

**Regular Meeting of the Barre City Council
Held November 24, 2020**

The Regular Meeting of the Barre City Council was called to order on video conference by Mayor Lucas Herring at 7:00 PM. In attendance, participating on video or phone, were: From Ward I, Councilors Jake Hemmerick and John Steinman; from Ward II, Councilors Michael Boutin and Teddy Waszazak; and from Ward III, Councilors Rich Morey and Ericka Reil. City staff members present via video or phone were City Manager Steven Mackenzie, Buildings and Community Services director Jeff Bergeron, Fire Chief Doug Brent, Deputy Fire Chief Joe Aldsworth, Planning Director Janet Shatney, Finance Director Dawn Monahan, Health Officer Capt. Robert Howarth, Buildings and Community Services Assistant Director Stephanie Quaranta, and Clerk/Treasurer Carol Dawes.

Absent: NONE

Adjustments to the Agenda: Mayor Herring said ratification of the Resolution Recognizing the Diverse Nature of the Citizens of Barre will be moved from the consent agenda to new business just before discussion of the flag policy. Councilor Reil suggested moving the presentation on human trafficking until later in the agenda as the topic could be a trigger for some people. Manager Mackenzie said there is another Barre Community Justice Center sub-recipient grant agreement to be considered under the consent agenda.

Councilor Hemmerick asked about the purchase of personal protective equipment included on this week's warrants. Fire Chief Doug Brent said they are tracking such purchases separately so as to qualify for any available funding support in the future.

Approval of Consent Agenda:

Council approved the following consent agenda items on motion of Councilor Waszazak, seconded by Councilor Reil. **Motion carried on roll call vote, with all voting in favor.**

- Minutes of the following meetings:
 - Regular Meeting of November 17, 2020
- City Warrants as presented:
 - Approval of Week 2020-46, dated November 25, 2020:
 - Accounts Payable: \$181,041.14
 - Payroll (gross): \$123,679.94
- 2020 Licenses & Permits: NONE
- Barre Town Thunder Chickens Snowmobile Club – Trail Use Request.
- Approve BCJC Sub-Recipient Agreement re: VTDOC Grant #3520-1492.
- Approve BCJC Sub-Recipient Agreement re: VTDOC Grant #3520-1496.

The City Clerk/Treasurer Report –

Clerk/Treasurer Dawes reported on the following:

- The delinquency rate for the 2nd quarter property taxes was 5.24%, which is a bit higher than usual.
- Water/sewer bills are going in the mail on Monday, and will be due by the end of December.
- Participated in an entrance conference call with the state auditor's office for our TIF audit. Have started pulling together requested documents.
- Beginning to work on the applications for the \$1.7M bond approved by voters in March. The applications must be submitted by December 11th.

Liquor Control – NONE

City Manager's Report - Manager Mackenzie reported on the following:

- Received word the VTRANS bike path grant application was not funded.
- The COVID-related ban on recreation activities has been extended by the Governor.

To be approved at 12/01/20 Barre City Council Meeting

- Notices have been published seeking letters of interest from people who want to join the animals and fowl ordinance task force.

Visitors and Communications –NONE

Old Business – NONE

New Business –

A) Warned 7:30 PM: 2nd Reading & Public Hearing Ordinance Changes #2020-04: Chapter 3. Animals and Fowl.

Mayor Herring opened the public hearing at 7:16 PM and invited comments and questions from the Council and public. Councilor Boutin said the proposed changes include allowing dogs in City cemeteries as long as they are leashed and remain at least 20 feet away from any grave stones or monuments. Cemetery committee member Ilene Gillander, BCS director Jeff Bergeron, and resident Joelen Mulvaney spoke in favor of not allowing dogs in the cemeteries. Councilors Hemmerick and Reil spoke in favor of allowing dogs in portions of the cemeteries. There was discussion on what areas of the cemeteries would be affected by the ordinance change, enforcement, designating part of Elmwood Cemetery as a City park, and referring the discussion to the Cemetery Committee.

Councilor Morey made the motion to remove the language that would allow dogs in the cemeteries, and approve a new 2nd reading and public hearing, seconded by Councilor Waszazak. **Motion did not carry on roll call vote, with Councilors Morey and Waszazak voting in favor, and Mayor Herring and Councilors Hemmerick, Reil, Boutin and Steinman voting against.**

Council adopted the ordinance changes as presented on motion of Councilor Boutin, seconded by Councilor Waszazak. **Motion carried on roll call vote, with all voting in favor.**

C) Update on the Barre Rock Solid Marketing Program.

Barre Area Development Corporation executive director Cory Morrison gave a Powerpoint presentation on recent marketing initiatives including publication in the nationwide *Business Facilities* magazine, creation of a BADC Facebook page, and exploring establishment of a central Vermont chapter of the Vermont Welcome Wagon Project. It was suggested BADC promote equity and diversity in its marketing efforts.

D) FY22 Budget Discussion:

- i. BGS and Recreation Departments.**
- ii. Planning Department**

[N.B. The Buildings and Community Services Department is BCS, not BGS as was included in the agenda.] BCS director Jeff Bergeron reviewed the budget adjustments for buildings & grounds maintenance, heating savings due to locked-in fuel costs, adjusted fuel oil and propane costs due to the new heating system at Alumni Hall, and looking to reduce costs for uniforms by going out to bid for a new supplier.

BCS assistant director Stephanie Quaranta reviewed recreation expenses, and noted changes in pool personnel costs due to the pool being closed this fiscal year. Ms. Quaranta said the Promise Grant covered many of the recreation expenses last fiscal year, and she is always on the lookout for other grant opportunities.

There was discussion on flat revenue projections, staffing levels for summer help in the cemeteries and parks, identifying and maintaining ash trees to control Emerald Ash Borer infestations, burial vs. cremation trends, possible revenue opportunities associated with COVID-related use of the Civic Center facilities, and cell phone antennas on the auditorium roof.

Planning Director Janet Shatney reviewed revenues from permitting and code-enforcement revenues from apartment registrations, and expenses in the assessment and planning and permitting departments. Manager Mackenzie said the intent is to move to a full time assessor.

Other) Ratification of Resolution Recognizing the Diverse Nature of the Citizens of Barre

Mayor Herring said the resolution was approved at last week’s meeting, but had not been on the warned agenda, so needs to be ratified for approval to be effective. The Mayor said members of the public who wish to speak on this item would be given two minutes each.

Members of the Diversity and Equity Committee spoke of the different flags included in the resolution through the lens of diversity and equity, including the Thin Blue Line flag, Abenaki flag, Green Mountain Boys flag, Black Lives Matter flag, Jewish-American/Israeli flag, and Autism Awareness flag. It was recommended that any flag request be vetted by the Diversity and Equity Committee to make sure it conforms with the policy, and that requests should come from the affected organizations or people.

The following people spoke on the resolution, and the list of special flags included in the resolution:

Danielle Owczarski	Rosemary Averill	Brian Judd
Joelen Mulvaney	Bernadette Rose	Laurel Maurer
Ellen Kaye	Chris Roberts	Sandra Batchelder
Marichel Vaught	William Toborg	Brandon Campo

There was discussion on developing a flag to recognize community members with disabilities, moving away from this divisive topic and coming together to serve the community, support for the police, allowing more time to consider the flags on the list, encouraging the community to reflect all the people who live here, the difference between the Thin Blue Line flag and the Back the Blue flag, and proposing a charter change to limit which flags can fly in the City of Barre.

Councilor Morey made the motion to amend the previous action from last week to approve flying the Black Lives Matter flag and Thin Blue Line flag, seconded by Councilor Boutin. **Motion carried on roll call vote, with Mayor Herring and Councilors Morey, Boutin and Steinman voting in favor, and Councilors Waszazak, Hemmerick and Reil voting against.**

H) Review and/or Approve Barre City Flag Policy.

Mayor Herring reviewed the questions brought up during and since last week’s discussion. The Mayor proposed amendments associated with US Flag code. There was discussion on the length of time a special flag could be flown, requests going through the Diversity and Equity Committee for review and recommendation before Council decision, authority for approval resting in Council, and path and format for requests. The Mayor incorporated additional amendments into the draft during discussion.

Council approved the policy as amended on motion of Councilor Waszazak, seconded by Councilor Morey. **Motion carried on roll call vote, with Mayor Herring and Councilors Waszazak, Morey, Hemmerick and Reil voting in favor, and Councilors Boutin and Steinman voting against.**

Councilor Morey and Manager Mackenzie left the meeting at 9:50 PM.

B) Human Trafficking Presentation.

Bethanee Syversen started her presentation with a video on human trafficking and legal prostitution. Ms. Syversen said the VT Legislature considered a package of bills last session that would study and legalize or decriminalize prostitution. She spoke of vulnerable populations, and increased crime around legalized brothels.

Councilor Reil said she serves on Vermont’s Human Trafficking Task Force’s victims council, and she said decriminalizing prostitution would allow access to health care and police protections. There was discussion on protection and dignity for those who are being trafficked, and how most incidents in the Barre area are associated with drugs.

To be approved at 12/01/20 Barre City Council Meeting

E) Working Communities Challenge Funding Request.

Mayor Herring congratulated the consortium of people and organizations who worked on the challenge grant application. The Mayor said the grant has a local match component, and requested the Council approve \$5,000/year for three years. Council approved the allocation on motion of Councilor Hemmerick, seconded by Councilor Reil. **Motion carried on roll call vote, with all voting in favor.**

F) Discussion on Minimum Housing Ordinance Changes.

Mayor Herring said he will begin reviewing the ordinance for possible amendments, including adding language that would require landlords to provide heat to tenants.

G) Annual Dollar Drop and Charity.

There was discussion on the Council's annual dollar drop, and whether it's appropriate during the pandemic. Council discussed other options for raising funds including a Go Fund Me page, use of the miscellaneous line in the general fund budget, and accessing the Brusa Trust, which exists to benefit the poor children of the City of Barre.

Councilor Steinman made the motion to establish a giving opportunity through an online fundraising platform to raise funds to purchase gifts for children identified by the school resource officer and the school. The motion was seconded by Councilor Reil.

There was discussion on online fundraising, the best way to handle raised funds, and accessing the Brusa Trust. The motion and second were withdrawn, and Council will place an item on next week's agenda to consider an allocation from the Brusa Trust.

Round Table –

Councilors wished everyone a safe and happy Thanksgiving.

Councilor Hemmerick thanked City staff for adapting during COVID. He encouraged people to consider the needs of those around you, and to stay home during the holiday.

Councilor Boutin said he will ask Council to consider voting to continue meetings to a future date when they run past 9:30 PM rather than working as late as this evening.

Councilor Steinman said one of the best ways to effect change in our community is to volunteer.

Mayor Herring said this weekend is Small Business Saturday, and he encouraged people to support our local businesses. There is a blood drive tomorrow, and there is a special need for those who have recovered from COVID to donate as their blood contains antibodies. The Veteran's Day virtual K5 raised \$13,000 for Northfield's Veteran's Place, which is more than last year's donations. The Mayor shared a letter of appreciation, thanking the Public Works staff for their service.

Executive Session – NONE

The Council meeting was adjourned by Mayor Herring at 10:40 PM.

There is no audio recording of this meeting. The meeting was recorded by the video conference platform.

Respectfully submitted,

Carolyn S. Dawes, City Clerk

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check

01088	AFSCME COUNCIL 93						
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0007	UNION DUES PAYABLE	0.00	192.85	E57
01150	AIRGAS USA LLC						
	9106429428	oxygen	001-6040-350.1055	OXYGEN	0.00	29.22	138881
01013	ALLAN JONES & SONS INC						
	74704	4 studded tires	001-6040-320.0720	CAR/TRUCK MAINT	0.00	740.00	138882
01060	AMAZON CAPITAL SERVICES						
	1WXWC3CY3RH	disposable face masks	001-9130-370.1380	COVID-19 MATERIALS	0.00	172.68	138883
	1WXWC3CY3RH	disposable face masks	002-9130-370.1380	COVID-19 MATERIALS	0.00	172.66	138883
	1WXWC3CY3RH	disposable face masks	003-9130-370.1380	COVID-19 MATERIAL	0.00	172.66	138883

					0.00	518.00	
01057	AT&T MOBILITY						
	1678-112022	services 10/5-11/4/20	001-7050-200.0214	TELEPHONE	0.00	55.21	138884
	1678-112022	services 10/5-11/4/20	001-8030-200.0214	TELEPHONE	0.00	55.21	138884

					0.00	110.42	
23018	AUBUCHON HARDWARE						
	497059	gloves	002-8220-340.0941	EQUIPMENT - SAFETY	0.00	10.78	138885
02193	BEN'S UNIFORMS						
	094876	pants, shirts, freight	001-6040-340.0940	CLOTHING	0.00	1,624.00	138886
02027	BOUND TREE MEDICAL LLC						
	83821668	medical supplies	001-6040-350.1054	MEDICAL SUPPLIES	0.00	179.70	138887
	83823163	restraints, freight	001-6040-350.1054	MEDICAL SUPPLIES	0.00	82.08	138887

					0.00	261.78	
03217	C V LANDFILL INC						
	686562	grit disposal	003-8330-230.0518	GRIT	0.00	524.70	138888
03276	CARROLL CONCRETE						
	377217	concrete blocks	002-8200-320.0752	HYDRANTS MAINT	0.00	270.00	138889
03124	CENTRAL VERMONT MEDICAL CENTER						
	100120A	medical supplies	001-6040-350.1054	MEDICAL SUPPLIES	0.00	1,787.05	138890
03039	CENTRAL VERMONT PUBLIC SAFETY AUTH						
	113020	operating budget Qtr 2 FY	001-9110-220.0427	CV PSA	0.00	6,625.00	138891
03113	CHALOUX BROS FIREWOOD						
	101-2030	deliver wood chips WWTP	003-8330-230.0519	DISPOSAL OF SLUDGE	0.00	275.00	138892
03205	CITY OF BARRE PENSION PLAN & TRUST						
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0006	ANNUITY PAYABLE	0.00	427.15	138930

By check number for check acct 01 (GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check

03012 CLARKS TRUCK CENTER							
	66467	labor, alternator, air hose	001-8050-320.0743	TRUCK MAINT - STS	0.00	1,342.31	138893
03337 COMMUNITY BANK NA							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0001	FEDERAL TAX PAYABLE	0.00	12,578.23	138932
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0004	FICA PAYABLE	0.00	18,089.52	138932
					-----	-----	
					0.00	30,667.75	
03308 COMMUNITY BANK NA							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0013	HSA PAYABLE	0.00	235.00	138931
04071 DEAD RIVER CO							
	110520	fuel oil, lic fee, fuel tax	001-8050-330.0829	FUEL OIL - GARAGE	0.00	701.74	138894
	110520	fuel oil, lic fee, fuel tax	002-8200-330.0829	FUEL OIL - GARAGE	0.00	48.72	138894
	110520	fuel oil, lic fee, fuel tax	003-8330-330.0825	FUEL OIL	0.00	428.73	138894
	111020	fuel oil, lic fee, fuel tax	001-8050-330.0829	FUEL OIL - GARAGE	0.00	246.05	138894
	111020	fuel oil, lic fee, fuel tax	003-8330-330.0825	FUEL OIL	0.00	1,495.03	138894
	11451	fuel oil, lic fee, fuel tax	001-7015-330.0831	WHEELLOCK BLDG FUEL	0.00	173.66	138894
					-----	-----	
					0.00	3,093.93	
05069 EDWARD JONES							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0006	ANNUITY PAYABLE	0.00	201.00	138933
05059 ENDYNE INC							
	352813	lab services	002-8220-320.0749	WATER SAMPLING/TESTING	0.00	60.00	138895
	352916	lab services	003-8330-230.0519	DISPOSAL OF SLUDGE	0.00	484.00	138895
	353253	lab services	002-8220-320.0749	WATER SAMPLING/TESTING	0.00	100.00	138895
	353435	lab services	003-8330-320.0749	WASTEWATER SAMPLING/TESTI	0.00	55.00	138895
					-----	-----	
					0.00	699.00	
05030 ESMI OF NEW YORK LLC							
	21918	sludge disposal	003-8330-230.0519	DISPOSAL OF SLUDGE	0.00	4,780.70	138896
05007 EVERETT J PRESCOTT INC							
	5775670	meters	002-8200-310.0629	NEW METERS EX	0.00	3,855.12	138897
	5782433	insetters	002-8200-310.0629	NEW METERS EX	0.00	9,622.44	138897
					-----	-----	
					0.00	13,477.56	
06087 FASTENAL CO							
	VTBAR120035	supplies	003-8330-320.0740	EQUIPMENT MAINT	0.00	48.78	138898
06105 FIRSTLIGHT FIBER							
	8124654	monthly service	001-5010-200.0214	TELEPHONE	0.00	17.15	138899
	8124654	monthly service	001-5020-200.0214	TELEPHONE	0.00	68.59	138899

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check
	8124654	monthly service	001-5040-200.0214	TELEPHONE	0.00	224.57	138899
	8124654	monthly service	001-5050-200.0214	TELEPHONE	0.00	102.89	138899
	8124654	monthly service	001-5070-200.0214	TELEPHONE	0.00	662.22	138899
	8124654	monthly service	001-6040-200.0214	PHONE /LANDLINE/INTERNET	0.00	153.29	138899
	8124654	monthly service	001-6050-200.0214	TELEPHONE	0.00	105.19	138899
	8124654	monthly service	001-6050-210.0310	COMPUTER ACCESS - PD	0.00	100.00	138899
	8124654	monthly service	001-7020-200.0214	TELEPHONE	0.00	138.70	138899
	8124654	monthly service	001-7020-200.0214	TELEPHONE	0.00	25.97	138899
	8124654	monthly service	001-7050-200.0214	TELEPHONE	0.00	31.72	138899
	8124654	monthly service	001-8020-200.0214	TELEPHONE	0.00	68.59	138899
	8124654	monthly service	001-8030-200.0214	TELEPHONE	0.00	51.45	138899
	8124654	monthly service	001-8050-200.0214	TELEPHONE	0.00	71.70	138899
	8124654	monthly service	002-8200-200.0214	TELEPHONE	0.00	49.50	138899
	8124654	monthly service	002-8220-200.0214	TELEPHONE	0.00	71.96	138899
	8124654	monthly service	003-8300-200.0214	TELEPHONE	0.00	25.72	138899
	8124654	monthly service	003-8330-200.0214	TELEPHONE	0.00	82.50	138899
	8124654	monthly service	001-6043-350.1050	BLDG/GROUND SUPPLIES	0.00	24.59	138899
	8124654	monthly service	001-7015-320.0730	POOL & BLD MAINT	0.00	23.78	138899
	8124654	monthly service	001-7020-200.0217	IT	0.00	55.95	138899
	8124654	monthly service	051-0280-360.1165	SEMP VCF TRUST PROJECTS	0.00	23.30	138899
	8124654	monthly service	001-6055-200.0214	TELEPHONE LANDLINE	0.00	157.78	138899
	8124654	monthly service	001-6055-210.0310	COMPUTER ACCESS - PD	0.00	150.00	138899
	8124654	monthly service	001-8500-200.0214	TELEPHONE	0.00	47.32	138899
					0.00	2,534.43	
07184	GIROUX GENERAL TRANSPORT						
	110320	CDL training-G Sheridan	001-6040-130.0180	TRAINING/DEVELOPMENT	0.00	1,500.00	138900
07182	GOSS DODGE CHRYSLER						
	112020	2020 Dodge Ram,DMV fees	050-5830-370.1162	2020 \$1.7M BOND EXP FIRE	0.00	36,727.00	138934
07006	GREEN MT POWER CORP						
	04970-1020	E Cobble Hill Rd water ps	002-8200-200.0205	ELECTRICITY-FIRE DISTRICT	0.00	211.74	138901
	10586-1020	Nelson St prv	002-8200-200.0203	ELECTRICITY-NELSON PV	0.00	20.94	138901
	149710-1020	Rt 302 prv	002-8200-200.0212	ELECTRICITY - RT 302 POLE	0.00	23.65	138901
	205860-1020	N Main St/Maple Ave light	001-6070-200.0210	TRAFFIC LIGHT ELECTRICITY	0.00	108.18	138901
	305860-1020	Maple Ave/Summer St lgt	001-6070-200.0210	TRAFFIC LIGHT ELECTRICITY	0.00	70.50	138901
	40586-1020	Main St lights	001-6060-200.0210	ELECTRICITY	0.00	456.73	138901
	72080-1020	S Main St/Parkside Terr	001-6070-200.0210	TRAFFIC LIGHT ELECTRICITY	0.00	98.09	138901
	951210-1002	Hill St/Ayers St light	001-6070-200.0210	TRAFFIC LIGHT ELECTRICITY	0.00	98.27	138901
					0.00	1,088.10	
09033	IMPACT FIRE SERVICES						
	8025928	inspection,extinguishers	001-8050-320.0727	BLDG & GROUNDS MAINT	0.00	534.00	138903
	8025941	inspection,extinguisher	002-8200-320.0727	BLDG & GROUNDS MAINT	0.00	126.00	138903
	8025981	inspection,extinguishers	003-8330-320.0727	BLDG & GROUNDS MAINT	0.00	243.00	138903
					0.00	903.00	
09021	IRVING ENERGY						
	452874	propane	002-8220-330.0836	BOTTLED GAS	0.00	883.97	138904

