, CODY	10/06/25	ConCom-Signs&Domains REIMB100625	01-5-650620.00 SPKRS/PUBLIC INFO	32.38	17108	11/19/25
220021	VERMONT DEPARTMENT OF TAX	11/14/25	Payroll Transfer PR-11/14/25	01-2-001109.00 VT W/H TAX PAYABLE	2470.29 B	339	11/14/25
90009	INTERNAL REVENUE SERVICE	11/14/25	Payroll Transfer PR-11/14/25	01-2-001107.00 FED W/H TAX PAYABLE	6339.21 B	340	11/14/25
90009	INTERNAL REVENUE SERVICE	11/14/25	Payroll Transfer PR-11/14/25	01-2-001103.00 FICA TAX PAYABLE	11695.66 B	340	11/14/25
	Report Total				82856.53		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ ****82,856.53
Let this be your order for the payments of these amounts.

Finance Assistant ____________________ Patience Bearse

Town Manager: ____________________ Brennan Duffy

SELECTBOARD:

Mary Layton, Chair	Kimo Griggs, Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

For Check Acct 03(General) All check #s 11/14/25 To 11/19/25 & Fund 12

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
110045	KRT APPRAISAL, LLC	10/01/25	Finalization Less TON Exp 3299REV	12-5-300322.00 REAPPRAISAL	16769.00	17092	11/19/25
110045	KRT APPRAISAL, LLC	11/13/25	Retainage 1 BCA Complete 3326	12-5-300322.00 REAPPRAISAL	9500.00	17092	11/19/25
110045	KRT APPRAISAL, LLC	11/13/25	Retainage 2 USPAP Manual 3327	12-5-300322.00 REAPPRAISAL	9500.00	17092	11/19/25
			Report Total		35769.00		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ ****35,769.00

Let this be your order for the payments of these amounts.

Finance Assistant: ______________________
Patience Bearse

Town Manager: ______________________
Brennan Duffy

SELECTBOARD:

Mary Layton Chair	Kimo Griggs Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

Check Warrant Report # 1419 Current Prior Next FY Invoices For Fund (POLICE SPEC EQUIP FUND) patienceb

For Check Acct 03(General) All check #s 11/14/25 To 11/19/25 & Fund 21

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
130136	MES SERVICE COMPANY LLC	11/01/25	Public Safety Equipment IN2283545	21-5-500612.00 SPEC EQUIP CAPITAL	3112.71	17093	11/19/25
	Report Total				3112.71		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ *****3,112.71

Let this be your order for the payments of these amounts.

Finance Assistant ______________ Patience Bearse

Town Manager: ______________ Brennan Duffy

SELECTBOARD:

Mary Layton Chair	Kimo Griggs Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
30054	CHASE SITE SERVICES, INC.	10/13/25	Hopson Culvert Replace 19907	54-5-703322.00 Culvert Expense	10885.71	17079	11/19/25
30054	CHASE SITE SERVICES, INC.	11/11/25	Hopson Culvert Paving 19978	54-5-703322.00 Culvert Expense	3800.00	17079	11/19/25
	Report Total				14685.71		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ ****14,685.71
Let this be your order for the payments of these amounts.

Finance Assistant ______________________
Patience Bearse

Town Manager: ______________________
Brennan Duffy

SELECTBOARD:

Mary Layton Chair	Kimo Griggs Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

For Check Acct 02(General) All check #s 11/06/25 To 11/19/25

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
220017	VERMONT DEPARTMENT OF FIS	11/13/25	Hunting/Fishing Licenses 11132025	01-2-001122.00 DUE TO VT-FISH & GAME	189.00 B	341	11/13/25
	Report Total				189.00		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ *******189.00
Let this be your order for the payments of these amounts.

Finance Assistant ______________________
Patience Bearse

Town Manager: ______________________
Brennan Duffy

SELECTBOARD:

Mary Layton Chair	Kimo Griggs Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

Vendor		Invoice Date	Invoice Description / Invoice Number	Account	Amount Paid	Check Number	Check Date
80031	HEALTHEQUITY, INC.	11/06/25	HRA 41413591	01-2-001114.00 HRA LIABILITY	45.00 B	342	11/06/25
80031	HEALTHEQUITY, INC.	11/06/25	HRA 41413591	01-2-001114.00 HRA LIABILITY	32.76 B	342	11/06/25
80031	HEALTHEQUITY, INC.	11/06/25	HRA 41413591	01-2-001114.00 HRA LIABILITY	4.50 B	342	11/06/25
80031	HEALTHEQUITY, INC.	11/13/25	HRA 41416648	01-2-001114.00 HRA LIABILITY	189.63 B	343	11/13/25
	Report Total				271.89		

To the Treasurer of Town of Norwich, We hereby certify that there is due to the several persons whose names are listed hereon the sum against each name and that there are good and sufficient vouchers supporting the payments aggregating $ *******271.89
Let this be your order for the payments of these amounts.

Finance Assistant ______________________ Patience Bearse

Town Manager: ______________________ Brennan Duffy

SELECTBOARD:

Mary Layton Chair	Kimo Griggs Vice Chair	Priscilla Vincent	Matthew Swett	Marcia Calloway

