

Town of Norwich
Finance Committee Meeting
January 12, 2026, 6:30 – 8:00 pm
Multi-purpose Room, Tracy Hall

Committee Members Present: Tricia Spellman, Steven Hepburn, Cheryl Lindberg, Nicholas Wood, and Christie James

Committee Members Missing: Russell North

1. Call meeting to order
 - a. At 6:31 pm, Hepburn called the Finance Committee meeting to order.
2. Approve Agenda – discussion/motion
 - a. James made a motion to accept the agenda, and Lindberg seconded. The motion passed with unanimous consent.
3. Approve Minutes 12/8 – discussion/motion
 - a. James made a motion to accept the 12/8/25 minutes, and Wood seconded. The motion passed with unanimous consent.
4. Selectboard task – Comparable towns – discussion
 - a. Hepburn received some information back from Committee members and has started to consolidate information. A draft will be shared with the Committee next week.
 - b. The Committee will review the draft and make final edits at the February meeting. Once finalized, it will be submitted to the Selectboard.
 - c. Hepburn mentioned that the comparisons are at a higher level than expected, but that the analysis is a start, and can be built on for next year.
 - d. James mentioned that we should look at benefit levels/packages for towns after she reviewed the town of Woodstock and noted their benefit levels.
 - e. Lindberg noted that VLCT publishes a salary and benefit report by town.
 - f. There was a discussion about the goals of the report and what the Committee members hope to see come from it. Hepburn thinks it is important for our town leadership to use the comparison information to discuss their vision for each department.
 - g. Other comparisons were discussed, such as the COLA calculation, health benefits, and union agreements.
5. Town Budget Overall – discussion
 - a. The Committee discussed the progress of the FY27 budget review by the Selectboard. The Selectboard is continuing to discuss the FY27 budget at their meeting this week. At this point, the budget reflects a 2.12% increase over the FY26 budget.
 - b. The Committee noted the importance of reviewing budgets against actual expenses, since budgets can be inflated.
6. School Budget Overall – discussion

- a. James has been attending the Norwich School Board meetings and provided a summary of the recent meeting where the FY27 budget was discussed. There will be another meeting this week.
- 7. Public Comments for items not on the agenda
 - a. There was no public comment.
- 8. Adjourn – motion
 - a. Spellman made a motion to adjourn the meeting at 7:39 pm, and Wood seconded. The motion passed with unanimous consent.