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check
	454243	propane	002-8220-330.0836	BOTTLED GAS	0.00	1,283.52	138904
					0.00	2,167.49	
10044	JOHNSON PAVING CO INC						
	202200	patch Berlin St	002-8200-320.0750	MAIN LINE MAINT	0.00	1,050.00	138905
13068	MAIN STREET LAW LLP						
	66227	professional services	001-5030-230.0517	CONTRACT NEGOTIATIONS	0.00	529.00	138906
13189	MILES SUPPLY INC						
	0143323-01	blade	002-8200-320.0740	EQUIPMENT MAINT	0.00	375.00	138907
	0143324-01	trash bags	001-8050-320.0727	BLDG & GROUNDS MAINT	0.00	163.60	138907
					0.00	538.60	
14095	NATIONAL GOVERNMENT SERVICES						
	111220	medicare overpayment	001-1000-120.0139	AMBULANCE A/R	0.00	330.35	138908
14016	NELSON ACE HARDWARE						
	102820	cable,coupler,cleaner	001-6040-320.0720	CAR/TRUCK MAINT	0.00	55.46	138909
14078	NEW ENGLAND AIR SYSTEMS LLC						
	172063	labor,drain,caulk,test	001-7035-320.0727	BLDG & GROUNDS MAINT	0.00	484.23	138910
	172171	WWTP boiler testing	003-8330-320.0727	BLDG & GROUNDS MAINT	0.00	2,728.00	138910
	172259	labor,trip charge	003-8330-320.0727	BLDG & GROUNDS MAINT	0.00	147.00	138910
					0.00	3,359.23	
14154	NORTH COUNTRY FEDERAL CREDIT UNION						
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0009	SAVINGS PAYABLE	0.00	75.00	138935
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0013	HSA PAYABLE	0.00	112.00	138935
					0.00	187.00	
14121	NORTHFIELD AUTO SUPPLY						
	326455	filter,oil	001-6050-320.0720	VEHICLE MAINTENANCE	0.00	26.17	138911
	326631	filter,oil	001-6040-320.0720	CAR/TRUCK MAINT	0.00	25.86	138911
	326648	tire pressure monitor sys	001-6040-320.0720	CAR/TRUCK MAINT	0.00	45.99	138911
	326667	fuel filter	003-8300-320.0743	TRUCK MAINT	0.00	90.38	138911
	326679	driveshaft support	003-8300-320.0743	TRUCK MAINT	0.00	102.19	138911
	326840	pads,filter,oil	003-8330-320.0743	TRUCK MAINT	0.00	126.53	138911
	326865	oxygen sensor	003-8330-320.0743	TRUCK MAINT	0.00	62.19	138911
					0.00	479.31	
14089	NORTHFIELD SAVINGS BANK						
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0009	SAVINGS PAYABLE	0.00	1,276.39	138936
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0013	HSA PAYABLE	0.00	381.00	138936

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check
					0.00	1,657.39	
14164 NOVUS MORRISON SOLAR LLC							
	180	est monthly output	001-6043-200.0212	CITY HALL BM SOLAR PROJ	0.00	611.44	138912
	180	est monthly output	001-7020-200.0212	AUD BM SOLAR PROJECT	0.00	1,454.27	138912
	180	est monthly output	001-7030-200.0212	BOR BM SOLAR PROJECT	0.00	2,182.00	138912
	180	est monthly output	001-7035-200.0212	PSB BM SOLAR PROJECT	0.00	1,377.53	138912
	180	est monthly output	003-8330-200.0212	WWTP BM SOLAR PROJ	0.00	6,363.76	138912
					0.00	11,989.00	
15046 OFFICE OF CHILD SUPPORT							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0009	SAVINGS PAYABLE	0.00	98.08	138937
15051 ONE CREDIT UNION							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0009	SAVINGS PAYABLE	0.00	1,353.48	138938
16800 PEOPLE'S UNITED BANK							
	111320	principal	002-2000-230.0299	VT MUN BOND PAYABLE DR#8	0.00	7,389.14	138913
16077 PERSHING LLC							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0006	ANNUITY PAYABLE	0.00	225.00	138939
16031 PETES TIRE BARNS INC							
	022154A	credit taken twice	001-8050-320.0743	TRUCK MAINT - STS	0.00	120.00	138914
16003 PIKE INDUSTRIES INC							
	1111806	asphalt	001-8050-350.1065	SUPPLIES - STS	0.00	1,210.69	138915
	1111806	asphalt	001-8050-360.1172	BITUMINOUS HOT MIX-STS	0.00	200.33	138915
	1113270	asphalt	001-8050-360.1172	BITUMINOUS HOT MIX-STS	0.00	134.00	138915
	1113270	asphalt	001-8050-360.1181	KOLD PATCH - STS	0.00	2,673.30	138915
	1113270	asphalt	002-8200-320.0750	MAIN LINE MAINT	0.00	672.68	138915
	1113270	asphalt	001-8050-360.1192	KA PARKING LOT/SW EXP	0.00	201.00	138915
	1113279	asphalt	002-8200-320.0750	MAIN LINE MAINT	0.00	910.00	138915
					0.00	6,002.00	
16082 PIONEER MOTORS & DRIVES INC							
	M4364	drive	002-8200-320.0726	BLD,GRD,MAINT FIRE DIST 8	0.00	1,875.00	138916
16102 PRUDENTIAL RETIREMENT							
PR01:202	PR-11/25/20	Payroll Transfer	001-2000-240.0006	ANNUITY PAYABLE	0.00	210.00	138940
17002 QUILL CORP							
	12294816	expansion exit ssd	001-8030-350.1053	OFFICE SUPPLIES/EQUIPMENT	0.00	145.70	138917
	12296084	batteries	001-5040-350.1053	OFFICE SUPPLIES/EQUIPMENT	0.00	24.28	138917
					0.00	169.98	
18004 REYNOLDS & SON INC							
	3380538	disposable respirators	001-9130-370.1380	COVID-19 MATERIALS	0.00	332.66	138918

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check
	3380540	disposable respirators	001-9130-370.1380	COVID-19 MATERIALS	0.00	332.66	138918
	3380840	disposable respirators	001-9130-370.1380	COVID-19 MATERIALS	0.00	332.66	138918
	3380946	disposable respirators	001-9130-370.1380	COVID-19 MATERIALS	0.00	1,663.28	138918
	3381222	compressor,cartridge	001-6040-310.0612	BREATHING APPARATUS	0.00	499.58	138918
	3381309	disposable respirators	001-9130-370.1380	COVID-19 MATERIALS	0.00	139.94	138918
	3381310	battery	001-6040-340.0941	EQUIPMENT - SAFETY	0.00	131.88	138918
	3381311	cylinder valve assy	001-6040-310.0612	BREATHING APPARATUS	0.00	6,712.18	138918

					0.00	10,144.84	
19019 STATE OF VERMONT							
	093020	wastewater operating perm	003-8330-230.0520	DISCHARGE PERMIT	0.00	12,000.00	138920
19160 SWISH WHITE RIVER							
	W407045	sanitizer pumps, freight	001-9130-370.1380	COVID-19 MATERIALS	0.00	217.80	138921
	W407045	sanitizer pumps, freight	002-9130-370.1380	COVID-19 MATERIALS	0.00	72.60	138921
	W407045	sanitizer pumps, freight	003-9130-370.1380	COVID-19 MATERIAL	0.00	72.60	138921

					0.00	363.00	
20002 TIMES ARGUS ASSOC INC							
	0506	advertise winter parking	001-5010-230.0510	ADVERTISING/PRINTING	0.00	169.82	138922
	0523	advertise solicitation	001-5010-230.0510	ADVERTISING/PRINTING	0.00	84.10	138922
	0567	advertise agenda 11/10	001-5010-230.0510	ADVERTISING/PRINTING	0.00	195.75	138922
	1095	advertise tax deadline	001-5070-230.0510	ADVERTISING (TAXES)	0.00	208.80	138922
	1148	advertise agenda 11/17	001-5010-230.0510	ADVERTISING/PRINTING	0.00	121.80	138922
	1152	advertise night parking	001-5010-230.0510	ADVERTISING/PRINTING	0.00	84.91	138922
	8528	advertise DRB mtg 11/5	001-8030-230.0510	ADVERTISING/PRINTING	0.00	69.60	138922

					0.00	934.78	
20090 TOWN OF ORANGE							
	20-031	posted land notices	002-8220-320.0751	RESERVOIR SYSTEM MAINT	0.00	5.00	138923
21002 UNIFIRST CORP							
	4536148	uniform rental	001-8050-320.0743	TRUCK MAINT - STS	0.00	69.00	138924
	4536148	uniform rental	001-8050-340.0940	CLOTHING	0.00	174.28	138924
	4536148	uniform rental	002-8200-340.0940	CLOTHING	0.00	87.76	138924
	4536148	uniform rental	003-8300-340.0940	CLOTHING	0.00	53.10	138924
	4536149	uniform rental	003-8330-320.0743	TRUCK MAINT	0.00	10.30	138924
	4536149	uniform rental	003-8330-340.0940	CLOTHING	0.00	112.73	138924

					0.00	507.17	
22100 VERMONT DEPT OF TAXES							
	PR01:202 PR-11/25/20	Payroll Transfer	001-2000-240.0002	STATE TAX PAYABLE	0.00	3,937.98	138941
22003 VERMONT FIRE EXTINGUISHER							
	44830	test	001-6040-340.0941	EQUIPMENT - SAFETY	0.00	72.00	138925

By check number for check acct 01(GENERAL FUND) and check dates 11/25/20 thru 11/25/20

Vendor

PO Number	Invoice Number	Invoice Description	Account Number	Account Description	PO Amount	Invoice Amount	Check

22025	VLCT						
	2020-21628	zoning webinar-Grandfield	001-8030-130.0180	TRAINING/DEVELOPMENT	0.00	20.00	138926
23126	WATER SPECIALTIES						
	112503	repair kits, freight	003-8330-320.0727	BLDG & GROUNDS MAINT	0.00	352.05	138927
23041	WORK SAFE						
	24432	signs	001-8050-360.1189	STREET SIGNS	0.00	359.40	138928
	24433	signs	001-8050-360.1189	STREET SIGNS	0.00	121.90	138928
					-----	481.30	
25001	YIPES! CORP OF CENTRAL VERMONT INC						
	20082	graphics	001-6040-340.0940	CLOTHING	0.00	1,743.00	138929

				Report Total		181,041.14	=====

To the Treasurer of City of Barre, 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 \$ ***181,041.14

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

Employee Tax Summary Report

by name for check dates 11/25/20 thru 11/25/20

Gross	FWT	FICA	MEDI	SWT	SDI	ERFICA	ERMEDI	FUTA	SUTA	Local	Net
Employee: 0090	ABARE, LANCE R.										
932.00	49.95	52.15	12.20	17.66	0.00	52.15	12.20	0.00	0.00	0.00	0.00
Employee: 0136	AHEARN, WILLIAM E.										
1816.63	148.98	111.39	26.05	87.04	0.00	111.39	26.05	0.00	0.00	0.00	0.00
Employee: 0145	ALDSWORTH, JOSEPH G.										
1545.06	132.78	92.85	21.71	38.02	0.00	92.85	21.71	0.00	0.00	0.00	0.00
Employee: 0155	AMARAL, ANTHONY C.										
603.75	37.49	37.43	8.75	8.58	0.00	37.43	8.75	0.00	0.00	0.00	0.00
Employee: 0417	BARIL, JAMES A.										
1324.40	136.85	74.53	17.43	40.98	0.00	74.53	17.43	0.00	0.00	0.00	0.00
Employee: 0570	BENJAMIN, KENNETH S.										
1466.25	140.52	90.04	21.05	42.54	0.00	90.04	21.05	0.00	0.00	0.00	0.00
Employee: 0580	BENSON, NICHOLAS J.										
1314.56	156.02	79.87	18.68	46.73	0.00	79.87	18.68	0.00	0.00	0.00	0.00
Employee: 0590	BERGERON, JEFFREY R.										
1290.50	91.65	74.89	17.51	29.30	0.00	74.89	17.51	0.00	0.00	0.00	0.00
Employee: 1005	BOMBARDIER, TIMOTHY J.										
1836.40	258.14	112.05	26.21	92.37	0.00	112.05	26.21	0.00	0.00	0.00	0.00
Employee: 1060	BOUTIN, SABRINA N.										
974.29	84.50	60.41	14.13	35.12	0.00	60.41	14.13	0.00	0.00	0.00	0.00
Employee: 1100	BRAMMAN, KATHRYN H.										
1024.40	109.26	63.26	14.80	32.64	0.00	63.26	14.80	0.00	0.00	0.00	0.00
Employee: 1097	BREAULT, BONNIE J.										
1448.55	191.91	84.57	19.78	57.50	0.00	84.57	19.78	0.00	0.00	0.00	0.00
Employee: 1130	BRENT, DOUGLAS S.										
1734.00	236.31	105.23	24.61	70.82	0.00	105.23	24.61	0.00	0.00	0.00	0.00
Employee: 1390	BULLARD, DON A.										
1070.02	141.37	66.34	15.52	43.44	0.00	66.34	15.52	0.00	0.00	0.00	0.00
Employee: 1397	BULLARD, JONATHAN R.										
1450.66	179.36	87.34	20.43	53.73	0.00	87.34	20.43	0.00	0.00	0.00	0.00
Employee: 1675	CARMINATI, JOEL F., JR										
819.30	67.66	49.31	11.53	20.35	0.00	49.31	11.53	0.00	0.00	0.00	0.00
Employee: 1720	CETIN, MATTHEW J.										
1553.76	111.89	86.04	20.12	34.98	0.00	86.04	20.12	0.00	0.00	0.00	0.00
Employee: 1810	CHARBONNEAU, MICHAEL J.										
1539.20	164.34	83.68	19.57	49.23	0.00	83.68	19.57	0.00	0.00	0.00	0.00
Employee: 1815	CHASE, SHERRY L.										
753.60	65.90	43.05	10.07	19.89	0.00	43.05	10.07	0.00	0.00	0.00	0.00
Employee: 1964	COPPING, NICHOLAS R.										
1811.03	229.76	103.89	24.30	68.86	0.00	103.89	24.30	0.00	0.00	0.00	0.00
Employee: 2015	CRUGER, ERIC J.										
1741.09	239.98	106.31	24.86	71.92	0.00	106.31	24.86	0.00	0.00	0.00	0.00
Employee: 2205	CUSHMAN, BRIAN K.										
1672.40	134.95	98.72	23.09	41.42	0.00	98.72	23.09	0.00	0.00	0.00	0.00
Employee: 2240	DAWES, CAROLYN S.										
1196.60	121.10	70.59	16.51	36.19	0.00	70.59	16.51	0.00	0.00	0.00	0.00
Employee: 2330	DEGREENIA, CATHERINE I.										
1213.20	150.44	71.44	16.71	44.46	0.00	71.44	16.71	0.00	0.00	0.00	0.00
Employee: 2332	DEMELL, WILLIAM M.										
1011.61	97.26	58.13	13.59	29.10	0.00	58.13	13.59	0.00	0.00	0.00	0.00
Employee: 2355	DEXTER, DONNEL A.										
1136.42	130.09	64.01	14.97	38.95	0.00	64.01	14.97	0.00	0.00	0.00	0.00

Employee Tax Summary Report

by name for check dates 11/25/20 thru 11/25/20

Gross	FWT	FICA	MEDI	SWT	SDI	ERFICA	ERMEDI	FUTA	SUTA	Local	Net
Employee: 2415	DONALD, LANCE B.										
907.91	87.64	54.80	12.82	25.96	0.00	54.80	12.82	0.00	0.00	0.00	0.00
Employee: 2445	DROWN, JACOB D.										
1144.00	133.31	68.73	16.07	39.92	0.00	68.73	16.07	0.00	0.00	0.00	0.00
Employee: 2580	DURGIN, STEVEN J.										
2017.03	275.14	118.02	27.60	82.47	0.00	118.02	27.60	0.00	0.00	0.00	0.00
Employee: 2683	EASTMAN, LARRY E., JR										
1555.10	187.08	90.19	21.09	56.05	0.00	90.19	21.09	0.00	0.00	0.00	0.00
Employee: 2980	FARNHAM, BRIAN D.										
1465.90	183.57	88.62	20.73	55.00	0.00	88.62	20.73	0.00	0.00	0.00	0.00
Employee: 3027	FLEURY, JASON R.										
1311.60	140.11	72.52	16.96	41.96	0.00	72.52	16.96	0.00	0.00	0.00	0.00
Employee: 3275	FREY, JACOB D.										
1872.73	212.53	109.69	25.65	63.56	0.00	109.69	25.65	0.00	0.00	0.00	0.00
Employee: 3375	GAYLORD, AMOS R.										
1123.46	122.41	69.16	16.17	36.65	0.00	69.16	16.17	0.00	0.00	0.00	0.00
Employee: 3560	GILBERT, DAVID P.										
954.00	97.64	58.04	13.57	29.22	0.00	58.04	13.57	0.00	0.00	0.00	0.00
Employee: 3690	GRANDFIELD, HEATHER L.										
829.70	71.98	50.32	11.77	34.65	0.00	50.32	11.77	0.00	0.00	0.00	0.00
Employee: 4015	HASTINGS, CLARK H., III										
899.78	85.52	53.68	12.55	25.37	0.00	53.68	12.55	0.00	0.00	0.00	0.00
Employee: 4017	HAYDEN, AMY L.										
1873.92	270.17	115.69	27.06	80.98	0.00	115.69	27.06	0.00	0.00	0.00	0.00
Employee: 4025	HAYNES, WILLIAM D.										
1462.24	161.51	82.38	19.27	48.38	0.00	82.38	19.27	0.00	0.00	0.00	0.00
Employee: 4100	HEDIN, LAURA T.										
1190.00	116.69	70.52	16.49	34.87	0.00	70.52	16.49	0.00	0.00	0.00	0.00
Employee: 4213	HISLOP, PAMELA M.										
519.11	29.88	32.18	7.53	15.38	0.00	32.18	7.53	0.00	0.00	0.00	0.00
Employee: 4214	HOAR, BRIAN W.										
1179.36	61.84	73.12	17.10	29.32	0.00	73.12	17.10	0.00	0.00	0.00	0.00
Employee: 4230	HOULE, JONATHAN S.										
1724.24	238.39	105.76	24.73	71.44	0.00	105.76	24.73	0.00	0.00	0.00	0.00
Employee: 4250	HOWARTH, ROBERT C.										
2245.48	146.87	129.12	30.20	45.75	0.00	129.12	30.20	0.00	0.00	0.00	0.00
Employee: 4260	HOYT, EVERETT J.										
1080.60	65.44	55.53	12.99	32.02	0.00	55.53	12.99	0.00	0.00	0.00	0.00
Employee: 4745	KELLY, JOSEPH E., JR										
1007.75	33.86	53.92	12.61	12.87	0.00	53.92	12.61	0.00	0.00	0.00	0.00
Employee: 4770	KIRKPATRICK, TROY S.										
2055.22	216.61	121.33	28.38	70.61	0.00	121.33	28.38	0.00	0.00	0.00	0.00
Employee: 4790	KOSAKOWSKI, JOSHUA D.										
936.00	88.85	55.50	12.98	26.58	0.00	55.50	12.98	0.00	0.00	0.00	0.00
Employee: 4903	LANE, ZEBULYN M.										
936.00	95.83	57.47	13.44	28.68	0.00	57.47	13.44	0.00	0.00	0.00	0.00
Employee: 4906	LANGEVIN, RAYMOND P.										
907.91	68.04	56.29	13.16	27.52	0.00	56.29	13.16	0.00	0.00	0.00	0.00
Employee: 4908	LAPERLE, JESSICA L.										
904.90	81.99	53.42	12.49	24.38	0.00	53.42	12.49	0.00	0.00	0.00	0.00
Employee: 4985	LEWIS, BRITTANY L.										
1026.80	103.38	63.16	14.77	30.94	0.00	63.16	14.77	0.00	0.00	0.00	0.00