FYI

01-5-500 POLICE DEPT EXPENDITURES		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-5001 WAGES & BENEFITS						
01-5-500110.00	POLICE CHIEF WAGE	100,726		108,374	116,859	7.83%
01-5-500112.00	POLICE OFFICER WAGE	218,331		216,085	252,530	16.87%
01-5-500112.10	ON-CALL WAGES	5,310		3,648	8,500	133.00%
01-5-500113.00	OVERTIME OFFICER WAGE	9,069		18,475	5,000	-72.94%
01-5-500114.00	ADMINISTRATIVE WAGE	59,382		64,599	62,282	-3.59%
01-5-500115.00	PARTTIME OFFICER WAGE	3,250		5,000	24,034	380.68%
01-5-500116.00	CROSSING GUARD WAGE	23,681		20,000	27,500	37.50%
01-5-500120.10	CCC Tax			1,919	2,186	13.91%
01-5-500121.00	FICA TAX	26,024		27,043	30,796	13.88%
01-5-500122.00	MEDI TAX	6,086		6,325	7,202	13.87%
01-5-500123.00	HEALTH INS	120,227		103,606	70,000	-32.44%
01-5-500124.00	DISABILITY/LIFE INS	4,466		3,258	3,500	7.43%
01-5-500125.00	DELTA DENTAL	2,754		1,881	2,000	6.33%
01-5-500126.00	VT RETIREMENT	27,497		31,192	40,088	28.52%
	Subtotal	606,803	-	611,405	652,477	6.72%
01-5-5002 COMMUNITY POLICING						
01-5-500201.00	ANIMAL CONT/LEASH LAW	3,000		3,000	3,000	0.00%
01-5-500202.00	COMMUNITY RELATNS	500		1,500	2,000	33.33%
01-5-500204.00	SPEED SIGNS	9,000		5,000	25,000	400.00%
	Subtotal	12,500	-	9,500	30,000	215.79%
01-5-5003 EQUIPMENT & MAINTENANCE						
01-5-500301.00	RADIO MAINTENANCE	850		500	1,500	200.00%
01-5-500302.00	PETROLEUM PRODUCTS	10,000		12,500	13,500	8.00%
01-5-500304.00	CRUISER VIDEO EQUIP			13,371	15,500	15.92%
01-5-500306.00	CRUISER MAINT	8,800		10,000	12,000	20.00%
01-5-500308.00	CRUISER SUPPLIES	519		1,000	1,250	25.00%
01-5-500309.00	Capital Lease Equip. Expe	27,000		35,000	33,967	-2.95%
	Subtotal	47,169	-	72,371	77,717	7.39%
01-5-5005 SUPPORT						
01-5-500501.00	ADMINISTRATION	10,000		10,000	15,000	50.00%
01-5-500535.00	VIBRS	5,000		6,000	6,000	0.00%
01-5-500536.00	DISPATCH SERVICES	99,479		100,000	70,000	-30.00%
01-5-500537.00	IT SUPPORT			11,500	12,500	8.70%
01-5-500538.00	TRAINING	3,634		7,500	10,000	33.33%
01-5-500543.00	TRAINING SUPPLIES - Rename (training supplies	8,000		10,000	10,000	0.00%
01-5-500580.00	MILEAGE REIMB			250		-100.00%
01-5-500581.00	DUES/MTGS/EDUC	1,000		2,500	3,000	20.00%
01-5-500582.00	UNIFORMS	5,000		7,500	10,000	33.33%
01-5-500583.00	UNIFORMS CLEANING	1,670		2,000	2,000	0.00%
01-5-500584.00	BULLET PROOF VESTS			3,000	3,000	0.00%
	Subtotal	133,783	-	160,250	141,500	-11.70%
01-5-5007 CAPITAL EXPENDITURES						
01-5-500701.00	DESIGNATED FUND-SPEC EQUI - fund 21	30,000		11,000	5,000	-54.55%
01-5-500702.00	DESIGNATED FUND-CRUISER - fund 11	35,000		35,000	60,000	71.43%
01-5-500703.00	DESIGNATED FUND-POLICE ST					
	Subtotal	65,000		46,000	65,000	41.30%
	Total Expenditures	865,255	-	899,526	966,694	7.47%

01-5-485 PUBLIC SAFETY FACILITY		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % change
01-5-485232.00	WATER USAGE	1,246		1,500	1,000	-33.33%
01-5-485233.00	ELECTRICITY/Heating	8,307		10,000	13,500	35.00%
01-5-485234.00	HEATING/Apparatus Bay Fuel	3,582		4,800	4,800	0.00%
01-5-485238.00	PHONE & INTERNET	5,703		6,500	6,500	0.00%
01-5-485301.00	BUILDING SUPPLIES	727		1,500	1,500	0.00%
01-5-485302.00	REPAIRS & MAINTENANCE	5,192		7,500	15,000	100.00%
01-5-485303.00	ALARM MONITORING	1,558		1,750	1,750	0.00%
01-5-485304.00	CLEANING	11,132		12,000	12,000	0.00%
01-5-485760.00	DESIGNATED FUND-POLICE ST			15,000	25,000	66.67%
	Total Expenditures	37,447	-	60,550	81,050	33.86%

FYI

TOWN OF NORWICH

Replacement Draft Schedule

			2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Police Department	Fund 11-Police Cruiser Fund		$ 41,787										
	Vehicles	Additions-Allocations		$35,000	$35,000	$60,000	$60,000	$60,000	$60,000	$60,000	$80,000	$80,000	$80,000
		Estimated Fund Balance 6/30		$76,787	$21,787	$1,787	$61,787	$41,787	$21,787	$1,787	$1,787	$1,787	$1,787
		2 Ford F-150 Leases (2025)											
	2025 Chevy Tahoe - PD#2	Replaces 2017 Ford Explorer			$90,000							$80,000	
	2027 Chevy Tahoe - PD#3	Replaces 2020 Ford Explorer Hybrid				$80,000							$80,000
	2028 Chevy Tahoe - PD#1	Replaces 2023 Ford Explorer Hybrid						$80,000					
	2029 Chevy Tahoe - PD#4	Replaces 2022 Toyota Rav4 Hybrid							$80,000				
	2030 Ford F-150 -PD#5	Replaces one lease								$80,000			
	2031 Ford F-150 - PD#6	Replaces one lease									$80,000		
Police Department	Fund 21- Police Special Equipmt Fund		$ -										
	Equipment	Additions-Allocations		$30,000	$11,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000
		Grants			$0								
		Estimated Fund Balance 6/30		$30,000	$11,000	$16,000	$21,000	$26,000	$31,000	$36,000	$41,000	$46,000	$51,000
	Radios												
	Cameras				$18,000								
	Long Guns												
	EQ4 EQUIPMENT				$12,000								
	Body Armor												