Employee Tax Summary Report

by name for check dates 11/25/20 thru 11/25/20

Gross	FWT	FICA	MEDI	SWT	SDI	ERFICA	ERMEDI	FUTA	SUTA	Local	Net
Employee: 5010	LOWE, ROBERT L.										
2206.08	233.38	128.68	30.09	77.64	0.00	128.68	30.09	0.00	0.00	0.00	0.00
Employee: 5049	MACHIA, DELPHIA L.										
861.60	63.62	45.59	10.66	19.26	0.00	45.59	10.66	0.00	0.00	0.00	0.00
Employee: 5048	MACKENZIE, STEVEN E.										
2084.12	227.60	123.86	28.97	90.41	0.00	123.86	28.97	0.00	0.00	0.00	0.00
Employee: 5085	MALONEY, JASON F.										
1219.80	104.22	71.96	16.83	32.84	0.00	71.96	16.83	0.00	0.00	0.00	0.00
Employee: 5290	MARTEL, JOELL J.										
1145.00	103.84	66.17	15.48	31.01	0.00	66.17	15.48	0.00	0.00	0.00	0.00
Employee: 5425	MCGOWAN, JAMES R.										
1670.36	272.27	100.86	23.59	66.61	0.00	100.86	23.59	0.00	0.00	0.00	0.00
Employee: 5270	MCNALLY, DONNA C.										
1029.20	117.43	60.44	14.14	35.15	0.00	60.44	14.14	0.00	0.00	0.00	0.00
Employee: 5520	METIVIER, CHERYL A.										
913.30	92.21	56.38	13.18	27.59	0.00	56.38	13.18	0.00	0.00	0.00	0.00
Employee: 5600	MICHELI, STEVEN N.										
1555.20	130.81	95.95	22.44	45.20	0.00	95.95	22.44	0.00	0.00	0.00	0.00
Employee: 5701	MILLER, ROBERT W.										
2122.26	241.69	126.25	29.53	76.13	0.00	126.25	29.53	0.00	0.00	0.00	0.00
Employee: 5725	MONAHAN, DAWN M.										
1593.60	135.99	93.68	21.91	41.71	0.00	93.68	21.91	0.00	0.00	0.00	0.00
Employee: 5765	MORRIS, SCOTT D.										
970.00	72.56	58.83	13.76	24.00	0.00	58.83	13.76	0.00	0.00	0.00	0.00
Employee: 5768	MORRISON, CAMDEN A.										
1036.36	103.55	63.28	14.80	30.99	0.00	63.28	14.80	0.00	0.00	0.00	0.00
Employee: 5880	MURPHY, BRIANNA E.										
1584.99	208.88	96.53	22.58	62.59	0.00	96.53	22.58	0.00	0.00	0.00	0.00
Employee: 5930	NORWAY, JOANNE P.										
721.60	66.37	43.19	10.10	20.02	0.00	43.19	10.10	0.00	0.00	0.00	0.00
Employee: 5940	NYKIEL, BRYAN T.										
947.60	62.62	58.75	13.74	21.20	0.00	58.75	13.74	0.00	0.00	0.00	0.00
Employee: 6030	PARKER, ROWDIE Y.										
951.20	106.94	57.49	13.44	32.01	0.00	57.49	13.44	0.00	0.00	0.00	0.00
Employee: 6040	PARSHLEY, TONIA C.										
1271.20	127.19	71.47	16.71	38.08	0.00	71.47	16.71	0.00	0.00	0.00	0.00
Employee: 6088	PIERCE, JOEL M.										
1242.56	88.49	71.92	16.82	28.45	0.00	71.92	16.82	0.00	0.00	0.00	0.00
Employee: 6377	POIRIER, HOLDEN R.										
1342.60	158.57	80.78	18.89	47.50	0.00	80.78	18.89	0.00	0.00	0.00	0.00
Employee: 6395	POULIOT, BROOKE L.										
824.00	58.51	51.09	11.95	20.08	0.00	51.09	11.95	0.00	0.00	0.00	0.00
Employee: 6416	PROTZMAN, TODD A.										
575.00	46.51	35.65	8.34	14.45	0.00	35.65	8.34	0.00	0.00	0.00	0.00
Employee: 6415	PRUITT, BRITTAIN J.										
1506.05	70.28	84.74	19.82	23.24	0.00	84.74	19.82	0.00	0.00	0.00	0.00
Employee: 6418	PULLMAN, DAVID L.										
721.60	56.57	43.25	10.12	17.25	0.00	43.25	10.12	0.00	0.00	0.00	0.00
Employee: 6440	QUARANTA, STEPHANIE L.										
1317.30	196.71	75.74	17.71	53.44	0.00	75.74	17.71	0.00	0.00	0.00	0.00
Employee: 6600	REALE, MICHAEL R.										
1026.80	105.14	63.66	14.89	31.47	0.00	63.66	14.89	0.00	0.00	0.00	0.00

City of Barre Payroll
Employee Tax Summary Report
by name for check dates 11/25/20 thru 11/25/20

Gross	FWT	FICA	MEDI	SWT	SDI	ERFICA	ERMEDI	FUTA	SUTA	Local	Net
Employee: 6640	RIVARD, SYLVIE R.										
913.30	91.11	56.07	13.11	27.26	0.00	56.07	13.11	0.00	0.00	0.00	0.00
Employee: 6689	ROCHFORD, ZACHARY J.										
995.61	77.99	61.73	14.44	25.52	0.00	61.73	14.44	0.00	0.00	0.00	0.00
Employee: 6818	ROULEAU, JOSEPH J.										
1162.00	90.06	66.16	15.47	26.90	0.00	66.16	15.47	0.00	0.00	0.00	0.00
Employee: 6870	RUBALCABA, DAVID T.										
1646.72	222.94	100.90	23.60	66.81	0.00	100.90	23.60	0.00	0.00	0.00	0.00
Employee: 6874	RYAN, PATTY L.										
529.32	60.95	32.82	7.68	17.72	0.00	32.82	7.68	0.00	0.00	0.00	0.00
Employee: 7049	SCHAUER, RUSSELL A.										
1624.63	102.18	96.86	22.65	32.18	0.00	96.86	22.65	0.00	0.00	0.00	0.00
Employee: 7100	SEAVER, DEBBIE L.										
1105.01	168.17	64.88	15.17	54.88	0.00	64.88	15.17	0.00	0.00	0.00	0.00
Employee: 7190	SHATNEY, JANET E.										
1224.20	84.72	71.09	16.63	27.37	0.00	71.09	16.63	0.00	0.00	0.00	0.00
Employee: 7220	SHERIDAN, GARY R., JR										
1534.53	162.91	93.50	21.87	48.67	0.00	93.50	21.87	0.00	0.00	0.00	0.00
Employee: 7312	SMITH, CLINT P.										
1024.40	101.85	61.18	14.31	30.42	0.00	61.18	14.31	0.00	0.00	0.00	0.00
Employee: 7314	SOUTHWORTH, NORWOOD J.										
1002.01	110.67	61.88	14.47	33.13	0.00	61.88	14.47	0.00	0.00	0.00	0.00
Employee: 7330	STRACHAN, ROBBIE B.										
1133.70	83.98	69.05	16.15	24.34	0.00	69.05	16.15	0.00	0.00	0.00	0.00
Employee: 7334	STRASSBERGER, KIRK E.										
1313.20	101.42	79.06	18.49	32.06	0.00	79.06	18.49	0.00	0.00	0.00	0.00
Employee: 7450	SUPERNAULT, MERTON A.										
1025.98	65.95	55.68	13.02	15.64	0.00	55.68	13.02	0.00	0.00	0.00	0.00
Employee: 7465	TAFT, FRANCIS R.										
1378.70	166.73	83.31	19.48	49.95	0.00	83.31	19.48	0.00	0.00	0.00	0.00
Employee: 7520	TILLINGHAST, ZACHARY M.										
1601.05	200.04	94.14	22.02	59.94	0.00	94.14	22.02	0.00	0.00	0.00	0.00
Employee: 7600	TUCKER, RANDALL L.										
1521.08	161.72	87.95	20.57	48.38	0.00	87.95	20.57	0.00	0.00	0.00	0.00
Employee: 7610	TUCKER, RUSSELL W.										
1105.20	117.11	61.38	14.35	35.06	0.00	61.38	14.35	0.00	0.00	0.00	0.00
Employee: 7843	WALLANT, DAVID R.										
975.20	94.98	60.46	14.14	28.42	0.00	60.46	14.14	0.00	0.00	0.00	0.00
Employee: 8345	WORN, JESSICA L.										
1014.30	76.06	59.42	13.90	22.66	0.00	59.42	13.90	0.00	0.00	0.00	0.00
123679.94	12578.23	7330.39	1714.37	3937.98	0.00	7330.39	1714.37	0.00	0.00	0.00	0.00



Landowner Permission Form

For the Vermont Association of Snow Travelers, Inc.
26 Vast Lane • Barre, VT 05641 • 802.229.0005 • Fax 802.223.4316

Permission is hereby granted to the Vermont Association of Snow Travelers, Incorporated (VAST), to
..... Washington County Snowmobile Club,
..... THUNDER CHICKENS INC. of,
..... Barre Vermont to establish, maintain, and groom a snowmobile trail or trails upon property located in
..... Barre Vermont belonging to CITY OF BARRE of
..... Barre The snowmobile trail(s) shall be established and maintained in an area acceptable to the
landowner. No construction or major maintenance shall occur without the landowner's permission. Permission is further granted to VAST,
to the fourteen Vermont county snowmobile clubs, to all affiliated local snowmobile clubs, and to their respective members to use the
trail(s).

Permission extends for a period starting Dec 16 2020 to April 15 2021

Permission is subject to the additional terms and conditions listed below, if none, enter "NONE". Federal Trail - Rotary Park - Local rider Access to VAST Trails & Groomer Turn around -

Vermont law limits the liability of landowners for personal injury and property damage sustained by a person operating a snowmobile, or riding as a passenger, to claims for damages or injuries intentionally inflicted by the landowner, unless the landowner charges the owner or operator of the snowmobile a fee for the use of the property. VAST agrees to maintain liability insurance with a policy limit of at least \$1,000,000 covering the landowner for any VAST trail related claims as an additional insured. VAST further agrees to defend, or reimburse the landowner for the reasonable costs of defense, in the event that a claim is made or a suit is brought as a result of a snowmobile accident on the landowner's property while using the VAST trails, unless the landowner charges a fee to the snowmobile operator or owner for the use of their property. An "Explanation of Landowner Rights and Protections" is printed on the reverse side of this document. Neither this permission nor any use of the trail(s) established pursuant to this permission shall, under any circumstances, entitle VAST, any county snowmobile club, any local snowmobile club, or any member of any one or more such clubs, to claim any dedication, right of adverse possession, prescriptive easement, or any similar right with respect to any portion of the landowner's property.

Dated this 18 day of November, 2020

Vermont Association of Snow Travelers, Inc.
By: David A Rouleau
David A Rouleau
(Please Print Name)

Its duly authorized agent for the limited purpose of negotiating and entering into landowner permission agreements.

Club Contact Phone Number 802-839-0533



Thunder Chickens, Inc.
Barre Town Thunder Chickens
PO Box 273
South Barre, VT 05670

Signature of landowner or landowner's duly authorized agent.

X
X
(Please Print Name)

Mailing Address:
CITY OF BARRE
6 NORTH MAIN ST
BARRE VT 05641

Phone Number

Explanation Of Landowner Rights and Protections

1. Landowner liability limited. The liability of landowners for personal injury or property damage sustained by snowmobile operators and their passengers is limited by statute. Specifically, 23 V.S.A. §3206 (d) provides as follows:

Landowner liability limited. No public or private landowner or their agents shall be liable for any property damage or personal injury sustained by any person operating or riding as a passenger on a snowmobile, or upon a vehicle or other device drawn by a snowmobile upon the public or private landowner's property, whether or not the public or private landowner has given permission to use the land, unless the public or private landowner charges a cash fee to the operator or owner of the snowmobile for the use of the property, or unless said damage or injury is intentionally inflicted by the landowner.

2. VAST will defend Landowner. In consideration for Landowner's granting VAST permission to locate and maintain one or more snowmobile trails and/or associated facilities upon Landowner's property and to permit snowmobiling thereupon, VAST agrees that if a claim is made or a legal action is brought against the Landowner for personal injury or property damage (or both) arising out of a snowmobiling accident occurring while using the VAST trail(s) located on Landowner's property, VAST will defend Landowner against the claim or legal action unless the claim arises in primary part from damages or injuries intentionally inflicted by Landowner. This obligation to defend and indemnify is null and void if the Landowner charges a fee to snowmobilers for the use of any portion of their property.

3. Trails liability insurance. VAST, the county snowmobile clubs, and all local snowmobile clubs affiliated with a county snowmobile club and VAST, are insured under a policy of insurance with a policy limit of at least One Million Dollars (\$1,000,000) covering, among other things, trail construction and maintenance and grooming operations. A copy of the policy is available upon request from VAST, whose address and telephone number are provided on the reverse side of this document.

4. Permitting. VAST will obtain all necessary permits for the construction and maintenance of the trail. VAST will indemnify and hold the Landowner harmless from any enforcement action that alleges that a required permit was not timely obtained. VAST will provide the Landowner with a copy of all permits obtained for work on their land.



Barre Town Thunder Chickens
Snowmobile Club
P.O. Box 273
South Barre, VT 05670
WWW.BarreTownThunderChickens.Com

November 17, 2020

Proposed 2021-2021 Trail Network utilizing property of Barre City

The proposed usage of city land being requested for the upcoming riding season is the same as the 2019-2020 riding season. Description of the location is as follows;

- A feeder trail starting at Rotary Park toward Barre City School onward to Booth Brothers Dairy area. Used as feeder trail to get local riders to the VAST trail network and groomer turn around.

The riding season this year runs from December 16, 2020 through April 15, 2021

Would it be possible to be placed on an upcoming Counsel Agenda so that a club representative can formally request permission to use city property? We will provide the normal Landowner Permission Form that will need a signature if so granted.

Thanks in advance for the opportunity to once again work with you to provide a trail network in the Central Vermont area.

Sincerely,

David A. Rouleau
President - 496-1279w
839-0533c

Jon Joslin
Trail Master 476-9709

Barre City Resolution #2020-12

A RESOLUTION RECOGNIZING THE DIVERSE NATURE OF THE CITIZENS OF BARRE

Whereas the City of Barre has a long and diverse heritage.

Now, therefore, be it resolved to show support and honor for the groups that have played and continue to play a pivotal role in our community and to show support equally for this diversity, the City of Barre shall fly the following flags, for all the days in the assigned month, in the following order.

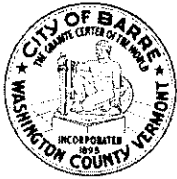
Flag	Month/Year Flown
Black Lives Matter flag	December 2020
Thin Blue Line flag	January 2021
*Green Mountain Boys flag	February 2021
*Irish Flag	March 2021
*Earth Day flag	April 2021
*Firefighter Support flag	May 2021
*Flag of the United States Army	June 2021
*Betsy Ross flag	July 2021
*Woman's Suffrage, 19th Amendment, flag	August 2021
*LGBT Rainbow flag	September 2021
*Abenaki flag	October 2021
*Flag of the United States Marine Corp	November 2021
*Human Rights Equality flag	December 2021
Canadian flag	January 2022
Union Jack	February 2022
Italian flag	March 2022
*Autism Acceptance Flag	April 2022
*Star of David flag (Jewish American Heritage Month)	May 2022
*Juneteenth flag	June 2022
*French Flag	July 2022
*Flag of the United States Coast Guard	August 2022
*AFLCIO flag	September 2022
*Flag of the United States Navy	October 2022

* denotes significant date for that flag

By order of the City Council of the City of Barre, Vermont this 17th day of November, 2020.

Lucas Herring, Mayor

City of Barre, Vermont



City of Barre, Vermont

"Granite Center of the World"

Steven E. Mackenzie, P.E.
City Manager

6 N. Main St., Suite 2
Barre, VT 05641
Telephone (802) 476-0240
FAX (802) 476-0264
manager@barrecity.org

MEMO

TO: Barre City Council

FR: The Manager

CC: Janet Shatney

DATE: 11/20/20

SUBJECT: Council Agenda - Consent Agenda Item F (and G)

Councilors:

Item F on the Agenda is a perfunctory request by VTDOC for us to submit this "request" letter to DOC to approve the existing Sub-Recipient relationship between the City of Barre (Recipient) and the Barre Community Justice Center (Sub-Recipient) for its Restorative Justice Services.

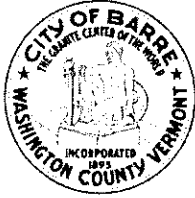
F. Approve BCJC Sub-Recipient Agreement re: VTDOC Grant #03520-1492.

After the Agenda the Agenda was prepared and distributed, we received a similar request form VTDOC regarding the existing Transitional Housing Grant

Accordingly, I am requesting that Item G be added at the beginning of the Council meeting under **Adjustments to the Agenda.**

G. Approve BCJC Sub-Recipient Agreement re: VTDOC Grant #03520-1496.

These are merely perfunctory, "for the rerecord" Council approvals of the Sub-Recipient relationship for grants that are already in place; these are not requests for new grants.