FYI

Account	Description		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-70 PUBLIC WORKS DEPT.							
01-5-703 HIGHWAY DIVISION							
01-5-7031 HIGHWAY WAGES & BENEFITS							
01-5-703110.00	DIRECTOR OF PUBLIC WORKS		100,230		107,487	115,903	7.83%
01-5-703111.00	ADMINISTRATIVE ASSIST		23,459		29,134	31,312	7.48%
01-5-703112.00	ROAD CREW WAGES		331,013		336,556	329,862	-1.99%
01-5-703114.00	ROAD CREW OVERTIME		40,000		56,238	60,000	6.69%
01-5-703116.00	On Call Compensation		5,612		5,743	6,590	14.75%
01-5-703120.00	CCC Tax				2,355	2,396	1.74%
01-5-703121.00	FICA		31,019		33,253	33,764	1.54%
01-5-703122.00	MEDICARE		7,255		7,687	7,896	2.72%
01-5-703123.00	HEALTH INSUR		91,482		141,105	155,200	9.99%
01-5-703124.00	DISABILITY/LIFE		4,616		4,531	4,700	3.73%
01-5-703125.00	DENTAL INSURANCE		2,983		3,056	3,200	4.71%
01-5-703126.00	RETIREMENT		35,022		38,436	40,844	6.26%
		Subtotal	672,691	-	765,581	791,667	3.41%
01-5-7032 MATERIALS							
01-5-703201.00	SALT & CHEMICALS		125,000		125,000	128,000	2.40%
01-5-703203.00	SAND		130,331		130,000	120,000	-7.69%
01-5-703205.00	DUST CONTROL		25,046		25,000	26,000	4.00%
01-5-703207.00	GRAVEL & STONE		70,000		65,000	68,000	4.62%
01-5-703209.00	CULVERTS & ROAD SUPPLIES		20,768		25,000	25,000	0.00%
01-5-703211.00	ASPHALT PRODUCTS		3,219		3,500	3,500	0.00%
01-5-703213.00	BRIDGE REPAIR & MAINT.		5,000		5,000	5,300	6.00%
01-5-703215.00	OTHER PROJECTS		5,000		8,000	8,500	6.25%
01-5-703217.00	SIGNS		2,500		2,500	3,000	20.00%
		Subtotal	386,864	-	389,000	387,300	-0.44%
01-5-7033 CONTRACTED SERVICES							
01-5-703301.00	PLOWING & SANDING		65,000		108,000	70,000	-35.19%
01-5-703303.00	ROAD SWEEPING		2,500		2,700	3,000	11.11%
01-5-703305.00	LEAF REMOVAL		3,000		3,000	3,200	6.67%
01-5-703307.00	STREETLIGHTS		14,000		15,600	15,600	0.00%
01-5-703309.00	TREE CUTTING & REMOVAL		12,000		12,000	12,000	0.00%
01-5-703311.00	UNIFORMS		14,000		15,000	16,000	6.67%
01-5-703313.00	PAVING		10,000		10,000	10,000	0.00%
01-5-703315.00	OTHER PROJECTS		16,000		16,000	16,000	0.00%
01-5-703317.00	CRACK SEALING		18,691		19,000	19,000	0.00%
01-5-703319.00	PAVEMENT MARKING		20,000		20,000	20,000	0.00%
01-5-703321.00	BRIDGES		55,000		55,000	55,000	0.00%
01-5-703322.00	Culverts		10,000		10,000	10,000	0.00%
01-5-703323.00	Roadway&Ped.Safety Exp				3,000	3,000	0.00%
		Subtotal	240,191	-	289,300	252,800	-12.62%
01-5-7034 EQUIPMENT							
01-5-703401.00	OUTSIDE REPAIRS		55,000		58,500	63,000	7.69%
01-5-703403.00	PARTS & SUPPLIES		65,000		69,000	75,000	8.70%
01-5-703405.00	PETROLEUM PRODUCTS		50,000		50,000	50,000	0.00%
01-5-703406.00	Capital Equipment Lease E		8,100				
01-5-703407.00	Equipment Rental				8,000	8,000	0.00%
		Subtotal	178,100	-	185,500	196,000	5.66%
01-5-7035 HIGHWAY GARAGE							
01-5-703501.00	ELECTRICITY		8,000		2,600	2,600	0.00%
01-5-703503.00	PROPANE		9,000		6,500	7,000	7.69%
01-5-703505.00	TELEPHONE		7,217		4,000	4,200	5.00%
01-5-703507.00	SUPPLIES		9,138		7,000	10,500	50.00%
01-5-703509.00	ALARM MONITORING		1,038		3,300	3,300	0.00%
01-5-703511.00	REPAIRS & MAINTENANCE		8,619		12,000	12,000	0.00%
01-5-703513.00	TOOLS		8,074		8,000	8,000	0.00%
01-5-703515.00	ADMINISTRATION		5,504		5,500	6,000	9.09%
		Subtotal	56,590	-	48,900	53,600	9.61%
01-5-7036 CAPITAL EXPENDITURES							
01-5-703601.00	DESIGNATED FUND-EQUIPMENT(fund 7)		250,000		250,000	250,000	0.00%
01-5-703603.00	DESIGNATED FUND-SIDEWALK (fund 27)		-		-	-	
01-5-703605.00	DESIGNATED FUND-PAVING (fund 42)		75,000		100,000	100,000	0.00%
01-5-703607.00	DESIGNATED FUND-BRIDGES (fund 41)		150,000		150,000	150,000	0.00%
01-5-703609.00	DESIGNATED FUND-GARAGE (fund 8)		30,500		50,000	50,000	0.00%
01-5-703610.00	Desinated Fund - Culverts				200,000	50,000	-75.00%
01-5-703611.00	Desig.Road&Ped.Safety				10,000	5,250	-47.50%
		Subtotal	505,500	-	760,000	605,250	-20.36%

		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
	Total Expenditures	2,039,936	-	2,438,281	2,286,617	-6.22%

01-5-704 BUILDINGS & GROUNDS DIVIS

01-5-7041 B & G WAGES & BENEFITS		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-704113.00	BUILDINGS & GROUNDS WAGES	108,106		113,273	115,025	1.55%
01-5-704114.00	OT BLDGS & GROUNDS	2,398		6,796	5,000	-26.43%
01-5-704116.00	On Call Compensation	1,589		1,644	912	-44.53%
01-5-704120.00	CCC Tax			536	526	-1.87%
01-5-704121.00	FICA	6,950		7,546	7,405	-1.87%
01-5-704122.00	MEDICARE	1,625		1,765	1,732	-1.87%
01-5-704123.00	HEALTH INSURANCE	26,654		57,812	63,600	10.01%
01-5-704124.00	DISABILITY/LIFE	1,203		1,171	1,200	2.48%
01-5-704125.00	DENTAL INSURANCE	918		940	1,820	93.62%
01-5-704126.00	RETIREMENT	7,735		8,824	8,960	1.54%
	Subtotal	157,178	-	200,307	206,180	2.93%
01-5-7042 MATERIALS						
01-5-704201.00	GARDEN SUPPLIES & PLANTS	1,635		1,635	1,635	0.00%
	Subtotal	1,635		1,635	1,635	0.00%
01-5-7043 CONTRACTED SERVICES						
01-5-704311.00	UNIFORMS	5,296		5,500	5,500	0.00%
	Subtotal	5,296		5,500	5,500	0.00%
01-5-7044 EQUIPMENT						
01-5-704401.00	OUTSIDE REPAIRS	2,181		2,100	2,100	0.00%
01-5-704403.00	PARTS & SUPPLIES	2,700		2,600	2,600	0.00%
01-5-704405.00	PETROLEUM PRODUCTS	3,201		2,000	2,000	0.00%
01-5-704413.00	TOOLS	571		575	600	4.35%
	Subtotal	8,653	-	7,275	7,300	0.34%
01-5-7046 CAPITAL EXPENDITURES						
01-5-704601.00	DESIGNATED FUND-EQUIPMENT	2,000		5,000	10,000	100.00%
	Subtotal	2,000		5,000	10,000	100.00%
	Total Expenditures	174,762	-	219,717	230,615	4.96%

01-5-705 SOLID WASTE DIVISION

01-5-7051 SW WAGES & BENEFITS		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
01-5-705112.00	TRNSF STATION WAGE	47,897		51,674	55,440	7.29%
01-5-705120.00	CCC Tax			227	245	7.93%
01-5-705121.00	FICA TAX	2,970		3,204	3,437	7.27%
01-5-705122.00	MEDI TAX	694		749	804	7.34%
	Subtotal	51,561	-	55,854	59,926	7.29%
01-5-7053 CONTRACTED SERVICES						
01-5-705301.00	GUVSWMD ASSESSMENT	37,000		35,000	35,000	0.00%
01-5-705303.00	MUNICIPAL SOLID WASTE	54,672		56,000	56,000	0.00%
01-5-705305.00	RECYCLING	47,040		48,000	49,000	2.08%
01-5-705306.00	C & D WASTE DISPOSAL	16,199		18,000	18,000	0.00%
01-5-705308.00	FOOD WASTE DISPOSAL	25,000		23,000	23,000	0.00%
	Subtotal	179,911	-	180,000	181,000	0.56%
01-5-7054 EQUIPMENT						
01-5-705403.00	PARTS & SUPPLIES	1,116		1,550	1,550	0.00%
01-5-705411.00	REPAIRS & MAINTENANCE	6,000		6,000	6,000	0.00%
01-5-705413.00	SMALL EQUIPMENT	524		525	525	0.00%
	Subtotal	7,640	-	8,075	8,075	0.00%
01-5-7055 TRANSFER STATION						
01-5-705500.00	PURCHASED SERVICES	4,154		4,000	4,000	0.00%
01-5-705501.00	ELECTRICITY	2,388		4,500	4,500	0.00%
01-5-705503.00	PROPANE	899		900	900	0.00%
01-5-705505.00	TELEPHONE	545		545	1,100	101.83%
01-5-705515.00	ADMINISTRATION	1,038		700	700	0.00%
01-5-705517.00	VERMONT FRANCHISE TAX	2,233		1,600	1,600	0.00%
	Subtotal	11,257	-	12,245	12,800	4.53%
01-5-7056 CAPITAL EXPENDITURES						
01-5-705601.00	DESIGNATED FUND-EQUIPMENT (Fund 9)	2,000		5,000	7,000	40.00%
	Subtotal	2,000		5,000	7,000	40.00%
	Total Expenditures	252,369	-	261,174	268,801	2.92%

		FY25 Budget	FY25 Actual	FY26 Budget	FY27 Budget Request	FY27/26 Budget % Change
	Total DPW Expenditures	2,467,067	-	2,919,172	2,786,033	-4.56%

01-5-706 TRACY HALL		**FY25 Budget**	**FY25 Actual**	**FY26 Budget**	**FY27 Budget Request**	**FY27/26 Budget % Change**
01-5-7061 BUILDING EXPENSES						
01-5-706100.00	WATER USAGE	935		935	935	0.00%
01-5-706101.00	ELECTRICITY	18,891		15,000	15,000	0.00%
01-5-706103.00	HEATING	19,470		19,500	20,000	2.56%
01-5-706105.00	ALARM MONITORING	1,350		1,350	1,350	0.00%
01-5-706107.00	ELEVATOR MAINTENANCE	3,427		5,000	6,000	20.00%
01-5-706108.00	CUSTODIAN PAGER & MILEAGE	779		779	825	5.91%
01-5-706109.00	BUILDING SUPPLIES	4,465		4,800	5,000	4.17%
01-5-706113.00	REPAIRS & MAINTENANCE	13,500		17,500	17,500	0.00%
01-5-706115.10	EV Chg St @ Huntley Meado	2,596		2,000	2,000	0.00%
01-5-706117.00	DESIGNATED FUND-TRACY HAL					
	Total Expenditures	65,413	-	66,864	68,610	2.61%