City of Barre, Vermont

"Granite Center of the World"

Steven E. Mackenzie, P.E.
City Manager
manager@barrecity.org
Facsimile (802) 476-0264

6 N. Main St., Suite 2
Barre, VT 05641
Office Telephone (802) 476-0240

November 20, 2020 .

Chris Barton- Restorative Systems Administrator
VT Department of Corrections
NOB 2 South
280 State Drive
Waterbury, VT 05671-2000

Via Email to chris.barton@vermont.gov

**RE: Barre Community Justice Center
Agency of Human Service Base Grant
Grant Agreement #03520-1492
Request for Approval of the Sub-Recipient Relationship with the City of Barre, VT**

Dear Administrator Barton;

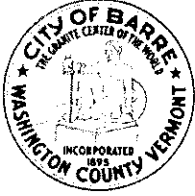
This letter serves as a request to approve the Sub-Recipient relationship between the Barre Community Justice Center and the City of Barre, VT. As requested, we have attached a fully executed copy of this Grant.

Should you have any questions, please do not hesitate to contact me, thank you.

Respectfully,

Steven E. Mackenzie, P.E.
City Manager

Encl. Grant 03520-1492 - Executed



City of Barre, Vermont

"Granite Center of the World"

Steven E. Mackenzie, P.E.
City Manager
manager@barrecity.org
Facsimile (802) 476-0264

6 N. Main St., Suite 2
Barre, VT 05641
Office Telephone (802) 476-0240

November 20, 2020

Chris Barton- Restorative Systems Administrator
VT Department of Corrections
NOB 2 South
280 State Drive
Waterbury, VT 05671-2000

Via Email to chris.barton@vermont.gov

**RE: Barre Community Justice Center
Transitional Housing Grant
Grant Agreement #03520-1496
Request for Approval of the Sub-Recipient Relationship with the City of Barre, VT**

Dear Administrator Barton;

This letter serves as a request to approve the Sub-Recipient relationship between the Barre Community Justice Center and the City of Barre, VT. As requested, we have attached a fully executed copy of this Grant.

Should you have any questions, please do not hesitate to contact me, thank you.

Respectfully,

Steven E. Mackenzie, P.E.
City Manager

Encl. GRANT # 03520-1496 - Executed

City of Barre
Chapter 3 -- ANIMALS AND FOWL
#2020-10

The City Council of the City of Barre, Vermont will hold a second reading and public hearing on Tuesday, November 24, 2020 at 7:20 P.M. in the City Council Chambers to discuss the following revision to the Code of Ordinances, Chapter 3 – Animals and Fowls, as follows:

The City Council of the City of Barre hereby ordains that the Code of Ordinances of the City of Barre, Vermont is hereby amended by revising Chapter 3 – Animals and Fowl, to read as follows:

Note: **Bold/Underline indicates additions**
~~[brackets/Strikeout indicates deletions]~~

Chapter 3 -- ANIMALS AND FOWL (chapter revised 4/26/16)

ARTICLE I. GENERAL PROVISIONS. Secs. 3-1 – 3-5.

ARTICLE II. DEFINITIONS. Sec. 3-6.

ARTICLE III. ADMINISTRATION, APPEALS & ENFORCEMENT. Secs. 3-7 - 3-14.

ARTICLE IV. OWNERS/KEEPERS RESPONSIBILITIES. Secs. 3-15 – 3-40.

ARTICLE V. ANIMAL QUARANTINE AND IMPOUND. Secs. 3-40 – 3-42.

ARTICLE VI. ANIMAL CONTROL COMMITTEE. Sec. 3-43.

ARTICLE VII. EXEMPTIONS. Sec. 3-44

ARTICLE I. GENERAL PROVISIONS

Sec. 3-1. Authority.

The city council has enacted this ordinance under the authority granted to the city through its Vermont Statutes Annotated [(V.S.A.)], **24 V.S.A.** Chapter 59.

Sec. 3-2. Purpose.

The purpose of this ordinance is to protect, preserve and promote the health, safety, and welfare of all citizens of the city through establishment of an enforceable ordinance regarding animals maintained and/or visiting within the city limits. Additionally this ordinance establishes a complaint/reporting process that is equitable to both the parties and the animal owner alike.

Sec. 3-3. Severability.

If any section of this ordinance is held by a court of competent jurisdiction to be invalid, such finding shall not invalidate any other part of this ordinance.

Sec. 3-4. Effective Date of Ordinance.

Amendments to this ordinance shall be effective twenty (20) calendar days after the adoption (by majority vote of the city council) and shall remain in effect until repealed or amended in accordance with the city charter (sec. 107 and 108).

Sec. 3-5. Designation of Effect

This ordinance shall constitute a civil ordinance within the meaning of 24 V.S.A., Chapter 59.

ARTICLE II. DEFINITIONS

Sec. 3-6. Definitions.

For the purposes of this chapter definitions of the terms, phrases, words and their derivations shall be as defined in chapter 1, section 1-2 of the code of ordinances, the City of Barre, Vermont. Otherwise, the following listed words shall have the meanings indicated:

ANIMAL means every living being, not human or plant.

ANIMAL HOSPITAL means an establishment conducted by a licensed veterinarian, for the care, or care and boarding of animals.

ANIMAL YARD means every enclosure, shed or structure used to confine, keep and/or house animals, domestic quadrupeds, or wild animals, and also a kennel.

AT LARGE means off the premises of the owner or keeper, or the premises of another person who has been given permission for the animal to be at-large, or outside of a designated dog park, and not under the control of the owner, a member of ~~his~~ **their** immediate family or the keeper, either by leash, collar, or chain.

CAT means both male and female of the genus felis.

DOG means both male and female of the genus canis. Dog can also mean any animal which is considered to be a wolf-hybrid as defined by state law.

DOG PARK means a location established by the City Council for dogs to exercise and play off-leash in a controlled environment under the supervision of their owners.

DOMESTIC QUADRUPED means animals used for labor, transportation or riding including but not limited to cows, goats, horses, pigs, sheep and rabbits. **Domestic Quadrupeds are not dogs or cats.**

ENFORCEMENT OFFICER~~[OFFICIAL]~~ when used herein shall mean any health officer, code enforcement officer, animal control officer, ~~police officer,~~ pound keeper or other individual specifically designated by the City Council to enforce the provisions of this chapter.

~~[FARM ANIMAL means animals used for the production of human and animal food and feed, fiber, skin and hide and, to the extent that they are used in farm work, bullocks and horses used in the hauling of freight and for transport.]~~

KEEPER means any person, other than the owner, that has the possession and control of an animal. Persons who are involved in programs such as Trap, Neuter & Return (TNR) shall not be considered keepers.

KENNEL means an enclosure or structure, other than a building used as a human residence, or an animal hospital or pet shop, used to confine two (2) or more dogs or cats.

OWNER means-any person or persons, firm, association or corporation owning, keeping or harboring an animal. Persons involved in programs such as Trap, Neuter & Return (TNR) shall not be considered owners.

PET SHOP means an establishment for selling dogs, cats, birds, fish, hamsters or other small animals for profit.

POULTRY means domesticated birds used as a source of food, either eggs or meat, for sport or for their feathers.

POULTRY ENCLOSURE means every enclosure, shed or structure used to confine, keep and/or house poultry.

VICIOUS ANIMAL shall mean any animal which attacks or bites a person or other domestic pet while the animal is off the premises of the owner or keeper, and the person or pet attacked or bitten requires medical attention. Vicious animal complaints shall be investigated pursuant to Sec. 3-43(b).

WILD ANIMAL means an animal which is not, by custom in the state devoted to the service of human beings, excluding birds, fish, guinea pigs, hamsters, small amphibians, turtles and earthworms. An exotic wild animal is a wild animal not indigenous to the state. (Ord. No. 1966-3, Sec. 1.1.01, 6-12-73, Ord. No. 1983-1, 1-13-83, Ord. No. 2010-01, 7-6-10)

ARTICLE III. ADMINISTRATION, APPEALS & ENFORCEMENT

Sec. 3-7. Duties and Powers

~~[(a)]~~ **a.** The city manager shall appoint the chief inspector who shall hereby be authorized and directed to administer and enforce the provisions of this ordinance. The chief inspector shall have the authority to render interpretations of the ordinance. Such interpretations, policies and procedures shall be in compliance with the intent of this ordinance.

~~[(b)]~~ **b.** The chief inspector may delegate ~~[his/her]~~ **this** authority to any enforcement officer.

~~[(c)]~~ **c.** The city manager shall make all necessary and appropriate arrangements for the impounding of animals; this may be done by utilizing outside resources that would be contracted by the city for the containment of animals (such as private kennels and animal hospitals) and shall, if necessary, appoint a pound-keeper. (Ord. No. 2010-01, 7-6-10)

d. As a condition of owning or keeping an animal within city limits the individual agrees that the enforcement officer may with the owner's consent or when otherwise authorized by law enter upon the premises, for the purpose of inspecting the premises to determine compliance with the provisions of this article.

Sec. 3-8. Enforcement Process, Appeals and Penalties

a. Complaint Initiation

- 1. A person must complete the paper or electronic complaint form.**
- 2. Forms must be signed and dated in order to investigate the complaint.**
 - i. Contact information must be provided which shall be kept confidential.**

- ii. Complaint form must be returned to City Hall or the Public Safety Building for review physically or electronically.
 - iii. Handwriting must be legible.
- 3. Complaints will be investigated within 5 business days of receipt by the enforcement officer.
- 4. Frivolous complaints shall be a violation of this ordinance. A frivolous complaint shall be one in which there is no basis for the complaint outlined within this ordinance and this is known to the complainant at the time of submission of the complaint.

- b. Written Notice of Violation
 - 1. Where a violation of this ordinance exists, the enforcement officer shall issue written documentation notifying the party responsible of the existence of the violation(s). The written notification shall include the following:
 - i. Summary of violation.
 - ii. Specific Ordinance and or State Statute violated.
 - iii. Actions taken by the enforcement officer. This may include seizure of the animal or animals.
 - iv. Specific actions needed to remedy the violation, which may include any accumulated fines or fees.
 - v. Time frame allowed for remediation.
 - vi. Actions to be taken by enforcement officer if not remediated. This may include seizure of the animal or animals.
 - vii. Appeals process language in this ordinance.

- c. Appeals
 - 1. An individual may appeal the enforcement officer's decision in writing to the chief inspector within 5 business days of receiving the notice of violation. Once received the chief inspector will provide a written determination within 5 business days.
 - 2. The aggrieved party may further appeal the Animal Control Committee within 5 business days of receiving the chief inspector's determination.
 - 3. Additional appeals would be made to the Vermont Superior Court Civil Division. Pursuant to 20 V.S.A. 3550(i).
 - 4. The appeals process will not prevent the enforcement officer from completing the required actions set forth in this ordinance or those required by state statute or the Vermont Health Code.

- d. Penalties
 - 1. An enforcement officer may issue, or direct to have issued, a Municipal Complaint and pursue enforcement before the Judicial Bureau in accordance with the provisions of 24 V.S.A. §1974 and §1977 with penalties as prescribed below:
 - i. A first offense in any twelve month period shall be punishable by a fine of \$150.00. The waiver fee shall be \$100.00.

- ii. second offense in any twelve month period shall be punishable by a fine of \$250.00. The waiver fee shall be \$200.00.
 - iii. Third and subsequent offenses in any twelve month period shall be punishable by a fine of \$500.00. The waiver fee shall be \$300.00. An enforcement officer may also issue and order to revoke the license or permit to the Chief inspector, which is subject to Sec. 3-9. Appeals. of this chapter.
2. An enforcement officer may notify the City Attorney of the violation, who can take action in Superior Court seeking injunctive relief with penalties as prescribed by law.
 3. Each day that a violation continues after the initial notice shall constitute a separate offense.

This ordinance does not stop certified law enforcement officers from issuing civil and criminal citations in accordance with state law.

~~Sec. 3-8. Written Documentation and Issued Orders.~~

~~Where a violation of this ordinance exists, the enforcement officer shall issue written documentation notifying the party responsible of the existence of the violation(s) and the measure(s) required to correct or eliminate the violation(s). At the direction of the enforcement officer, the written documentation may require the animal to be quarantined for a specific amount of time. The written documentation shall be based on a finding that the premises, the owner/keeper, the animal or the animal's actions are a danger to the health, welfare or safety of the public and that a violation of this ordinance has occurred. Failure to comply with a written order shall be a violation of this ordinance.~~

~~Sec. 3-9. Appeals.~~

- ~~a) Written notice of appeal shall be submitted to the chief inspector within seven (7) business days of the date of the order(s) issued or action taken by the enforcement officer;~~
- ~~b) The chief inspector shall review the appeal and all related documentation and make a written determination within ten (10) business days of the receipt of an appeal;~~
- ~~c) The aggrieved party may further appeal to the Animal Control Committee within seven (7) business days of the date of the chief inspector's findings being issued. The Animal Control Committee decisions are final.~~
- ~~d) When an owner or other interested party appeals an action of the enforcement officer, the enforcement officer shall not be prevented from completing the required actions set forth in this ordinance or those requirements of the Vermont Health Code.~~

~~Sec. 3-10. Enforcement and Penalties~~

~~(a) Unless otherwise noted, a violation of this chapter shall cause an enforcement officer to serve a notice of violation or other order on the animal owner, keeper or other involved party. Such order shall direct the discontinuance of the illegal action or condition and the abatement of the violation.~~

~~(b) Enforcement officer may bring appropriate action to enforce the provisions of this chapter. Enforcement may be by any means allowed under state law including, but not limited to:~~

~~(1) An enforcement officer may issue, or direct to have issued, a Municipal Complaint and pursue enforcement before the Judicial Bureau in accordance with the provisions of 24 V.S.A. §1974 and §1977 with penalties as prescribed below:~~

~~i. A first offense in any twelve month period shall be punishable by a fine of \$150.00.~~

~~The waiver fee shall be \$100.00.~~

~~ii. A second offense in any twelve month period shall be punishable by a fine of \$250.00.~~

~~The waiver fee shall be \$200.00.~~

~~iii. Third and subsequent offenses in any twelve month period shall be punishable by a fine of \$500.00. The waiver fee shall be \$300.00. An enforcement officer may also issue and order to revoke the license or permit to the Chief inspector, which is subject to Sec. 3-9. Appeals. of this chapter.~~

~~(2) An enforcement officer may notify the City Attorney of the violation, who can take action in Superior Court seeking injunctive relief with penalties as prescribed by law.~~

~~(c) Each day that a violation continues after the initial notice shall constitute a separate offense.~~

~~(d) This ordinance does not stop certified law enforcement officers from issuing civil and criminal citations in accordance with state law.]~~

~~[Sec. 3-11. Complaints.~~

~~(a) It is expressly provided that the public, property owners and tenants of any property in the city may file a complaint of violation under this ordinance to the code enforcement division, and all such complaints shall be treated accordingly;~~

~~(b) In order to initiate a complaint against an animal owner or property containing an animal, the complainant must first complete and sign a city complaint form, a copy of which can be found at the police department or zoning office. Complaints must be signed and dated in order to be investigated;~~

~~(c) An enforcement officer shall investigate each complaint received within seven (7) business days of its receipt to determine if violations exist and to commence correction actions;~~

~~(d) There shall be a written record of each complaint, the findings of the investigation and the action taken, if any;~~

~~(e) If no action is needed to be taken at the time of investigation, this finding shall be noted on the written record and the complaint will be closed;~~

~~(f) Frivolous complaints shall be a violation of this ordinance. A frivolous complaint shall be one in which there is no basis for the complaint outlined within this ordinance, and this is known to the complainant at the time.]~~

Sec. 3-9[12]. License—Required for dogs]; fees; inspection by health officer].

All dogs and wolf-hybrids shall be licensed in accordance with 20 V.S.A § 3581.

~~[(a) No domestic quadrupeds, poultry, bees or exotic wild animals or indigenous wild animals shall be kept within the city, unless the owner or keeper thereof has been granted a license by the city clerk to keep such animals in or on specifically defined premises. No person shall operate a small, medium, or large farm without authorization as outlined in 6 V.S.A., Chapter 215. Any farm animal that is not kept on a lot authorized to operate as a farm, except for poultry, shall not be licensed. Forms for all licenses and permits and applications therefore shall be prepared by the city clerk. The fees for the licenses shall be designated by the city council and upon adoption of the rates the council shall publish in the local newspaper the rate changes thirty (30) days prior to the effective date of the rate changes. (Ord. No. 2005-1, 8/18/2005)~~

~~(b) Upon receipt of an application for a license or permit and the appropriate non-refundable application fee, the clerk shall forthwith refer such application to the health officer for approval. A license to keep an animal other than dogs or cats under the preceding subsection shall not be granted until the health officer or his/her designee has inspected the premises in or on which the animal is to be kept, and he has determined that such keeping will not constitute a nuisance and will not be detrimental to the health of the animal or peace of the inhabitants living nearby. Any reports on past investigation or inspection shall become part of the application. (Ord. No. 1966-3, Sec.2.1.02, 6-12-73)~~

~~(c) Every owner or keeper of a dog more than six (6) months old shall be required to annually register and license the animal with the City Clerk's office in the manner prescribed by 20 V.S.A Chapter 193 and the city. The license shall expire on the first day of April next after its issuance. Upon issuance of such license and payment of the license fee as required, each dog owner shall receive a license tag. In addition to the license fee imposed on owners, harborers and keepers of dogs required under state law there is hereby imposed an additional City of Barre license fee on any person who owns, harbors, or keeps a dog within the city. The fee for the license shall be designated by the city council, and upon adoption of the rates, the council shall publish in the local newspaper the rate change thirty (30) days prior to the effective date of the rate change. [(d)] Proof of a current rabies vaccination, as required by state law, shall be required for the licensing of any animal.~~

State law references: Control of rabies 20 V.S.A. § 3801 et seq.; immunization required, 20 V.S.A. § 3581a.

~~[(e)] It shall be unlawful to keep or harbor an animal required to be licensed under provisions of this chapter, unless it has been licensed in accordance with such provisions, such license is valid and in effect and, where applicable, has received its anti-rabies serum.~~

~~[(f)] It shall be unlawful to keep any animal on any premises in the city, for which a license or permit to keep animals is required, unless such license or permit has been procured, is valid and in effect. (Ord. No. 1966-3, Secs. 2.1.02, 2.1.05, 6-12-73, Ord. No. 2010-01, 7-6-10)]~~

[Sec. 3-13. Same--revocation; conditions.

~~(a) If an animal, animal yard, or poultry enclosure is kept or used in violation of state law or an ordinance of the city, or constitutes a nuisance, or is detrimental to the health or peace of persons, the council may, after hearing with written notice thereof given to the licensee or permittee, suspend or revoke a license or permit granted or given under this article.~~

~~(b) As a condition of receiving a permit or license under this article, the permittee or licensee agrees that any officer of the city, on order of the manager, may enter upon the premises covered by such permit or license, at reasonable hours, for the purpose of inspecting the premises to determine compliance with the provisions of this article. (Ord. No. 1966-3, Secs. 2.2.01, 2.2.15, 6-12-73, Ord. No. 2010-01, 7-6-10)]~~

Sec. 3-10[14]. Exhibitions or parades; permit required; fee imposed; investigation thereof.