FYI

TOWN OF NORWICH

Replacement Draft Schedule

Department &Asset Tag	Fund & Capital Expenses	Fund Activity & Replacement info	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Dpt. of Public Works	Fund 07- Highway Equipment	Estimated Fund Balance 6/30/2024	$ 52,112										
	Equipment	Additions-Allocations		$250,000	$250,000	$250,000	$300,000	$350,000	$350,000	$350,000	$250,000	$250,000	$200,000
		Estimated Fund Balance 6/30		$ 302,112	$333,178	$583,178	$713,178	$538,178	$193,178	$138,178	$88,178	$148,178	$348,178
	WRIGHT STANDING MOWER						$20,000						
	Compressor System 2021												
	2022 B&G Exmark 60" Mower												
	2022 John Deere Sidewalk Plow												
	2004 CAT MOTOR GRADER								$425,000				
	HUSTLER WALK BEHIND MOWER						$20,000						
	JOHN DEERE TRACTOR 6105E with Diamond Mower												
	1986 John Deere Tractor/Mower												
	2009 John Deere Tractor							$260,000					
	John Deere 672G Motor Grader												
	Catepillar Backhoe Loader									$225,000			
	John Deere Bucket Loader										$300,000		
	2021 Chevy Silverado Black 1500 #6						$50,000						
	2019 FREIGHTLINER #10												
	2021 F550 Body & Plow #2											$190,000	
	1981 Ford Pumper												
	2012 Freightliner #8				$218,934								
	2015 Freightliner #5								$270,000				
	2017 Ford 550 & Plow #1									$165,000			
	2010 Freightliner #4							$265,000					
	DPW Trailer									$15,000			
	2021 Chevy Silverado Black 2500#7						$80,000						
Dpt. of Public Works	Fund 08 Highway Garage Fund	Estimated Fund Balance 6/30/20224	$ 106,890										
	Buildings	Additions-Allocations		$230,500	$50,000	$50,000	$50,000	$75,000	$80,000	$50,000	$50,000	$50,000	$0
		Estimated Fund Balance 6/30		$ 337,390	$337,390	$387,390	$112,390	$12,390	$2,390	$2,390	$2,390	$52,390	$52,390
	ROOFING FOR BUILDINGS & GROUNDS BLDG.												
	GAS PUMPS								$50,000	$50,000			
	SALT SHED						$25,000						
	2023 Improvements at Town Garage				$50,000		$300,000	$175,000					
	FUEL PUMPS CANOPY										$50,000		
	HEATING SYSTEM AT TOWN GARAGE								$40,000				
Solid Waste Fund	Fund 09 Solid Waste Equip Fund	Estimated Fund Balance 6/30/2024	$ 40,419										
	Equipment/Building	Additions-Allocations		$2,000	$5,000	$7,000	$10,000	$15,000	$20,000	$20,000	$20,000	$25,000	$4,000
		Estimated Fund Balance 6/30		$ 42,419	$ 42,419	$ 39,419	$ 39,419	$ 44,419	$ 54,419	$ 74,419	$ 54,419	$ 39,419	$ 3,419
	TRASH COMPACTOR										$40,000	$40,000	$40,000
	SHED AT TRANSFER STATION				$5,000	$10,000	$10,000	$10,000	$10,000				
Bldg & Grounds	Fund 43 Building & Grounds Fund	Estimated Fund Balance 6/30/2024	$ 34,977										
	Equipment?	Additions-Allocations		$2,000	$5,000	$10,000	$20,000	$40,000	$5,000	$5,000	$5,000	$5,000	$5,000
		Estimated Fund Balance 6/30		$ 36,977	$ 41,977	$ 43,977	$ 63,977	$ 23,977	$ 28,977	$ 33,977	$ 38,977	$ 43,977	$ 48,977
	2001 Ford 550 Flatbed #12							$80,000					
	BG Trailer					$8,000							
Town Mngr	Fund 13- Tracy Hall Fund	Estimated Fund Balance 6/30/2024	$ 68,014										
	Buildings	Additions-Allocations		$500,000	$291,000	$0	$0	$0	$0	$0	$0	$0	$0
		Bond Receipt											
		Estimated Fund Balance 6/30		$500,000	$791,000	$791,000	$791,000	$791,000	$791,000	$791,000	$791,000	$791,000	$791,000
	Roof												
	Building repairs												
	Furnace/Heating system												
Dpt. of Public Works	Fund 27 Sidewalk Fund	Estimated Fund Balance 6/30/2024	$ 118,936										
	Infrastructure	Additions-Allocations		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
		Grant											
		Estimated Fund Balance 6/30		$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Dpt. of Public Works	Fund 41 - DPW Bridge Fund	Estimated Fund Balance 6/30/2024	$ 620,847										
	Infrastructure	Additions-Allocations		$350,000	$150,000	$150,000	$175,000	$225,000	$250,000	$250,000	$300,000	$300,000	$0
		Grant-VTrans Structures 80/20							$200,000		$200,000		$200,000
		Estimated Fund Balance 6/30		$ 912,847	$ 1,062,847	$ 759,447	$ 707,947	$ 726,647	$ 466,647	$ 348,647	$ 218,647	$ 518,647	$ 718,647
	Summary of Expenditures			$58,000	$0	$453,400	$226,500	$206,300	$710,000	$368,000	$630,000		

Dpt. of Public Works	Fund 42 DPW Paving Fund	Estimated Fund Balance 6/30/2024	$ 269,435										
	Infrastructure	Additions-Allocations		$75,000	$100,000	$100,000	$125,000	$125,000	$125,000	$125,000	$125,000	$140,000	$150,000
		Grant-Vtrans Paving Grant 80/20				$200,000		$200,000			$200,000		$135,000
		Estimated Fund Balance 6/30		$ 344,435	$ 444,435	$ 454,435	$ 324,435	$ 199,435	$ 179,435	$ 174,435	$ 299,435	$ 279,435	$ 394,435
	Summary of Expenditures			$0		$290,000	$255,000	$450,000	$145,000	$130,000	$200,000	$160,000	$170,000
Dpt. of Public Works	Fund 54 Culvert Fund	Estimated Fund Balance 6/30/2024											
	Infrastructure	Additions-Allocations		$150,000	$200,000	$50,000	$51,500	$53,045	$54,636	$56,275	$57,964	$59,703	$61,494
		VTrans Better Roads Grant 80/20		$20,000		$25,000	$22,000	$22,660	$23,340	$24,040	$24,761	$25,504	$26,269
		VTrans Grants In Aid Grant 80/20		$22,000	$27,500	$38,000	$39,140	$40,314	$41,524	$42,769	$44,052	$45,374	$46,735
		Structures Grant 80/20				$180,000							
		Estimated Fund Balance 6/30		$ 105,750	$ 310,605	$ 268,605	$ 275,145	$ 281,881	$ 288,819	$ 295,965	$ 303,326	$ 308,908	$ 316,717
	Summary of Expenditures			$86,250	$22,645	$335,000	$106,100	$109,283	$112,562	$115,939	$119,416	$124,999	$126,689
Dpt. of Public Works	Fund 55 Roadway and Pedestrian Safety	Estimated Fund Balance 6/30/2024	$ 10,000										
	Infrastructure	Additions- Allocations		$10,000	$5,000	$5,250	$5,513	$5,788	$6,078	$6,381	$6,700	$7,036	$7,387
		Grant											
		Estimated Fund Balance 6/30		$ 20,000	$25,000	$30,250	$35,763	$41,551	$47,628	$54,010	$60,710	$67,746	$75,133
	Summary of Expenditures												

Q3 Town Clerk's Office Update
Submitted 11/12/25

First, I would like to give an official welcome to Megan Anderson, MS, our new Assistant Clerk. Megan started in July, and thanks to her background in real estate law offices and nonprofit administration, she jumped right into her duties. Her work on recording, indexing, writing SOPs, issuing licenses, and scanning land records has allowed me to focus on processing the 17 appeals to the Board of Civil Authority (BCA) that resulted from the town-wide reappraisal.

Board of Civil Authority Update:

BCA appeals are ongoing as I write this, with the last due to be mailed out to the Appellants by November 20th. You may recall that the BCA is made up of our 12 Justices of the Peace, the Selectboard and me (the Town Clerk is automatically the BCA clerk). Thanks to some quorum calculation quirks, each appeal must be heard by a minimum of only three BCA members. We had a dedicated group who all attended multiple meetings over the last two months, and I would like to extend my thanks to JPs Jed Baker, David Krimmel, Suzanne Leiter, Kristin Maffei, Robert Pitiger, and Emily Scherer, as well as Selectboard members Kimo Griggs, Matt Swett and Priscilla Vincent. The biggest thanks of all goes to Alix Manny, JP and BCA Chair. Not only did she run very efficient meetings, but she attended almost every site inspection. Finally, I would be remiss if I didn't thank the Listers, who somehow winnowed 193 grievances down to the 17 appeals that came before the BCA.

Licensing:

1. Dogs: We licensed 12 dogs between July and September. Two hundred ninety-one MCS students voted on the color and shape of next year's dog tags, with purple bones winning out. Many thanks to MCS librarian Jillian Van Ells for facilitating voting!
2. Hunting and Fishing: We issued 6 licenses, bringing a whopping $9 to the Town, and $149 to the State.
3. Marriages: We issued 16 marriage licenses.

Land Records:

1. Recording revenue amounted to $9,975, with 162 instruments recorded.
2. Research and copying revenue: Copying revenue (at $1 per page) was $834, much of which came from online downloads of our land records. We hosted researchers for 18.25 hours.

3. Scanning: Megan finished scanning and indexing all the maps in the vault, and they're available online for title researchers. She is now working on scanning and indexing backwards through the land records. Land records are indexed online back to 1983.

Training and Conferences:

Megan and I attended the Vermont Municipal Clerks' and Treasurers' Association annual conference at Sugarbush in September. This conference offers courses that are mandatory for Vermont Clerk and Treasurer certifications; this year we took mandatory classes on Records Management and Elections. In addition we had classes on Open Meeting Law, ethics, and municipal use of AI as well as workshops on wellbeing and how to use humor to build community. The VMCTA elects new board members at this conference, and I was voted onto the VMCTA executive board as a two year member-at-large.

Coming up in November we have the New England Association of City and Town Clerks' conference in Bangor Maine, November 18-21. The office will be unstaffed during this time, though I will be available by email.

Looking ahead:

Our next election is Town Meeting on March 3, 2026. Upcoming deadlines are January 15th for voter backed petitions (signed by 5% of the registered voters in town) and January 26th for candidate forms and petitions (signed by at least 30 registered voters). We have a lot of positions up for election this year – they are listed in no particular order below. Absentee ballots can be requested starting January 1, 2026 at vote.vermont.gov, by phone, email, or in person in the beautiful basement of Tracy Hall.

Position	Length	Current Occupant
Moderator	1 year	Orner
Dresden-Norwich School Director	3 years	Christie
Dresden-Norwich School Director	3 years	Costa
Norwich School Director	2 years	Palm
Selectboard	3 years	Calloway
Selectboard	2 years	Vincent
Treasurer	3 years	Lindberg
Listers	3 years	Lindberg
Listers	2 year unexpired term	Smith (appointed)
Cemetery Commissioner	5 years	Myers
Trustee of Public Funds	3 years	Lindberg
Trustee of Public Funds	2 year unexpired term	James (appointed)
Town Clerk	3 years	Trajman

Respectfully submitted,
Lily Trajman, CMC

Norwich Selectboard

Norwich Development Review Board

8 November 2025

Dear DRB Members/Neighbors,

Thank you for providing me the opportunity to learn about the Norwich DRB and to support, at least in a limited way, our town.

With this note, I am submitting my resignation and returning to my role as 'interested townsperson."

Wishing you well,

Elissa Close

2025 Alternate to DRB

Outlook

11/12 SB meeting; capital plan and the FY27 proposed budget

From Christopher Katucki <kals95@startmail.com>
Date Tue 11/11/2025 6:24 PM
To Select Board <selectboard@norwich.vt.us>; Brennan Duffy <BDuffy@norwich.vt.us>
Cc Mary Layton <marydlayton@gmail.com>; Miranda Bergmeier <MBergmeier@norwich.vt.us>; kimogriggsnorwichselect@gmail.com <kimogriggsnorwichselect@gmail.com>; Marcia Calloway <msbcalloway@gmail.com>; Priscilla Vincent <priscillavincentsb@gmail.com>; Matt Swett <mswettselectboard@gmail.com>; Cheryl Lindberg <CLindberg@norwich.vt.us>

4 attachments (1 MB)

10-year Capital Fund Allocation FY 25-35.pdf; ATT00001.htm; Designated Funds 2024-Town-Report-for-WEBSITE.pdf; ATT00002.htm;

Dear Selectboard Members and Town Manager Duffy:

I have a few questions regarding the budget presentation by the DPW and Police Department on Wednesday, related to capital planning. I'm hoping they might be addressed during the discussion as part of public comment. Please include this email in the next Selectboard packet, even though the meeting date has passed.

As you know, the Town's consultant developed a ten-year capital plan that was presented to the Board in December 2023. Disbursements were not detailed, but the Board accepted the plan to fund designated funds over a ten-year period to cover anticipated capital outlays. Surplus funds were used to top off designated funds to assure success. A copy of the "10-year Capital Fund Allocation Projections By Funds" from the December 13, 2023 Selectboard Packet is attached. Note that in December 2023, the Town was preparing the FY25 budget, so the capital plan is relatively current.

My questions are as follows:

First, is the ten-year capital plan and attached funding plan still in effect? The funding plan apparently includes some increases for inflation. If the plan is still in effect, then I think deviations from the plan need substantial justification; otherwise, long-range planning is meaningless. If the plan is no longer valid, then the Board needs to decide whether long-range planning has any value and, if so, develop a new capital plan.