Exhibitions or parades of animals which are *ferae naturae* (wild) in the eyes of the law may be conducted only upon securing a permit from the city clerk. Forms for all licenses and permits and applications therefore shall be prepared by the city clerk. Before a permit is granted, the police department shall investigate to determine whether such exhibition or parade will be conducted so that there is no risk of harm to any person or property. Once the permit is approved by the police department, it shall be considered for approval by the city clerk. The fee for the permit shall be designated by the city council and upon adoption of the rates the council shall publish in the local newspaper the rate change thirty (30) days prior to the effective date of the rate change. The permit shall expire at the end of the exhibition or parade, or one month after issuance, whichever time is the earlier. (Ord. No. 1966-3, Sec. 2.1.03, 6-12-73, Ord. No. 2005-1, 8/18/05, Ord. No. 2010-01, 7-6-10)

ARTICLE IV. OWNERS/KEEPERS RESPONSIBILITIES

[Sec. 3-15. Running at large prohibited.

~~No owner or keeper of an animal, with the exception of cats, shall allow it to run at large, as defined in Sec. 3-6. (Ord. No. 1966-3, Sec. 3.2.01, 6-12-73, Ord. No. 2010-01, 7-6-10)]~~

Sec. 3-11[16]. Ownership; termination.

A person who is the owner of an animal shall be deemed to continue to be its owner until [~~he/she has~~] **they have** sold or donated [~~his/her~~] **their** right, title and interest in such animal to another person, or, in case of an indigenous wild animal, until the animal has escaped and has returned to its natural state. (Ord. NO. 1966-3, Sec. 1.1.02, 6-12-73)

Sec. 3-~~12~~[~~17~~], Keeper; termination.

A person who is the keeper of an animal shall be deemed to continue to be its keeper until he/she has returned such animal to the custody and control of its owner, and in the case of an indigenous wild animal, until it has been returned to the custody and control of the owner or has escaped and returned to its natural state. (Ord. No. 1966-3, Sec. 1.1.02, 6-12-73)

Sec. 3-~~13~~[~~18~~]. Animal bites.

It shall be the duty of every person bitten, or ~~his or her~~ parent or guardian to report to the city health officer within twenty-four (24) hours the name, address and telephone number of the owner or keeper of the animal which bit the person and the complete circumstances. (Ord. No. 2010-01, 7-6-10)

Sec. 3-~~14~~[~~19~~]. Exposure to public prohibited if infected with contagious disease.

An owner or keeper of an animal affected with a contagious or infectious disease shall not expose such animal in a public place whereby the health of other animals is affected, nor harbor an animal under quarantine, pursuant to section 3-~~22~~[~~41~~] of this chapter, in or on any part of any premises open to public visitors. (Ord. No. 1966-3, Sec. 3.2.01, 6-12-73, Ord. No. 2010-01, 7-6-10)

Sec. 3-~~15~~[~~20~~]. Nuisance animals.

No owner, keeper or other person having control shall permit an animal to be a nuisance animal. For the purposes of this section, nuisance animal means any animal or animals which:

- (1) Molests or harasses passersby or passing vehicles, or otherwise creates a public safety hazard;
- (2) Attacks other animals;
- (3) Damages property other than that of its owner;
- (4) Defecates off the premises of the animal's owner, and the owner, or other individual in control of the animal, fails to remove such deposit immediately;
- (5) Barks, whines, howls, cries, or makes a noise commonly made by such animals in an excessive and continuous fashion so as to disturb the peace and quiet of any other person. (Ord. No. 2010-01, 7-6-10)

(6) Causes persistent odors perceptible at the property boundaries that are not temporary in nature.

Sec. 3-~~16~~[~~21~~]. Running at large, use of sidewalks and streets, etc.; regulations.

(a) It shall be unlawful to permit any [~~domestic quadrupeds, poultry, exotic wild~~] **owned** animal or indigenous wild animals to run at large in the city **except for cats**. Any such animal found running at large may be impounded.

(b) It shall be unlawful at any time to permit any domestic quadruped, exotic wild animal or indigenous wild animal to use a sidewalk within the city, or to lead any such animal thereon, or to ride any such animal thereon, except to enter or leave a street or other public highway.

(c) Between sunset and sunrise it shall be unlawful to keep, lead, drive or ride any domestic quadrupeds in the streets or public highways of the city, unless such animal is in a properly lighted vehicle, or is so illuminated as to be visible at a distance of not less than one hundred (100) feet, or is lawfully upon a sidewalk, or crossing a street or public highway by the shortest possible route, or is off the traveled portion of the street or highway.

(d) No domestic quadrupeds, poultry, exotic wild animal or indigenous wild animal shall be permitted in any public park or cemetery in the city without permission of the council. It shall be unlawful to keep or allow to remain any such animal in any such park or cemetery without such permit. (Ord. No. 1966-3, Sec. 3.3.01, 6-12-73)

(e) No animal shall be permitted in any **part of a city owned cemetery within a 20 foot radius of a gravestone, monument, or marker**[~~the Barre City limits,~~] without the permission of the Council. (Ord. No. 2010-01, 7-6-10)

(f) Exceptions: Dogs may be off leash in a dog park and in the cow pasture in accordance with the rules set forth by the dog park and cow pasture committees.

Sec. 3-17[22]. Collars on dogs and collars or microchips for cats required; rabies tag to be worn.

All dogs and cats kept and harbored within the city shall wear a collar or harness when off the premises of the owner. All dogs and cats traveling through or visiting within the city shall wear a collar or harness at all times while in public areas. The collar or harness shall have firmly attached thereto the name and address of its owner, its current rabies tag, and a current license tag. If a Radio Frequency Identification (RFID) microchip containing owner information has been implanted it is not necessary for the dog [~~or cat~~] to wear an attached name plate. (Ord. No. 1966-3, Sec. 3.2.01, 6-12-73, Ord. No. 2010-01, 7-6-10)

Sec. 3-18[23]. Animal yards; prohibited in certain areas; waiver; duty of operator.

(a) It shall be unlawful to maintain within the city, any animal yard within thirty (30) feet of any building used for [~~residence~~] **residential** purposes by anyone other than the person maintaining the animal yard, members of [~~his~~] **the** household, or an adjoining property owner who has waived the provisions of this section with respect to [~~his~~] **their** residence. Such waiver shall be in writing and filed with the health officer. Provided, however, that this subsection shall not apply to a kennel, pet shop or animal hospital, which is located in the commercial zone or

industrial zone of the zoning ordinances of the city, or which, on the effective date of this ordinance, lawfully exists in a residential zone.

(b) It shall be the duty of every person maintaining an animal yard to keep the same clean and sanitary and free from all refuse. Refuse from such yards shall be collected daily and kept in airtight containers until disposed of by burying, removed to a disposal area outside the premises, or applied as a fertilizer or mulch. (Ord. No. 1966-3, Sec. 3.1.01, 6-12-73, Ord. No. 2010-01, 7-6-10)

(c) Animal yards shall not apply to poultry. For requirements on poultry enclosures see Sec. 3-25-(d).

Sec. 3-19[24]. Cruelty to animals.

A person that commits the crime of cruelty to animals as outlined in 13 V.S.A., Chapter 8 Sec. 352 shall be considered in violation of this ordinance. (Ord. No. 2010-01, 7-6-10)

~~Sec. 3-24a. Enforcement of Sec. 3-24.~~

~~(a) A violation of Sec. 24 shall cause an enforcement officer to serve a notice of violation or other order on the animal owner. Such order shall direct the discontinuance of the illegal action or condition and the abatement of the violation.~~

~~(b) The enforcement officer may bring appropriate action to enforce the provisions of Sec. 3-24. Enforcement may be by any means allowed under state law including, but not limited to:~~

~~(1) An enforcement officer may issue, or direct to have issued, a Municipal Complaint and pursue enforcement before the Judicial Bureau in accordance with the provisions of 24 V.S.A. §1974 and §1977 with penalties as prescribed below:~~

~~i. A first offense of Sec. 3-24 in any twelve month period shall be punishable by a fine of no less than \$250.00 and no more than \$800.00. The waiver fee shall be \$250.00.~~

~~ii. A second offense of Sec. 3-24 in any twelve month period shall be punishable by a fine of no less than \$300.00 and no more than \$800.00. The waiver fee shall be \$300.00.~~

~~iii. Third and subsequent offenses of Sec. 3-24 in any twelve month period shall be punishable by a fine of no less than \$500.00 and no more than \$800.00. The waiver fee shall be \$500.00. An enforcement officer may also issue and order to revoke the license or permit to the Chief inspector, which is subject to Sec.3-9. Appeals, of this chapter.~~

~~(2) An enforcement officer may notify the City Attorney of the violation, who can take action in Superior Court seeking injunctive relief with penalties as prescribed by law.~~

~~(c) Each day that a violation continues after the initial notice shall constitute a separate offense. All fines imposed and collected shall be paid to the City of Barre. (Ord. No. 2010-01, 7-6-10)]~~

Sec. 3-20[25]. Poultry.

(a) Number of poultry allowed: The maximum number of poultry allowed is fifteen (15) and shall be based on providing three (3) square feet of space in the enclosure and four (4) square feet of fenced area per bird, regardless of how many dwelling units are on the lot. A variance may be requested in writing to the officer Health Officer, who will take into consideration any complaints from abutters and may bring any variance for consideration before the animal control committee.

(b) Only female chickens are allowed. Poultry species are limited to chickens, turkeys and quail.

(c) The sale of poultry eggs/the breeding of poultry:

1) Prior to the sale of poultry eggs the owner must register his/her home as a home business occupancy with the city planning and permitting office. Persons that engage in the sale of eggs shall follow all applicable state health and food handling laws.

2) No person shall engage in poultry breeding or fertilizer production for commercial purposes.

(d) Poultry enclosures shall meet the following requirements:

1) Poultry must have access to an enclosure or poultry tractor, or be kept in a fenced area (poultry pen) at all times during daylight hours. Enclosures must be clean, dry and odor-free, kept in a neat and sanitary condition at all times, and in a manner that will not disturb the use and enjoyment of neighboring lots due to noise, odor or other adverse impact.

2) Poultry shall be secured within an enclosure during non-daylight hours. The structure shall be enclosed on all sides and shall have a roof and doors. Access doors must be able to be shut and locked at night. Opening windows and vents must be covered with predator and bird proof wire of less than one (1) inch openings. The use of waste board, or other waste materials is prohibited. The henhouse must be well-maintained.

3) All poultry enclosures such as henhouses, shed enclosures, and poultry tractors, shall be a minimum of ten (10) feet from any and all property lines. They must also be a minimum of thirty (30) feet from an occupied dwelling other than the owner's occupied dwelling.

a. In the case where the lot is a rental property, the applicant must also obtain signature from the lot owner acknowledging what is being requested.

b. In the case of a multiple unit structure (apartments) the poultry enclosure must be a minimum of thirty (30) feet from the entire occupied structure, even if the owner resides in the multiple unit (apartment) structure.

4) Poultry enclosures shall not exceed forty-five (45) square feet in size.

(e) Odor and noise impacts. Odors from poultry, poultry manure, or other poultry related substances shall not be perceptible at the property boundaries. Perceptible noise from poultry shall not be loud enough at the property boundaries to disturb persons or reasonable sensitivity.

(f) Predators, rodents, insects, and parasites. The property owner, and/or poultry owner shall take all necessary action to reduce the attraction of predators and rodents and the potential infestation of insects and parasites that may result in unhealthy conditions to human habitation.

(g) Feed and water. Poultry must be provided with access to feed and clean water at all times; such feeds and water shall be unavailable to rodents, wild birds and predators.

1) Ponds /swimming areas provided for poultry shall be prohibited.

(h) Waste storage and removal. Provision must be made for the storage and removal of poultry manure. All stored manure shall be covered by a fully enclosed container or compost bin. No more than one (1) thirty (30) gallon container of manure shall be stored on any one property housing poultry. All other manure shall be removed. Ground composting of poultry manure shall not be allowed (i.e. placing manure on the ground and mixing with hay or wood chips).

(i) If a poultry dies, it must be disposed of promptly in a sanitary manner.

Sec 3-21[26]. Reptiles transported off the owners property.

No person shall remove a reptile from its home or owners property unless the animal is transported in an animal travel container or similar storage container that ensures the animal does not escape and that the reptile shall not endanger the general public.

~~[Sees. 3-27 – 3-40. Reserved (Ord. No. 2010-01, 7-6-10)]~~

ARTICLE V. ANIMAL QUARANTINE AND IMPOUND

Sec. 3-22[41]. Quarantine.

(a) Whenever an animal of a species, subject to rabies, bites a person, the city's ~~health~~ **enforcement** officer shall be notified within 24 hours of the bite occurring. If on investigation ~~he/she~~ **the enforcement officer** finds that the animal did bite a person, ~~he/she~~ **the enforcement officer** shall order the animal to be quarantined for a period of ten (10) days, unless such animal develops active signs of rabies within that time, in which case the animal shall be killed under direction of the health officer. Quarantine shall be as follows:

- 1) In-home quarantine requirements – the decision to allow the animal to remain quarantined by the owner will be dependent on the following:
 - a) The animal has an active rabies vaccination that has not expired (with confirmation from a qualified veterinarian practice).
 - b) The animal's past history.

- c) The animal owner's ability to meet quarantine requirements and the cooperation shown by the animal's owner.
- 2) If the enforcement officer feels that the quarantine requirements shall not be complied with, or the animal does not have a valid rabies vaccination, the enforcement officer shall have the animal placed with an approved keeper for the length of the quarantine. All costs associated with placing the animal in quarantine with a third party shall be the responsibility of the animal owner/keeper.

At the end of ten (10) days, the animal shall continue to be quarantined until it has been examined by a veterinarian and certified free from rabies.

(b) Animals ordered to be quarantined under this section shall be confined in an animal hospital, professional kennel, or in a locked enclosure approved by the health officer as being so constructed and maintained that the animal cannot escape. (Ord. No. 1966-3, Sec. 4.2.01, 6-12-73, Ord. No. 2010-01, 7-6-10)

Sec 3-23[42]. Impoundment.

(a) Authority to impound **per 20 V.S.A. Section 3806 or court order**. [~~Animals in violation of any provision of this chapter may be taken by the enforcement officer and impounded in a designated location and there confined in a humane manner.~~] The enforcement officer may, in lieu of boarding and when in the public interest and consistent with the public safety, allow an impounded dog to remain confined in the custody of its owner on the owner's recognizance that the animal shall remain confined to the owner's property, follow the terms of impoundment set by the enforcement officer and shall not be in violation of any provision of this chapter. Confinement in lieu of boarding shall continue until such time as the violation or condition authorizing impoundment has been abated.

(b) Impoundment fees. Any **owner or keeper of an** animal impounded under the provisions of this chapter shall be [~~released only on payment of~~] **responsible for all impoundment fees which shall be paid in full before released.** [~~a seventy five dollars (\$75.00) impoundment fee.~~]

(c) Boarding fee. In addition to the impoundment fee charged herein the owner of the animal shall be responsible for all fees associated with the boarding of the animal while impounded.

(d) All board fees and impound fees shall be paid in full to the appropriate party before releasing the animal is allowed.

(e) Unlicensed animals to be licensed before release. If an impounded animal requiring a license is unlicensed, in addition to the impounding and boarding fees set forth herein, the animal shall not be released without the payment of the license fee required by Sec. 3-~~9~~[12], except that if the impounded animal has not had its proper vaccinations. [~~to be registered a forty five dollar (\$45.00) cash deposit shall be posted with the city clerk or his or her designated agent(s) until proof of registration is presented. An animal released under cash deposit shall be registered~~

~~within five (5) working days after its release. If the animal is not registered within the time period set forth herein, the cash deposit shall be forfeited and the owner of the animal shall be subject to additional penalties under the provisions of 20 V.S.A. Chapter 193.]~~

(f) Disposition of unredeemed animals. If any impounded animal with a current and effective license established by proof of an animal license tag or other means, is not redeemed within (7) days of its impoundment, it shall be sold or given away. If any impounded animal without a current and effective license established by proof of a license tag, is not redeemed within (5) days of its impoundment, it shall be sold or given away. Any proceeds from the sale of any impounded animal shall first be allocated to taxes, fees and other charges related to the impoundment. Any balance then remaining shall be paid to the owner if any is found. If proceeds from the sale of the unredeemed animal do not cover the costs associated with the impoundment, the balance of sums owed under this chapter may be collected in a civil action brought under this section. The impoundment period may be waived by the pound keeper in case of a severely injured animal whose owner cannot be located or is unwilling to claim the animal.

(g) Interference with impoundment. Any person who interferes with the impounding of an animal under provisions of this article, or who releases, or attempts to release an impounded animal contrary to this article shall be in violation of this chapter.

(h) Notice of impoundment. Within twenty-four (24) hours of the impoundment of any animal under this chapter, the enforcement officer shall make every reasonable attempt to notify the owner of the impounded animal of such impoundment. Such notice shall include either personal contact with the owner or a written notice posted at the dwelling house of the owner. (Ord. No. 2010-01, 7-6-10)

State law references: Notice by impounder, 20 V.S.A. § 3413.

ARTICLE VI. ANIMAL CONTROL COMMITTEE

Sec. 3-24[43]. Animal control committee.

(a) Animal control committee established. For purposes of this section, an animal control committee is established. The animal control committee shall consist of **not less than** three (3) [~~commission~~] members to be appointed on an as needed basis by the City Council. **The animal control committee shall hold appeals hearings for animal and fowl ordinance violations.** [~~1) The animal control committee may review a license to keep an animal other than dogs or cats under Sec.3-12 as requested by the health officer. This may include inspecting the premises in or on which the animal is to be kept, and assist determination that such keeping will not constitute a nuisance and will not be detrimental to the health of the animal or peace of the inhabitants living nearby.~~
~~—2) The animal control committee shall decide on complaints related to the viciousness of an animal, the repeated impounding of an animal, and shall hear any appeals submitted to the chief enforcement officer's appeals findings as defined in Sec. 3-9. The designated enforcement officer shall be the prosecuting officer for any violation brought before the committee.~~

~~(b) Vicious animals. Upon written complaint by the chief of police, animal control officer or health officer that an animal is alleged to be vicious as defined in Sec. 3-6, the animal control committee may hold a hearing on the facts of the complaint and, if the animal is found to be vicious, make such order as necessary to protect the public. Such order may include, but is not limited to, any of the following: confinement in a secure enclosure or other similar restriction, muzzling, adoption, or destruction in a humane manner. In addition, the animal control committee may revoke the privilege of any owner to keep, harbor or have custody of any animals while in the city and that no new privileges be granted.~~

~~(c) Repeated impoundment. In the event that any animal shall be impounded two (2) or more times in a twelve month period, the animal control committee may, at the request of an enforcement officer, or in their discretion, hold a hearing after which they may make such order as is necessary to protect the public. Such order may include, but is not limited to, any of the following: confinement in a secure enclosure or other similar restriction, muzzling, adoption, or destruction in a humane manner. In addition, the animal control committee may revoke the privilege of any owner to keep, harbor or have custody of any animals while in the city and that no new privileges are granted. (Ord. No. 2010-01, 7-6-10)]~~

b. Powers of the Animal Control Committee

- 1. Request to impound or quarantine an animal**
- 2. Require medical care for animals, including but not limited to spaying, neutering, or vaccinations**
- 3. Stipulate a financial responsibility and the terms thereof. This includes but is not limited to legal fees, staffing time, services rendered and collections fees**
- 4. Order to seize an animal to be terminated, given away, or sold.**
- 5. Require education and or training for the animal or keeper/owner**
- 6. Require inspections**
- 7. Request additional information and legal or professional opinions**
- 8. Ban an animal from the city limits**

c. Hearings and Convening of the Animal Control Committee

- 1. Hearing and meetings must be warned 3 days prior.**
- 2. Minutes must be recorded**
- 3. Robert's Rules of Order to be used**
- 4. Meeting Agenda to be provided and should be similar as follows**
 - i. Call to order**
 - ii. Testimony from enforcement officer; verbal summary and written details and provide a recommendation for action**
 - iii. Testimony of aggrieved party**
 - iv. Additional testimony from attendants**
 - v. Closing statements from the aggrieved party and the enforcement officer**
 - vi. Executive session for deliberation**
 - vii. Reading of determination and action to be done if any**
- 4. Any action must be provided in writing to the aggrieved party before acted on**

ARTICLE VII. EXEMPTIONS.