Second, would the Town Manager provide the public with a spreadsheet comparing the 10-year plan to actual and proposed appropriations to and actual spending from designated funds? Similar information appeared in last year's Town Report at page I-26 (attached) but without reference to the line items in the 10-year plan. It's helpful to have that information in one place.

Third, with respect to the spending of the Police Department:

• Fund 10 Police Station Fund. The capital plan called for NO funding of this designated fund or for Fund 25 Fire Station Fund. Both receive substantial funding in this proposed FY27 budget . Questions: a) What are the purposes of these funds; b) Why are they being funded when the capital plan calls for no funding; c) Is this in lieu of allocations to Fund 47 Public Safety Facility and if so, why are the amounts so much higher; and d) Is it appropriate to ask current taxpayers to save for future repairs or upgrades to the Public Safety Facility when they are still paying on the bond regarding the expansion of that building?
• Fund 11 Police Cruiser Fund. My understanding (perhaps wrong) is that several vehicles were replaced ahead of schedule and these purchases are being paid for through capital leases. Questions: a) The allocation to this designated fund in FY27 increases by about 70% over the allocation in the ten-year capital plan. Why; and b) Since current taxpayers are still paying for the current fleet, is it appropriate to ask them to also save for the next fleet at the same time?

Fourth, with respect to the designated funds of the DPW:
• Fund 8 Highway Garage. There is approximately $388,000 in that fund. Although the garage needs repair, there are no public plans to fix it. Questions: a) What is the timeline for accomplishing repairs and upgrades to the DPW garage; b) The allocation to this designated fund in FY27 increases by over 50% the allocation in the capital plan. Why; c) Is it time to pause contributions to Fund 8?
• Fund 27 Sidewalk. That fund has a balance of around $120,000. Specific sidewalk repairs were proposed by the DPW Director in a November 23, 2017 email, but nothing has been done. Question: What is the timeline for accomplishing repairs and upgrades to the sidewalks in Norwich?
• Fund 42 DPW – Paving. The allocation to this designated fund in FY27 increases by over 30% to the allocation in the capital plan. Why was the capital plan off by so much?

Thank you. As always, I am appreciative of your efforts for the Town.

Sincerely,
Christopher Katucki

Designated & Special Purpose Funds

Fund #	Fund Decription	Ending Balance FY24	FY25 Appropriation (Including Surplus)	FY25 Projected Expenses	FY25 Projected Balance	FY25 Donations/ Income/ Surplus	FY25 Interest Estimate	FY26 Appropriations	FY26 Projected Balance
4	Conservation Comm Fund	4,810	-	-	4,810		33	-	4,843
5	Recreation Facility & Imp	29,905	15,000	-	44,905		204	15,000	60,110
6	Fire Apparatus	156,624	420,000	36,400	540,224		1,071	126,000	667,295
7	Highway Equipment	52,112	250,000	218,934	83,178		356	250,000	333,534
8	Highway Garage	106,890	230,500	-	337,390		731	50,000	388,120
9	Solid Waste Equipment	40,419	2,000	-	42,419		276	5,000	47,696
10	Police Station Fund	14,696	-	-	14,696		100	-	14,796
11	Police Cruiser Fund	41,787	35,000	27,000	49,787		286	35,000	85,073
12	Town Re-Appraisal Fund	93,805	40,000	-	133,805		641	40,000	174,446
13	Tracy Hall Fund	68,014	500,000	-	568,014	291,000	465	-	859,479
14	General Admin Fund	122,477	-	12,000	110,477		837	5,000	116,314
15	Granite Bench w/ Crysta	10	-	-	10			-	10
16	Recreation Fund- Dam	5	-	-	5			-	5
17	Recreation Fund-Tennis Courts	44,608	75,000	-	119,608		305	10,000	129,913
19	Town Clerk Equipment	-	20,000	20,000	-		-	8,650	8,650
21	Police Special Equip	(1,444)	30,000	30,000	(1,444)		10	11,000	9,566
22	Kids & Cops Fund	-	-	-	-		-	-	-
23	Affordable housing Fund	48,025	-	-	48,025		328	-	48,353
24	Land Management Council	12,773	-	-	12,773		87	-	12,860
25	Fire Station Fund	5,220	-	-	5,220		36	-	5,256
26	Fire Equipment fund	54,922	30,000	17,325	67,597		375	33,075	101,048
27	Sidewalk	118,936	-	-	118,936		813	-	119,749
28	Long Term Facility Study	2	-	-	2		-	-	2
29	Town Manager Vehicle Fund	-	-	-	-		-	-	-
30	Bank Stand Renovation Fund	-	-	-	-		-	-	-
31	Communications Study Fund	-	-	-	-		50	-	50
33	Citizens Assistance fund	7,350	-	-	7,350		-	-	7,350
34	WCTU Fountain	-	-	-	-		-	-	-
35	Corridor Tree	-	-	-	-		-	-	-
36	Alura Grant	-	-	-	-		-	-	-
37	Main St Flags	-	500	-	500		-	250	750
38	School Leaseland	-	-	-	-		-	-	-
39	Gospel Leaseland	-	-	-	-		-	-	-
40	Recreation Scholarships	139	-	-	139	1,000	-	-	1,139
41	DPW- Bridge	620,847	150,000	58,000	712,847	200,000	4,245	150,000	1,067,092
42	DPW - Paving	269,435	75,000	-	344,435		1,842	100,000	446,277
43	Building & Grounds Equipment	34,977	2,000	-	36,977		239	5,000	42,216
44	Communications Construction	-	-	-	-		-	-	-
45	Records Restoration	43,092	5,000	-	48,092		295	5,000	53,386
46	Generator	17,058	15,000	-	32,058		117	30,000	62,175
47	Public Safety Facility	-	-	-	-			15,000	15,000
48	Climate Emergency	41,491	-	-	41,491		284	-	41,775
49	ARPA (American Rescue Plan)	-	-	-	-			-	-
50	Unanticipated Expense/Emergency Reserve	770,967	-	-	770,967		5,271	-	776,238
51	Operational Performance & Development	86,769	-	-	86,769		593	50,000	137,362
52	Emerald Ash Borer Response	12,236	-	-	12,236	100,000	84	-	112,320
53	Kids Bridge-Huntly Meadow	6,385	-	-	6,385		44	-	6,429
54	Culvert Repair & Replacement Fund	-	150,000	65,142	84,858			200,000	284,858
55	Roadway & Pedestrian Safety Fund	-	10,000	-	10,000			10,000	20,000
					-				-
	01- Total Designated funds	2,925,343	2,055,000	484,801	4,495,542	592,000	20,019	1,153,975	6,261,536