Sec. 3-25[44]. Exemptions.

~~[(a)]~~ **a.** A person operating a farm of ten (10) or more acres wholly in the city or in part within the city and contiguous to the part without the city, as to animals kept on such farm, or the use of such farm for keeping animals, shall be exempt from the provisions of this ~~[article]~~ **ordinance**.

~~[(b)]~~ **b.** The provisions of this chapter shall not apply to a person while showing or exhibiting an animal in the municipal auditorium, or while transporting an animal for such purposes to and from the auditorium, or to an animal while so shown, exhibited, or transported **or in a parade**. As to such animals, auditorium regulations shall apply.

~~[(c)]~~ **c.** The provisions of this chapter shall not apply to a public officer or employee or to a common carrier, while carrying out a duty imposed by law, or while an animal is in transit under control of a common carrier, or while an animal is being transported through the city under control of the person so transporting.

~~[(d)]~~ **d.** Any dog used to assist law enforcement officers in the City of Barre shall be exempt from the provisions of this ordinance.

~~[(e)]~~ **e.** The provisions of this chapter shall not apply to indigenous wild animals, except when such animals are owned by a person. (Ord. No. 1966-3, Secs. 1.2.01--1.2.05, 6-12-73, Ord. No. 2010-01, 7-6-10)

ADOPTION HISTORY

- First Reading at regular City Council meeting held on Tuesday, November 10, 2020.
- Second Reading and Public Hearing set by Council for Tuesday, November 17, 2020.
- Summary of proposed language printed in Times Argus newspaper on Saturday, _____.
- Second Reading and Public Hearing held on Tuesday, November 17, 2020. Adopted at regular City Council meeting held on _____ and entered in the minutes of that meeting which are approved on _____.
- Posted in public places on _____.
- Notice of adoption published in the Times Argus newspaper on _____.
- Effective _____.

Dated this _____ day of _____, 2020.

Carolyn S. Dawes
City Clerk/Treasurer

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

FY22 GF Budget - DRAFT #1
 UPDATED 10-12-20 (sem)

BGS & CEMETERIES BUBGETS - Segregated 11-20-20

Line No.	Account No	Account Description	FY 22 Proposed	FY 21 Approved (8-10-2020)	FY 20 Un-Audited (9-21-2020)	FY 20 Approved	FY 19 Audited (12-13-19)
REVENUE							
28	(4030-430)	FEES					
45	001-4030-430.4045	BOR Concession Fees	\$ 1,500	\$ 1,250	\$ -	\$ 2,250	\$ -
47	001-4030-430.4048	Cell Tower Fees (75%; 25% to Civic Center Fund)	\$ 46,818	\$ 46,050	\$ 75,775	\$ 110,760	\$ 107,198
####							
####							
#### (4090-490) RENTS AND LEASES							
####	001-4090-490.4090	Auditorium Rental	\$ 27,761	\$ 27,761	\$ 43,452	\$ 60,000	\$ 59,102
####	001-4090-490.4094	Alumni Hall (Rentals & DMV Lease)	\$ 2,445	\$ 8,283	\$ 18,045	\$ 18,500	\$ 16,600
####	001-4090-490.4095	BOR Rental	\$ 71,059	\$ 71,059	\$ 146,386	\$ 180,000	\$ 158,935
####	001-4090-490.4096	Custodial Fees	\$ 5,600	\$ 5,597	\$ 7,823	\$ 11,000	\$ 13,044
####	001-4090-490.4098	Misc. Rents/Leases	\$ -	\$ 1,800	\$ 527	\$ -	\$ 1,268
####	Sub Total		\$ 106,865	\$ 114,500	\$ 216,232	\$ 269,500	\$ 248,949
####							
####							
#### (4100-505) CEMETERY REVENUE							
####	001-4100-505.0401	Annual Care	\$ -	\$ -	\$ -	\$ -	\$ 100
####	001-4100-505.0402	Rents (Mobile Home Lot)	\$ 5,253	\$ 5,100	\$ 4,800	\$ 4,800	\$ 4,435
####	001-4100-505.0409	Cemetery - Flower Fund Interest	\$ 500	\$ 500	\$ 1,500	\$ -	\$ -
####	001-4100-505.0410	Cemetery - Trust Fund Interest	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000
####	001-4100-505.0411	Entombments	\$ 1,000	\$ 653	\$ 2,850	\$ 1,100	\$ 350
####	001-4100-505.0412	Foundations	\$ 6,000	\$ 4,900	\$ 7,734	\$ 8,000	\$ 570
####	001-4100-505.0413	Cemetery - Interments (Burials)	\$ 50,000	\$ 45,000	\$ 53,033	\$ 95,000	\$ 65,818
####	001-4100-505.0415	Markers/posts	\$ 1,500	\$ 2,000	\$ 1,736	\$ 3,000	\$ 1,020
####	001-4100-505.0416	Tent Set up	\$ 500	\$ 1,000	\$ 275	\$ 1,250	\$ 625
####	001-4100-505.0417	Cemetery - Lot sales	\$ 22,500	\$ 20,000	\$ 27,252	\$ 21,000	\$ 17,590
####	001-4100-505.0418	Tours	\$ 1,250	\$ 1,500	\$ 1,260	\$ 1,500	\$ 945
####	Sub Total		\$ 113,503	\$ 105,653	\$ 120,439	\$ 155,650	\$ 111,453
####							
####							
#### EXPENSES							
#### (6043) BCS: CITY HALL MAINTENANCE							
####	001-6043-100.0110	Base Salary , incl Longevity (.5 FTE)	\$ 23,005	\$ 22,215	\$ 8,875	\$ 21,395	\$ 16,202
####	001-6043-100.0120	Overtime	\$ -	\$ -	\$ 334	\$ -	\$ 683
####	001-6043-110.0150	FICA	\$ 1,760	\$ 1,699	\$ 678	\$ 1,637	\$ 1,246
####	001-6043-200.0210	City Hall Electricity	\$ 6,992	\$ 6,356	\$ 5,777	\$ 7,000	\$ 5,426
####	001-6043-200.0212	City Hall BM Solar Project	\$ 8,936	\$ 8,124	\$ 8,263	\$ 7,000	\$ 7,487
####	001-6043-200.0213	Rubbish Removal	\$ 2,800	\$ 2,800	\$ 2,725	\$ 2,800	\$ 2,584

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

Line No.	Account No	Account Description	FY 21		FY 20	FY 20	FY 19
			FY 22 Proposed	Approved (8-10-2020)	Un-Audited (9-21-2020)	Approved	Audited (12-13-19)
####	001-6043-200.0215	Water and Sewer	\$ 3,000	\$ 3,500	\$ 2,538	\$ 3,500	\$ 2,869
####	001-6043-320.0731	City Hall Improvements and Repairs	\$ 25,000	\$ 35,000	\$ 21,828	\$ 35,000	\$ 34,853
####	001-6043-330.0833	Fuel Oil	\$ 27,529	\$ 26,727	\$ 39,184	\$ 40,000	\$ 42,080
####	001-6043-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 650	\$ 650	\$ 547	\$ 650	\$ 444
####	001-6043-340.0943	Footwear	\$ 100	\$ 84	\$ -	\$ 84	\$ 75
####	001-6043-340.0944	Vision	\$ 100	\$ 100	\$ -	\$ 95	\$ -
####	001-6043-350.1049	Custodial Supplies	\$ 2,500	\$ 2,500	\$ 2,532	\$ 3,500	\$ 2,118
####	001-6043-350.1050	Building and Grounds Supplies	\$ 2,000	\$ 2,000	\$ 1,124	\$ 1,500	\$ 2,416
####	001-9020-110.0151	Health Insurance	\$ 4,910	\$ 4,836	\$ -	\$ 4,843	\$ -
####	001-9020-110.0152	Life Insurance	\$ 250	\$ 243	\$ -	\$ 224	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 235	\$ 232	\$ -	\$ 215	\$ -
####	001-9030-110.0154	Pension	\$ 1,490	\$ 1,375	\$ -	\$ 1,203	\$ -
####	Sub Total		\$ 111,257	\$ 118,441	\$ 94,406	\$ 130,646	\$ 118,484
####			-6.07%	-9.34%	-20.32%	10.26%	
####	(7015) BCS: FACILITIES: (Pool, NB Rink, Charlie's PG, Math, Lincoln)						
####	001-7015-100.0110	Base Salary, incl Long. (1 FTE)	\$ 68,810	\$ 66,788	\$ 66,421	\$ 64,222	\$ 65,323
####	001-7015-110.0150	FICA	\$ 5,264	\$ 5,109	\$ 4,763	\$ 4,913	\$ 4,665
####	001-7015-200.0210	Elect: 135 N. Main St (Wheelock Hse)	\$ 2,000	\$ 2,000	\$ 1,028	\$ 1,600	\$ 1,906
####	001-7015-200.0211	Electricity (Includes Pool)	\$ 2,500	\$ 1,000	\$ 1,374	\$ 2,500	\$ 874
####	001-7015-200.0215	Water & Sewer (Includes Pool)	\$ 10,000	\$ 4,000	\$ 18,571	\$ 10,000	\$ 16,071
####	001-7015-320.0720	Fleet Maintenance	\$ 1,500	\$ 2,500	\$ 911	\$ 2,500	\$ 2,078
####	001-7015-320.0721	Field Maintenance	\$ 5,000	\$ 3,500	\$ 4,970	\$ 3,500	\$ 6,586
####	001-7015-320.0730	Pool and Building Maintenance	\$ 5,000	\$ 9,000	\$ 5,877	\$ 9,000	\$ 15,778
####	001-7015-330.0831	Fuel - 135 N. Main St (Wheelock Hse)	\$ 2,000	\$ 1,943	\$ 2,712	\$ 500	\$ 3,317
####	001-7015-330.0835	Vehicle Fuel	\$ 2,000	\$ 1,760	\$ 2,952	\$ 3,500	\$ 4,159
####	001-7015-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 500	\$ 500	\$ 568	\$ 500	\$ 505
####	001-7015-340.0943	Footwear	\$ 200	\$ 168	\$ 119	\$ 168	\$ -
####	001-7015-340.0944	Vision	\$ 190	\$ 190	\$ 435	\$ 190	\$ -
####	001-7015-350.1053	Office Supplies	\$ 500	\$ 500	\$ 571	\$ 700	\$ 397
####	001-7015-440.1240	Computer Equip/Software	\$ 1,200	\$ -	\$ -	\$ -	\$ 1,048
####	001-7015-470.1270	Machinery and Equipment	\$ 1,500	\$ 2,000	\$ 380	\$ 1,500	\$ 1,474
####	001-9020-110.0151	Health Insurance	\$ 20,305	\$ 18,986	\$ -	\$ 18,911	\$ -
####	001-9020-110.0152	Life Insurance	\$ 550	\$ 547	\$ -	\$ 510	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 460	\$ 460	\$ -	\$ 426	\$ -
####	001-9030-110.0154	Pension	\$ 4,445	\$ 4,134	\$ -	\$ 3,612	\$ -
####	Sub Total		\$ 133,924	\$ 125,085	\$ 111,653	\$ 128,752	\$ 124,182
####			7.07%	-2.85%	-10.09%	3.68%	
####	(7020) BCS: MUNICIPAL AUDITORIUM						
####	001-7020-100.0110	Base Salary, incl Long. (2 FTE)	\$ 89,355	\$ 87,591	\$ 81,114	\$ 87,356	\$ 90,856
####	001-7020-100.0120	Overtime	\$ 500	\$ 1,000	\$ 256	\$ 1,000	\$ 483
####	001-7020-110.0150	FICA	\$ 6,874	\$ 6,777	\$ 5,747	\$ 6,759	\$ 6,512
####	001-7020-200.0210	Electricity	\$ 6,374	\$ 13,976	\$ 5,386	\$ 10,000	\$ (757)
####	001-7020-200.0212	BM Solar Project	\$ 21,256	\$ 19,324	\$ 21,305	\$ 10,000	\$ 19,305

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

Line No.	Account No	Account Description	FY 21		FY 20	FY 20	FY 19
			FY 22 Proposed	Approved (8-10-2020)	Un-Audited (9-21-2020)	Approved	Audited (12-13-19)
####	001-7020-200.0213	Rubbish Removal	\$ 7,000	\$ 7,000	\$ 6,452	\$ 6,800	\$ 6,921
####	001-7020-200.0214	Telephone	\$ 2,400	\$ 3,000	\$ 2,270	\$ 5,000	\$ 2,259
####	001-7020-200.0215	Water and Sewer	\$ 3,000	\$ 3,000	\$ 2,706	\$ 3,750	\$ 2,706
####	001-7020-200.0217	IT (Hi Speed Wi-Fi Service @ Aud & BOR)	\$ 3,900	\$ 3,000	\$ 3,830	\$ 3,000	\$ 4,483
####	001-7020-320.0727	Building and Grounds Maintenance	\$ 20,000	\$ 30,000	\$ 6,184	\$ 30,000	\$ 33,221
####	001-7020-320.0729	Alumni Hall Maintenance.	\$ 5,000	\$ 10,000	\$ 4,479	\$ 10,000	\$ 7,681
####	001-7020-330.0831	Fuel Oil (Aud Only FY22)	\$ 15,050	\$ 26,939	\$ 39,385	\$ 30,000	\$ 38,885
####	001-7020-330.0836	Propane (Alumni Hall & Aud)	\$ 3,000	\$ 600	\$ 452	\$ 600	\$ 423
####	001-7020-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 2,400	\$ 2,400	\$ 2,427	\$ 2,000	\$ 2,357
####	001-7020-340.0943	Footwear	\$ 400	\$ 336	\$ 149	\$ 336	\$ 554
####	001-7020-340.0944	Vision	\$ 400	\$ 400	\$ 472	\$ 380	\$ 205
####	001-7020-350.1049	Custodial Supplies	\$ 4,000	\$ 4,000	\$ 4,425	\$ 4,000	\$ 3,858
####	001-7020-470.1270	Machinery and Equipment Outlay	\$ 2,000	\$ 2,250	\$ 1,594	\$ 2,250	\$ 1,893
####	001-9020-110.0151	Health Insurance	\$ 27,640	\$ 26,130	\$ -	\$ 27,057	\$ -
####	001-9020-110.0152	Life Insurance	\$ 960	\$ 957	\$ -	\$ 865	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 930	\$ 928	\$ -	\$ 860	\$ -
####	001-9030-110.0154	Pension	\$ 8,920	\$ 8,740	\$ -	\$ 8,943	\$ -
####	Sub Total		\$ 231,360	\$ 258,348	\$ 188,634	\$ 250,956	\$ 221,846
####			-10.45%	2.95%	-14.97%	13.12%	
####	(7030) BCS: BARRE OUTDOOR RECREATION (BOR)						
####	001-7030-100.0110	Base Salary, incl Longevity (2 FTE)	\$ 86,184	\$ 84,007	\$ 60,402	\$ 91,299	\$ 90,367
####	001-7030-100.0111	Payroll Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ (8,431)
####	001-7030-100.0120	Overtime	\$ 2,000	\$ 1,500	\$ 1,991	\$ 1,500	\$ 2,354
####	001-7030-110.0150	FICA	\$ 6,746	\$ 6,541	\$ 4,648	\$ 7,099	\$ 7,038
####	001-7030-200.0210	Electricity	\$ 26,969	\$ 24,517	\$ 22,284	\$ 28,000	\$ 15,404
####	001-7030-200.0212	BOR BM Solar Project	\$ 31,885	\$ 28,986	\$ 31,957	\$ 28,000	\$ 28,956
####	001-7030-200.0214	Telephone	\$ 750	\$ 800	\$ 841	\$ 800	\$ 751
####	001-7030-200.0215	Water and Sewer	\$ 12,500	\$ 13,300	\$ 7,157	\$ 13,300	\$ 11,482
####	001-7030-320.0727	Building and Grounds Maintenance	\$ 20,000	\$ 25,000	\$ 32,324	\$ 25,000	\$ 23,879
####	001-7030-330.0836	Propane	\$ 9,654	\$ 8,793	\$ 11,847	\$ 11,250	\$ 12,155
####	001-7030-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 2,000	\$ 2,500	\$ 1,225	\$ 2,150	\$ 2,252
####	001-7030-340.0943	Footwear	\$ 400	\$ 336	\$ -	\$ 336	\$ 125
####	001-7030-340.0944	Vision	\$ 400	\$ 400	\$ -	\$ 380	\$ 360
####	001-7030-350.1049	Custodial Supplies	\$ 2,000	\$ 2,000	\$ 1,892	\$ 2,000	\$ 1,876
####	001-7030-350.1050	Computers & Scheduling SW	\$ 1,800	\$ 1,800	\$ 1,654	\$ 1,800	\$ 1,654
####	001-7030-350.1053	Supplies and Equipment	\$ 10,000	\$ 10,000	\$ 11,306	\$ 8,500	\$ 16,729
####	001-9020-110.0151	Health Insurance	\$ 18,630	\$ 18,258	\$ -	\$ 19,373	\$ -
####	001-9020-110.0152	Life Insurance	\$ 1,000	\$ 999	\$ -	\$ 921	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 930	\$ 928	\$ -	\$ 860	\$ -
####	001-9030-110.0154	Pension	\$ 8,145	\$ 7,925	\$ -	\$ 7,379	\$ -
####	Sub Total		\$ 241,992	\$ 238,590	\$ 189,527	\$ 249,947	\$ 206,952
####			1.43%	-4.54%	-8.42%	20.78%	
####	(7035) BCS: PUBLIC SAFETY BUILDING MAINTENANCE						

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

Line No.	Account No	Account Description	FY 21		FY 20	FY 20	FY 19
			FY 22	Approved	Un-Audited	Approved	Audited
			Proposed	(8-10-2020)	(9-21-2020)		(12-13-19)
####	001-7035-100.0110	Base Salary, incl Long.(.5 FTE)	\$ 23,005	\$ 22,215	\$ 34,219	\$ 21,395	\$ 15,487
####	001-7035-100.0120	Overtime	\$ 4,601	\$ 1,000	\$ 206	\$ 1,000	\$ 279
####	001-7035-110.0150	FICA	\$ 2,112	\$ 1,776	\$ 2,521	\$ 1,713	\$ 1,163
####	001-7035-200.0210	Electricity	\$ 19,470	\$ 17,700	\$ 16,088	\$ 17,000	\$ 11,121
####	001-7035-200.0212	PSB BM Solar Project	\$ 23,073	\$ 18,303	\$ 20,975	\$ 17,000	\$ 19,006
####	001-7035-200.0213	Rubbish Removal	\$ 3,500	\$ 3,500	\$ 3,067	\$ 3,400	\$ 3,601
####	001-7035-200.0215	Water and Sewer	\$ 4,500	\$ 4,000	\$ 3,956	\$ 3,400	\$ 3,508
####	001-7035-320.0727	Building and Grounds Maintenance	\$ 25,000	\$ 45,000	\$ 40,118	\$ 40,000	\$ 52,561
####	001-7035-330.0834	Fuel (Diesel - Standby Generator)	\$ 650	\$ 750	\$ 633	\$ 750	\$ 633
####	001-7035-330.0836	Propane	\$ 15,325	\$ 13,932	\$ 19,860	\$ 22,000	\$ 24,152
####	001-7035-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 500	\$ 600	\$ 504	\$ 550	\$ 568
####	001-7035-340.0943	Footwear	\$ 100	\$ 84	\$ -	\$ 84	\$ 75
####	001-7035-340.0944	Vision	\$ 95	\$ 1,000	\$ -	\$ 95	\$ -
####	001-7035-350.1049	Custodial Supplies	\$ 5,000	\$ 5,000	\$ 3,367	\$ 5,000	\$ 3,246
####	001-9020-110.0151	Health Insurance	\$ 4,910	\$ 4,793	\$ -	\$ 4,843	\$ -
####	001-9020-110.0152	Life Insurance	\$ 250	\$ 243	\$ -	\$ 224	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 235	\$ 232	\$ -	\$ 215	\$ -
####	001-9030-110.0154	Pension	\$ 1,490	\$ 1,375	\$ -	\$ 1,203	\$ -
####	Sub Total		\$ 133,816	\$ 141,503	\$ 145,514	\$ 139,872	\$ 135,401
####			-5.43%	1.17%	7.47%	3.30%	
####	(8040) PARKS AND TREES						
####	001-8040-200.0210	Electricity: Currier Park, Dente Park	\$ 900	\$ 800	\$ 865	\$ 800	\$ 673
####	001-8040-320.0725	Tree removal	\$ 20,000	\$ 10,000	\$ 17,090	\$ 5,000	\$ 6,193
####	Sub Total		\$ 20,900	\$ 10,800	\$ 17,954	\$ 5,800	\$ 6,866
####			93.52%	86.21%	161.50%	-15.53%	
####			6.94%	2.25%	-20.78%	5.21%	
####	(8500) BCS: CEMETERIES & PARKS DEPARTMENT						
####	001-8500-100.0101	Salaries, Wages and Benefits: (1 FTE)	\$ 57,300	\$ 55,313	\$ 3,923	\$ 53,525	\$ -
####	001-8500-100.0102	Seasonal Staff - Parks	\$ 30,000	\$ 10,000	\$ -	\$ 67,320	\$ 149
####	001-8500-100.0103	Overtime Allowance	\$ 750	\$ 500	\$ 669	\$ 750	\$ 262
####	001-8500-100.0109	Personnel SVE - Equip Maint	\$ -	\$ -	\$ 469	\$ -	\$ 818
####	001-8500-100.0110	Personnel SVE - Parks	\$ -	\$ -	\$ 4,183	\$ -	\$ 2,864
####	001-8500-100.0116	Personnel SVE - Elmwood	\$ -	\$ -	\$ 3,453	\$ -	\$ 3,110
####	001-8500-100.0117	Personnel SVE - Hope	\$ -	\$ -	\$ 41,322	\$ -	\$ 42,535
####	001-8500-100.0118	Personnel SVE - St. Monica	\$ -	\$ -	\$ 3,231	\$ -	\$ 3,038
####	001-8500-100.0120	PT Per Sve - Parks	\$ -	\$ -	\$ 878	\$ -	\$ 1,190
####	001-8500-100.0121	PT Per Sve - Elmwood	\$ -	\$ -	\$ 6,692	\$ -	\$ 10,588
####	001-8500-100.0122	PT Per Sve - Hope	\$ -	\$ -	\$ 25,291	\$ -	\$ 35,441
####	001-8500-100.0123	PT Per Sve - St. Monica	\$ -	\$ -	\$ 453	\$ -	\$ 9,763
####	001-8500-110.0150	FICA	\$ 6,736	\$ 5,035	\$ 6,918	\$ 9,302	\$ 8,633
####	001-8500-130.0180	Training and Development	\$ 150	\$ 150	\$ -	\$ 150	\$ 106
####	001-8500-130.0182	Travel and Meals	\$ 100	\$ 100	\$ -	\$ 100	\$ -
####	001-8500-200.0214	Telephone	\$ 1,200	\$ 1,500	\$ 1,214	\$ 1,000	\$ 1,346

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDNG JUNE 30,2021

Line No.	Account No	Account Description	FY 21		FY 20	FY 20	FY 19
			FY 22	Approved	Un-Audited	Approved	Audited
			Proposed	(8-10-2020)	(9-21-2020)		(12-13-19)
####	001-8500-200.0221	Electricity (Office)	\$ 600	\$ 600	\$ 554	\$ 500	\$ 556
####	001-8500-220.0425	Veterans Flags	\$ 2,100	\$ 2,000	\$ 1,884	\$ 1,800	\$ 1,860
####	001-8500-320.0720	Dump Trk/Backhoe Maint Exps (No Lbr)	\$ 1,200	\$ 1,000	\$ 1,099	\$ 1,000	\$ 1,077
####	001-8500-320.0727	Building Maintenance (Hope)	\$ 1,500	\$ 1,500	\$ 1,550	\$ 1,500	\$ 555
####	001-8500-320.0729	Mausoleum Maintenance	\$ 1,500	\$ 1,500	\$ -	\$ 1,500	\$ -
####	001-8500-320.0730	Building & Grounds Maint (Elmwood)	\$ 2,500	\$ 3,500	\$ 1,326	\$ 5,000	\$ 3,003
####	001-8500-320.0731	Contracted Services	\$ 1,500	\$ 1,000	\$ 1,415	\$ 1,000	\$ 375
####	001-8500-320.0732	Grounds Maintenance (Hope)	\$ 5,000	\$ 14,000	\$ 2,307	\$ 12,800	\$ 7,938
####	001-8500-320.0733	Building & Grounds Maint (St. Monica)	\$ 2,000	\$ 2,000	\$ 468	\$ 2,000	\$ 1,071
####	001-8500-320.0735	Dufresne Lot Expenses (Water, Taxes)	\$ 1,750	\$ 1,650	\$ 1,609	\$ 1,650	\$ 1,555
####	001-8500-320.0740	Small Equipment Maint Exps (No Lbr)	\$ 2,000	\$ 3,000	\$ 1,168	\$ 2,500	\$ 2,960
####	001-8500-320.0828	Fuel oil/Propane: Office	\$ 500	\$ 440	\$ 685	\$ 750	\$ 803
####	001-8500-330.0835	Fuel (Vehicle, Backhoe, Mowers)	\$ 3,500	\$ 2,200	\$ 3,250	\$ 5,000	\$ 4,862
####	001-8500-340.0940	Clothing (Uniform/Dry Cleaning Service)	\$ 850	\$ 1,000	\$ 1,010	\$ 850	\$ 920
####	001-8500-340.0941	Equipment -Safety	\$ 200	\$ 200	\$ 73	\$ 200	\$ 159
####	001-8500-340.0943	Footwear	\$ 200	\$ 200	\$ 230	\$ 200	\$ 181
####	001-8500-340.0944	Vision	\$ 190	\$ 190	\$ 236	\$ 190	\$ -
####	001-8500-350.1053	Office Supplies / Equipment	\$ 500	\$ 500	\$ -	\$ 1,000	\$ 38
####	001-8500-350.1060	Small Tools (Trimmers/Mowers)	\$ 750	\$ 750	\$ 444	\$ 750	\$ 653
####	001-8500-360.1195	Trust Fund & Cemetery Flowers	\$ 5,500	\$ 6,500	\$ 1,395	\$ 7,500	\$ 5,091
####	001-8500-360.1196	Foundations (Monuments)	\$ 3,000	\$ 3,000	\$ 1,522	\$ 3,000	\$ 2,831
####	001-8500-360.1197	Seeds/Trees/Shrubs/Bulbs	Stopped	Stopped	Stopped	Stopped	\$ 90
####	001-8500-470.1270	Machines/Equipment (Annual Mower Replacement Program)	\$ 7,500	\$ 7,500	\$ 3,029	\$ 12,800	\$ 12,998
####	001-9020-110.0151	Health Insurance	\$ 3,000	\$ 3,000	\$ -	\$ 3,000	\$ -
####	001-9020-110.0152	Life Insurance	\$ 550	\$ 547	\$ -	\$ 525	\$ -
####	001-9020-110.0153	Dental Insurance	\$ 425	\$ 424	\$ -	\$ 406	\$ -
####	001-9030-110.0154	Pension	\$ 6,285	\$ 6,015	\$ -	\$ 5,422	\$ -
####	Sub Total		\$ 150,836	\$ 136,814	\$ 123,948	\$ 204,990	\$ 169,574
####			10.25%	-33.26%	-26.91%	20.89%	

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

FY22 GF Budget - DRAFT #1

UPDATED 10-12-20 (sem)

RECREATION BUDGET 11-20-20

Line No.	<u>Account No.</u>	<u>Account Description</u>	FY 22 <u>Proposed</u>	FY 21 <u>Approved</u> <u>(8-10-2020)</u>	FY 20 <u>Un-Audited</u> <u>(9-21-2020)</u>	FY 20 <u>Approved</u>	FY 19 <u>Audited</u> <u>(12-13-19)</u>	FY21 Q1 Actuals	FY21 Projected
REVENUE									
27									
28	(4030-430) FEES								
43	001-4030-430.4043	Recreation (Rental) Fees (Rotary Park)	\$ 1,000	\$ 750	\$ 868	\$ 1,000	\$ 1,506		
44	001-4030-430.4044	Swimming Pool Admissions/CY20 Day Camp Fees	\$ 14,000	\$ -	\$ 8,591	\$ 12,500	\$ 12,738		
67									
130	EXPENSES								
596	(7050) BCS: RECREATION DEPARTMENT								
598	001-7050-100.0110	Base Salary, incl Long.(1 FTE)	\$ 71,000	\$ 63,477	\$ 55,223	\$ 66,187	\$ 65,488		
599	001-7050-100.0140	Skate Guards & Cashiers	\$ 3,000	\$ 3,000	\$ 2,082	\$ 3,000	\$ 2,343		
600	001-7050-100.0141	Pool (Summer Camp) Personnel	\$ 26,750	\$ 5,000	\$ 10,328	\$ 20,000	\$ 15,069		
601	001-7050-110.0150	FICA	\$ 7,707	\$ 5,468	\$ 4,852	\$ 6,823	\$ 5,970		
602	001-7050-130.0180	Training and Development	\$ 1,000	\$ 1,500	\$ 957	\$ 750	\$ 454		
603	001-7050-130.0182	Travel and Meals	\$ 150	\$ 300	\$ 78	\$ 300	\$ 64		
604	001-7050-200.0214	Telephone	\$ 1,000	\$ 1,000	\$ 959	\$ 1,200	\$ 879		
605	001-7050-220.0413	Dues and Membership Fees	\$ 300	\$ 400	\$ 255	\$ 450	\$ 175		
606	001-7050-230.0510	Advertising and Printing	\$ 250	\$ 500	\$ -	\$ 750	\$ 61		
607	001-7050-310.0617	Pool Equipment	\$ 1,000	\$ 1,200	\$ -	\$ 1,000	\$ 218		
608	001-7050-320.0725	Tennis Court Equip.	\$ 500	\$ 500	\$ -	\$ 500	\$ -		
610	001-7050-340.0944	Vision	\$ 190	\$ 190	\$ -	\$ 190	\$ -		
611	001-7050-350.1053	Office Supplies	\$ 500	\$ 500	\$ 126	\$ 600	\$ -		
612	001-7050-350.1059	Recreation Supplies	\$ 2,000	\$ 3,000	\$ 208	\$ 1,000	\$ 746		
613	001-7050-350.1060	Recreation Programs	\$ 2,500	\$ 2,500	\$ 852	\$ 2,500	\$ 650		
614	001-7050-480.1286	Computer Purchase	\$ -	\$ -	\$ -	\$ -	\$ 791		
615	001-9020-110.0151	Health Insurance	\$ 20,305	\$ 18,986	\$ -	\$ 17,669	\$ -		
616	001-9020-110.0152	Life Insurance	\$ 550	\$ 547	\$ -	\$ 510	\$ -		
617	001-9020-110.0153	Dental Insurance	\$ 460	\$ 460	\$ -	\$ 426	\$ -		
618	001-9030-110.0154	Pension	\$ 8,315	\$ 8,048	\$ -	\$ 6,701	\$ -		
619	Sub Total		\$ 147,477	\$ 116,576	\$ 75,919	\$ 130,556	\$ 92,908		
620			26.51%	-10.71%	-18.29%	40.52%			

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

FY22 GF Budget - DRAFT #1

UPDATED 10-12-20 (sem)

RECREATION BUDGET 11-20-20

Line No.	Account No.	Account Description	FY 22 Proposed	FY 21 Approved (8-10-2020)	FY 20 Un-Audited (9-21-2020)	FY 20 Approved	FY 19 Audited (12-13-19)	FY21 Q1 Actuals	FY21 Projected
REVENUE									
27									
28		(4030-430) FEES							
43	001-4030-430.4043	Recreation (Rental) Fees (Rotary Park)	\$ 1,000	\$ 750	\$ 868	\$ 1,000	\$ 1,506		
44	001-4030-430.4044	Swimming Pool Admissions/CY20 Day Camp Fees	\$ 14,000	\$ -	\$ 8,591	\$ 12,500	\$ 12,738		
67									
130		EXPENSES							
596		(7050) BCS: RECREATION DEPARTMENT							
598	001-7050-100.0110	Base Salary, incl Long.(1 FTE)	\$ 71,000	\$ 63,477	\$ 55,223	\$ 66,187	\$ 65,488		
599	001-7050-100.0140	Skate Guards & Cashiers	\$ 3,000	\$ 3,000	\$ 2,082	\$ 3,000	\$ 2,343		
600	001-7050-100.0141	Pool (Summer Camp) Personnel	\$ 26,750	\$ 5,000	\$ 10,328	\$ 20,000	\$ 15,069		
601	001-7050-110.0150	FICA	\$ 7,707	\$ 5,468	\$ 4,852	\$ 6,823	\$ 5,970		
602	001-7050-130.0180	Training and Development	\$ 1,000	\$ 1,500	\$ 957	\$ 750	\$ 454		
603	001-7050-130.0182	Travel and Meals	\$ 150	\$ 300	\$ 78	\$ 300	\$ 64		
604	001-7050-200.0214	Telephone	\$ 1,000	\$ 1,000	\$ 959	\$ 1,200	\$ 879		
605	001-7050-220.0413	Dues and Membership Fees	\$ 300	\$ 400	\$ 255	\$ 450	\$ 175		
606	001-7050-230.0510	Advertising and Printing	\$ 250	\$ 500	\$ -	\$ 750	\$ 61		
607	001-7050-310.0617	Pool Equipment	\$ 1,000	\$ 1,200	\$ -	\$ 1,000	\$ 218		
608	001-7050-320.0725	Tennis Court Equip.	\$ 500	\$ 500	\$ -	\$ 500	\$ -		
610	001-7050-340.0944	Vision	\$ 190	\$ 190	\$ -	\$ 190	\$ -		
611	001-7050-350.1053	Office Supplies	\$ 500	\$ 500	\$ 126	\$ 600	\$ -		
612	001-7050-350.1059	Recreation Supplies	\$ 2,000	\$ 3,000	\$ 208	\$ 1,000	\$ 746		
613	001-7050-350.1060	Recreation Programs	\$ 2,500	\$ 2,500	\$ 852	\$ 2,500	\$ 650		
614	001-7050-480.1286	Computer Purchase	\$ -	\$ -	\$ -	\$ -	\$ 791		
615	001-9020-110.0151	Health Insurance	\$ 20,305	\$ 18,986	\$ -	\$ 17,669	\$ -		
616	001-9020-110.0152	Life Insurance	\$ 550	\$ 547	\$ -	\$ 510	\$ -		
617	001-9020-110.0153	Dental Insurance	\$ 460	\$ 460	\$ -	\$ 426	\$ -		
618	001-9030-110.0154	Pension	\$ 8,315	\$ 8,048	\$ -	\$ 6,701	\$ -		
619		Sub Total	\$ 147,477	\$ 116,576	\$ 75,919	\$ 130,556	\$ 92,908		
620			26.51%	-10.71%	-18.29%	40.52%			

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDING JUNE 30, 2021

FY22 GF Budget - DRAFT #1
 UPDATED 10-12-20 (sem)

PLANNING, PERMITTING, & ASSESSING BUDGETS - SEGREGATED 11-20-20

Line No.	Account No.	Account Description	FY 22 Proposed	FY 21 Approved (8-10-2020)	FY 20 Un-Audited (9-21-2020)	FY 20 Approved	FY 19 Audited (12-13-19)
REVENUE							
28	(4030-430) FEES						
33	001-4030-430.4033	Building & Zoning Permits	\$ 48,000	\$ 50,000	\$ 48,749	\$ 70,000	\$ 46,263
49	001-4030-430.4051	Rental Property Registration (May-April)	\$ 110,000	\$ 100,000	\$ 110,025	\$ 100,000	\$ 97,954
50	001-4030-430.4052	Rental Permits - Delinquent Fees	\$ 1,000	\$ 1,000	\$ 2,591	\$ 1,000	\$ 1,281
57							
78							
103							
127							
128	REVENUE TOTAL		\$ 12,859,318	\$ 12,562,269	\$ 12,136,574	\$ 12,528,689	\$ 12,007,386
129			2.36%	0.27%	1.08%	6.88%	
130 EXPENSES							
154	(5020) ASSESSOR						
155	001-5020-100.0110	Base Salary , Longevity (1.0 FTE)	\$ 55,025	\$ 51,816	\$ 45,817	\$ 51,418	\$ 50,725
156	001-5020-100.0112	Overtime	\$ 250	\$ 250	\$ -	\$ 250	\$ -
157	001-5020-110.0150	FICA	\$ 4,209	\$ 3,964	\$ 3,434	\$ 3,933	\$ 4,028
158	001-5020-130.0180	Training/Development	\$ 300	\$ 300	\$ -	\$ 400	\$ 106
159	001-5020-200-0214	Telephone	\$ 840	\$ 750	\$ 735	\$ 700	\$ 705
160	001-5020-210.0311	SW License fees (Proval, 50% CAI GIS SW)	\$ 5,500	\$ 5,500	\$ 5,141	\$ 5,500	\$ 4,717
161	001-5020-230.0510	Advertising/Printing	\$ 300	\$ 300	\$ -	\$ 300	\$ 278
162	001-5020-340.0944	Vision (1 FTE)	\$ 200	\$ 200	\$ -	\$ 190	\$ -
163	001-5020-350.1053	Office Supplies	\$ 500	\$ 750	\$ 165	\$ 1,000	\$ 294
164	001-5020-350.1054	Office Equipment	\$ 500	\$ 500	\$ -	\$ 500	\$ -
165	001-5020-440.1240	Computer Equip.	\$ -	\$ -	\$ -	\$ 500	\$ -
166	001-5020-440.1241	Contracted Services:	\$ 44,805	\$ 43,500	\$ 41,000	\$ 48,000	\$ 41,000
167	001-9020-110.0151	Health Insurance	\$ 9,815	\$ 9,629	\$ -	\$ 9,686	\$ -
168	001-9020-110.0152	Life Insurance	\$ 460	\$ 458	\$ -	\$ 421	\$ -
169	001-9020-110.0153	Dental Insurance	\$ 465	\$ 464	\$ -	\$ 430	\$ -
170	001-9030-110.0154	Pension	\$ 6,445	\$ 6,249	\$ -	\$ 5,206	\$ -
171	Sub Total		\$ 129,614	\$ 124,630	\$ 96,291	\$ 128,434	\$ 101,855
172			4.00%	-2.96%	-5.46%	26.10%	
648	(8030) PLANNING, PERMITTING, & ZONING						
649	001-8030-100.0110	Base Salary , Longevity (2.0 FTE)	\$ 109,200	\$ 106,972	\$ 96,099	\$ 108,076	\$ 100,678
650	001-8030-100.0112	Overtime	\$ 1,000	\$ 1,000	\$ 103	\$ 2,000	\$ 1,835
651	001-8030-100.0115	Professional Services/Consultant Allow.	\$ 10,000	\$ 10,000	\$ 340	\$ 10,000	\$ 4,530
652	001-8030-110.0150	FICA	\$ 8,430	\$ 8,260	\$ 7,005	\$ 8,268	\$ 7,400
653	001-8030-120.0173	Grants Match (Allowance)	\$ 10,000	\$ 10,000	\$ -	\$ 10,000	\$ 2,572
654	001-8030-130.0180	Training and Development	\$ 1,000	\$ 1,000	\$ -	\$ 1,000	\$ 284