10-year Capital Fund Allocation Projections By Funds

FY25 through FY35

Fund # & Name	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
05-Recreation Facility & Impr-Voters	$15,000	$15,000	$15,000	$15,000	$12,000	$12,500	$13,000	$13,500	$14,000	$14,500	$15,000
06-Fire Apparatus Fund	$420,000	$126,000	$132,300	$138,915	$150,000	$175,000	$200,000	$200,000	$200,000	$186,159	$195,467
07-Highway Equipment Fund	$ 250,000	$ 250,000	$ 250,000	$ 250,000	$ 250,000	$ 300,000	$ 350,000	$ 250,000	$ 250,000	$ 200,000	$ 200,000
08-Highway Garage Fund	$ 30,500	$ 32,000	$ 32,675	$ 33,800	$ 38,200	$ 36,200	$ 37,500	$ 37,501	$ 37,502	$ 37,503	$ 37,504
09-Solid Waste Equip Fund	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000
10-Police Station Fund											
11-Police Cruiser	$ 35,000	$ 35,000	$ 35,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000
13-Tracy Hall Fund	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
14-General Admin. Equipment Fund	$ -	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
16-Recreation Fund-Dam											
17-Recreation Fund-Tennis Co	$ 75,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000
19-Town Clerk Equipment Fund	$ 20,000	$ 8,650	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ -	$ -
21-Police Spec Equip Fund	$ 30,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
25-Fire Station Fund	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
26-Fire Equipment Fund	$ 30,000	$ 33,075	$ 34,729	$ 36,465	$ 38,288	$ 40,203	$ 42,213	$ 44,324	$ 46,540	$ 48,867	$ 51,310
27-Sidewalk Fund	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
28-Long Term Facility Study	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
41-DPW-Bridge Fund	$ 150,000	$ 150,000	$ 150,000	$ 150,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000
42-DPW-Paving Fund	$ 75,000	$ 75,000	$ 75,000	$ 100,000	$ 100,000	$ 125,000	$ 125,000	$ 150,000	$ 150,000	$ 150,000	$ 150,000
43-Buildings & Grounds	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000
46-Generator Fund	$ 15,000	$ 10,000	$ 3,000	$ 3,100	$ 3,200	$ 3,300	$ 3,400	$ 3,500	$ 3,600	$ 3,700	$ 3,800
47-Public Safety Facility	$ -	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
TBD-Culvert Projects Fund	$ 150,000	$ 50,000	$ 51,500	$ 53,045	$ 54,636	$ 56,275	$ 57,964	$ 59,703	$ 61,494	$ 63,339	$ 65,239
TBD- Roadway & Pedestrian Safety	$ 10,000	$ 5,000	$ 5,250	$ 5,513	$ 5,788	$ 6,078	$ 6,381	$ 6,700	$ 7,036	$ 7,387	$ 7,757
Total Allocations	**$ 1,309,500**	**$ 818,725**	**$ 816,454**	**$ 877,838**	**$ 844,112**	**$ 946,556**	**$1,027,458**	**$ 957,228**	**$ 962,171**	**$ 900,455**	**$ 915,076**

From:	Norwich Town Clerk
To:	Brennan Duffy; Matt Swett
Cc:	Mary Layton; Kimo Griggs SB; Marcia Calloway; Priscilla Vincent; Select Board
Subject:	RE: Statutory Meetings expenditures
Date:	Thursday, November 13, 2025 12:52:43 PM

My apologies for using BCC on the previous email. I was operating under the flawed assumption that this was a permissible way to send an informational email without risking a "Reply All" discussion. My intent was to provide a needed clarification to all, not to initiate a private deliberation. I now understand that this is not compliant with OML. Please include this full email chain in the next Selectboard packet so it is part of the public record.

Lily Trajman (she/her) (why?)
Norwich Town Clerk
802.649.1419
clerk@norwich.vt.us

From: Brennan Duffy <BDuffy@norwich.vt.us>
Sent: Thursday, November 13, 2025 12:18 PM
To: Norwich Town Clerk <Clerk@norwich.vt.us>; Matt Swett <mswettselectboard@gmail.com>
Cc: Mary Layton <marydlayton@gmail.com>; Kimo Griggs SB <kimogriggsnorwichselect@gmail.com>; Marcia Calloway <msbcalloway@gmail.com>; Priscilla Vincent <priscillavincentsb@gmail.com>
Subject: RE: Statutory Meetings expenditures

Hi Lily,

I am concerned that this message to Matt Swett , but also the entire Selectboard as “bcc”, may violate the VT Open Meeting Law provisions. Below is what I find when I researched the situation.

What "bcc" means in a meeting context

- The term "bcc" (Blind Carbon Copy) is associated with email.
- It refers to sending a copy of an email to recipients without those recipients' email addresses being visible to others on the email chain.
- In the context of a meeting, using "bcc" would be an attempt to have a private discussion or make a decision without public knowledge, which directly

contravenes the purpose and requirements of the Open Meeting Law.

I would strongly recommend that all correspondence between elected officials and a quorum of a public body like the Selectboard be done openly and include the Selectboard@ address so that this correspondence appears in a public packet and is therefore disclosed.

Brennan Duffy, CEcD
Town of Norwich
Town Manager
(802) 649-1419 x117

From: Norwich Town Clerk <Clerk@norwich.vt.us>
Sent: Thursday, November 13, 2025 12:04 PM
To: Matt Swett <mswettselectboard@gmail.com>
Subject: Statutory Meetings expenditures

Brennan and Selectboard BCC'ed.

Just to clear up a question that was asked at the Selectboard meeting last night, Statutory Meetings covers all election-related expenses. The budget fluctuates year to year due to the number of elections held (this fiscal year was a one election year; next fiscal year is a three election year). This budget covers postage for absentee ballots, printing of ballots, voting machine programming, advertising, office supplies (pens!) and feeding election volunteers (still a cheaper option than paying them).

Best,
Lily Trajman (she/her) (why?)
Norwich Town Clerk
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