CITY OF BARRE, VERMONT

GENERAL FUND BUDGET DETAIL

FOR THE YEAR ENDNG JUNE 30,2021

Line No.	Account No	Account Description	FY 21		FY 20	FY 20	FY 19
			FY 22	Approved	Un-Audited	Approved	Audited
			<u>Proposed</u>	<u>(8-10-2020)</u>	<u>(9-21-2020)</u>		<u>(12-13-19)</u>
655	001-8030-130.0182	Travel and Meals	\$ 250	\$ 500	\$ 42	\$ 500	\$ 82
656	001-8030-200.0214	Telephone	\$ 1,260	\$ 1,250	\$ 1,220	\$ 1,500	\$ 1,081
657	001-8030-220.0413	Dues and Membership Fees	\$ 250	\$ 250	\$ 80	\$ 250	\$ 65
658	001-8030-230.0510	Advertising and Printing	\$ 2,000	\$ 2,000	\$ 703	\$ 2,000	\$ 1,452
659	001-8030-340.0944	Vision	\$ 380	\$ 380	\$ -	\$ 380	\$ -
660	001-8030-350.1053	Office Supplies	\$ 1,500	\$ 1,500	\$ 1,174	\$ 1,800	\$ 534
661	001-8030-440.1240	Computer Equip & SW (Inc's 50% CAI GIS SW)	\$ 7,000	\$ 7,000	\$ 6,000	\$ 7,000	\$ 6,558
662	001-9020-110.0151	Health Insurance	\$ 31,455	\$ 29,437	\$ -	\$ 34,660	\$ -
663	001-9020-110.0152	Life Insurance	\$ 1,020	\$ 1,017	\$ -	\$ 846	\$ -
664	001-9020-110.0153	Dental Insurance	\$ 920	\$ 919	\$ -	\$ 852	\$ -
665	001-9030-110.0154	Pension	\$ 7,055	\$ 6,713	\$ -	\$ 6,079	\$ -
666	Sub Total		\$ 192,720	\$ 188,198	\$ 112,766	\$ 195,211	\$ 127,071
667			2.40%	-3.59%	-11.26%	53.62%	

Agenda Item 9.E - Working Communities Challenge Funding Request

Barre City Council,

You may have recently heard of the Greater Barre region receiving one of the 4 awards as part of the Working Communities challenge. Below is some of the information about the work that this group will be doing.

In the city of Barre, 55.3% of single female head of households with children lived below the federal poverty threshold in 2018, a sharp 10% increase from 2016 and 2017. While many demographics are impacted, single mothers face unique challenges in obtaining and retaining employment. These include limited transportation and childcare choices, financial barriers, and lack of integration between service programs and employer policies and practices. Employee-focused service delivery and employer cultural change can help single mothers attain economic stability and realize their full potential for themselves and their children. The Greater Barre region looks to lower the rate of single female head of households in poverty by 15% in 10 years.

The team will take the Working Bridges approach and deliver services at the place of employment. This involves using a navigator who works with employees and also focuses on employer policy and practice changes. An example of success in this area is within Central Vermont Medical Center, where individual are able to gain employment as an LPN and receive training as part of their jobs in order to become an RN. These are positions with upward mobility, within a career path, and receive a decent income.

The Greater Barre region received a three-year, \$300,000 grant to implement this initiative, but there is a local match. In the Grant Application, on page 16, there is a \$5,000 per year match that is required. City Manager Steve Mackenzie included this as a placeholder in the current FY22 budget numbers that he has presented, but I am asking Council to approve the funds to ensure that the local share it met. The WC Grant Match is included in the following line item for the proposed FY22 budget.

001-5010-XXX.XXXX	Working Communities Grant Match (Yr. 1 of 3)	\$	5,000
-------------------	--	----	-------

Thank you,

Lucas Herring

Mayor, City of Barre

**Vermont Working Communities Challenge
Implementation Grant Application
Greater Barre Team**

PART I: Application Summary

Provide a high level summary of your initiative, answering the four (4) prompts below. **The purpose of the summary is to serve as a standalone document that communicates the key points of your initiative** to the Jury and members of your local community, funders, and prospective partners. This part of the application will not be scored. Please keep your response to the limits noted so we can use it for easy communication.

Team/Region (List team name and geography covered): Greater Barre, primarily covering Barre City and Town

Lead Contact/Organization (Include individual's name, organization, phone #, email address):

Tawnya Kristen
Executive Director
Green Mountain United Way
802-613-3989
tkristen@gmunityway.org

Shared Goal/Compelling Cause (Provide a concise description, no more than 200 words):

In Barre City, 55.3% of single female head of households with children lived below the federal poverty threshold in 2018, a sharp ~10% acceleration from 2016 and 2017. This same population in Washington County, the State of Vermont, and the United States, rose minimally during the same period, ending at 33%, 35%, and 38% respectively.

To be successful at work, an individual needs to be successful at life. Single mothers face unique challenges in obtaining and retaining employment including limited transportation and childcare choices, financial barriers, and lack of integration between service programs and employer policies and practices. They have little flexibility in their lives due to their economic status, familial situation, and perceived gender roles. Implicit biases around these issues suggest single moms should simply be grateful for any employment, rather than recognizing them as individuals with dreams working towards future goals.

The Greater Barre team is creating a nimble workforce development system that works seamlessly to achieve economic stability and improved quality of life for single moms for the mutual benefit of our businesses, communities, and future generations. By 2030, 15% fewer single moms will be living below the federal poverty level than their counterparts in 2020.

Initiative Summary (Please describe your team’s effort using what you feel best summarizes the make-up of your team and are the most promising aspects of the initiative in 600 words or less. You do not need to repeat your shared goal/compelling cause statement above):

Workforce systems change involves creating an integrated, multi-sector service delivery model that builds recognition of how employees and employers are bonded and applies policies, practices, and supports to strengthen this bond. We prioritized employment search and employment support as the most critical areas of the system requiring change and identified initiatives that address how service providers, employees, and employers connect and interrelate.

Team Makeup	Goal	Promising Aspects
Service Providers*	<ul style="list-style-type: none"> Understand one another's services Create an integrated service delivery framework 	<ul style="list-style-type: none"> Build multi-sector collaboration so that Every Door Works
Employees (Single Moms)	<ul style="list-style-type: none"> Increase financial empowerment Build job-related skills Foster personal resilience/self-belief Contribute to designing and building the workforce system 	<ul style="list-style-type: none"> Deliver services at the workplace and other places convenient for the employee Foster employee savings programs through financial institution partnerships
Employers (Small/Medium/Large)	<ul style="list-style-type: none"> Learn about and use available services Recognize the benefit of changing policies, practices, and standards to maintain a talent pipeline 	<ul style="list-style-type: none"> Build a unified menu of services related to challenges employers see in the workplace Recognize and foster change Champions Use economic service providers to open doors for other service providers
Community	<ul style="list-style-type: none"> Understand the impact trauma can have on an individual’s life to change cultural perceptions of those living in poverty 	<ul style="list-style-type: none"> Use a SOAR process and storytelling to humanize trauma’s impacts and how a community and supports make a difference

*Service providers encompasses social service organizations/agencies, economic development entities, and education institutions

PART II: Lead Applicant and Team Participants

The lead applicant or anchor organization(s) will be responsible for managing and communicating your team’s work, facilitating budgeting, and coordinating communication with and reporting to WCC staff. The team of partners around the leadership table will be leading the work. The lead applicant or anchor organization(s) will make sure the critical functions are in place to support the decisions and actions among the team of partners.

1. Name of the lead applicant(s) that will administer the grant (your team may elect to identify co-leads, in which case you must provide answers to this question for both co-leads).

Green Mountain United Way

2. Name, title, email, and phone number of primary contacts for the lead applicant(s). Please limit to primary contacts. (If primary contact for the applicant team is someone who doesn’t work for an organization, please list name, email, phone, and relationship of this person to the team).

FIRST NAME	LAST NAME	POSITION	ORGANIZATION	PHONE	EMAIL
Tawnya	Kristen	Executive Director	Green Mountain United Way	802-613-3989	tkristen@gmunityway.org

3. Who are the CORE PARTNERS on your team -- those who will be highly engaged and participate deeply in the implementation phase? This could include the lead applicants(s). *Note: Typically there are 6-15 CORE PARTNERS who participate in the early stages of the implementation phase. It is likely that other people and organizations will be part of your team over time. "OTHER PARTNERS", those who will be part of your team but not as active as the core partners at the outset, should be listed in Q4.*

Name	Affiliation (Organization and Title)	Information on role/interest of this person in the effort (less than 30 words each person)
Lucas Herring	Mayor, City of Barre	Act as municipal team leader and liaison. Share municipal vision. Provide connection to municipal government and community leaders. Foster services coordination.
Sue Minter & Liz Scharf	Executive Director & Director of Community Economic Development, Capstone Community Action	Leverage client engagement experience and services to inform the process of moving people out of poverty. Act as conduit with THRIVE partnership and its Transportation Collaborative Action Network.
Tawnya Kristen	Executive Director, Green Mountain United Way	Serve grant administrator and hire and manage staff to serve as project coordinator. Share best practices and results from its Working Bridges workforce support program to elevate the conversation about areas where collaboration would strengthen workforce retention and where innovation would be advantageous.

Name	Affiliation (Organization and Title)	Information on role/interest of this person in the effort (less than 30 words each person)
Gweneth Schulyer	Employment Advisor, Family Center of Washington County	Spearhead outreach and coordination using relationships built with employers and Reach Up participants. Provide coaching on building job skill training.
Kathryn Leffel	Maternal-Child Health Manager, Central Vermont Home Health and Hospice	Provide coaching on personalized support to mothers who are ready to transition to work. Share employer lessons learned from Working Bridges workforce support program.
Robert Patterson & Monica Urquhart	Vice President for Human Resources and Clinical Support Services & Manager of Business Partners, Central Vermont Medical Center	Share employer lessons learned from Working Bridges workforce support program, its three job training programs, and its innovative collaboration with housing and childcare service providers.
Jamie Stewart	Executive Director, Central Vermont Economic Development Corporation	Leverage employer and economic contacts and workforce development effort. Use Central Vermont Job Fair as outreach venue for employers and prospective employees.
Cody Morrison	Executive Director, Barre Area Development, Inc.	Leverage employer contacts and workforce development efforts. Assist team to leverage <i>Barre: Rock Solid</i> platform to bolster Barre's self-image.
Gretchen Dehart	Regional Director, Montpelier Academic Center, Community College of Vermont	Guide team on adult education for skill building. Foster credentialing or degree pathways that meet workforce participant needs. Desire to strengthen employer-education sector relationships.
Brian Kravitz	Development and Outreach Coordinator, Central Vermont Adult Basic Education	Guide team on teen/adult education for skill building that opens opportunities.
Beth Meyer-Ehrich	Civil Rights Program Manager, Vermont Agency of Transportation	Guide team on diversity, equity and inclusion principles and leverage lessons learned about human resources and employment..
Tracie Lewis & David Gold	Executive Director & Vice President, Barre Partnership	Leverage employer contacts. Assist Barre to move all pieces to work in the same direction in a coordinated, non-competing manner. Create opportunities for single moms to be less dependent on being hiring by creating opportunities for them to start their own business.
Linda Cohen	Single mother	Foster understanding of the challenges faced by single mothers and assist to build understanding of trauma and its impacts on individuals and families.

4. Who are OTHER PARTNERS AND STAKEHOLDERS that you have invited and engaged in the work of your team, and will be part of your work during the implementation phase?

Name	Affiliation (organization and title, if applicable)	Information on role/interest of this person in the effort (less than 30 words each person)
Kevin Eschelbach	President, Central Vermont Chamber of Commerce	Leverage employer and economic contacts and workforce development effort.
Bonnie Waninger	Executive Director, Central Vermont Regional Planning Commission	Assist the team to translate ideas into action plans. Act as conduit to municipal government leadership in greater Barre area.
Scott Griggs	Assistant Director, Central Vermont Career Center	As COVID allows, guide team on teen/adult education for skill building. Coach about mentoring and assisting teens/adults with social, academic, and emotional issues and job/career planning. Poised to strengthen relationships with all sectors.

Other partners and stakeholders are expected to be engaged during implementation. We have not reached out to them yet owing to the team’s need to form and build internal relationships and the resulting lateness of our engagement. THRIVE, Central Vermont’s Accountable Community for Health, has been briefed on this initiative’s progress throughout and is prepared to engage should this effort receive funding.

5. Backbone Organization (10 points): There are a set of core backbone functions that provide the “glue” to hold together a truly collaborative effort. Typically these functions are carried out by a backbone organization or distributed among multiple backbone organizations or individuals. The following are questions specific to the individual(s) or organization(s) that will provide these “glue” functions to the team effort. Please read the application FAQ for more and have those organization(s)/individual(s) answer these questions.

a. Describe your leadership and/or organization’s role during the planning phase. (Limit 400 words)

Green Mountain United Way has provided specific leadership and guidance to the team by sharing our wealth of experience in providing employer/employee support programs and systems change on a cross regional level through our Working Bridges program. GMUW currently leads eight Working Bridges programs at large scale businesses who employ a high percentage of female low/mid wage employees. As a respected member of the non-profit and business community, GMUW was able to solidify our position as an experienced team member while also helping to facilitate conversation on how to apply the Working Bridges framework as a guiding tool through the development process of our work plan. We were able to help move our team towards agreed upon methods to address the challenges seen in our workforce community, specifically single female head of household living in poverty, based on our current work supporting low/mid wage female workforce by using the workplace as a platform for services.

We are recognized as not only an experienced provider in addressing the complex issues related to

poverty and the workforce, we have also earned an appreciation as a neutral facilitator to allow for all team members to contribute and explore diverse approaches to complex problems. This includes our ability to elevate the value of contributions from team members that directly work with the female population of our community who are unemployed and face exceptional challenges.

GMUW also holds the unique place of being collaborative partners with many team members in other initiative areas. This includes our relationship with both Central Vermont Medical Center and Central VT Home Health and Hospice as Working Bridges program partners. GMUW has worked at length with both entities in stabilizing their workforces, both being high percentage of female low/mid wage employees, and have earned the respect as innovative workplace solution partners through extensive work with lead management of both organizations. GMUW is also a partner with Capstone Community Action through our K.E.E.P Financial Coaching training program which provides extensive training throughout our network of nonprofit and business partners to become certified Financial Coaches. These relationships are just two examples of how we have an established role as a leading entity that is trusted and able to bring diverse partnerships together around a common goal.

b. How has this role been different or similar to your or your organization's other roles in the community and/or with collaborative partnerships? (Limit 400 words)

The function of GMUW in this partnership very much mirrors our role in other collaborative partnerships. GMUW holds a leadership position in both the Northeast Kingdom (NEK Prosper) and is a founding leadership member of the Central Vermont (THRIVE) Accountable Communities for Health (ACH) teams. ACH's are the established practice of bringing long term health care solutions to regions through the proven model of Collective Impact and addressing needs seen in primary areas of social determinants of health through shared leadership. Our role as a founding leadership member to the THRIVE ACH is based on our ability to bring our knowledge of organization structures and facilitated leadership trainings based on all we acquired through our work with NEK Prosper. THRIVE is the first ACH collective impact initiative in Washington County and has brought together leading non-profit, state and health care providers. Green Mountain United Way holds the position as both the President of the THRIVE Board of Directors and also the key leader in work group trainings for specific tools used to bring effective long term community change.

In addition to our key role in Accountable Communities for Health, GMUW has an extensive history in working collaboratively with our sister United Ways of Vermont. This relationship and willingness to merge resources and knowledge has expanded our ability to reach beyond our service regions and to develop collaborative initiatives with neighboring Working Bridges sites operated by United Way partners. This has opened the door to large scale facilitated training opportunities like Bridges Out of Poverty, and also has expanded our partners to include business and workforce development leaders across Vermont. The working relationship of VT United Ways has brought a new level of innovative opportunities and partners that have elevated our work to an exceptional level and helped bring together diverse sectors of our community to reach a shared goal of a better life for all people.

c. What do you foresee as issues that may come up or need to be addressed as you play a supportive backbone role to the leadership team? (Limit 400 words)

Based on previous experience in large-scale collaborative work, it would be appropriate to recognize potential challenges in maintaining the project as a priority of focus for the multiple partners involved now and in the future. Our experience with other collective impact models has taught us that key components of maintaining project ownership include; consistent meetings with clear objectives and actionable items, shared tools for data/measurement and accessible storage of documented work and communication, shared responsibility in leading discussions and accountability for others, providing neutral facilitation and also clear guidelines on norms of behavior and providing opportunities of broader understanding of our individual work and purpose to build trust and synergy with participating partners. An additional issue that may arise is how we might be able to expand on our successes to broaden our work to a greater number served and increase participating partners, specifically businesses. The ability to establish a clear road map of our work that can be replicated to expand programming will without doubt need to be a key priority for our team.

Another area of consideration is creating agreement with participating partners on maintaining area representation in light of a staff transition. This can be addressed through a shared agreement that allows for representation in areas of expertise or specific agencies to be provided a place on the team but not defined by a specific person. This allows for continuity in diverse and agreed upon representation without being dependent on an individual's employment at a participating agency or workplace.

PART III: Narrative Addressing WCC Core Principles

In answering this section, we encourage your team to focus less on wordsmithing and more on key points. Please feel free to use bullets or other ways to quickly summarize your key points in your answers.

1. Shared Goal/Compelling Cause (20 points): The Working Communities Challenge seeks to support cross-sector teams that have goals to build strong economies and healthy communities that benefit all residents, especially residents with low incomes.

a. What is the shared goal/compelling cause that your team will address over the next 3 years? (Limit 400 words – you may cut and paste your answer on shared goal/compelling cause from Part I for your response)

In Barre City, 55.3% of single female head of households with children lived below the federal poverty threshold in 2018, a sharp ~10% acceleration from 2016 and 2017. This same population in Washington County, the State of Vermont, and the United States, rose minimally during the same period, ending at 33%, 35%, and 38% respectively.

To be successful at work, an individual needs to be successful at life. Single mothers face unique challenges in obtaining and retaining employment including limited transportation and childcare choices, financial barriers, and lack of integration between social service programs and employer policies and practices. They have little flexibility in their lives due to their economic status, familial situation, and perceived gender roles. Implicit biases around these issues suggest single moms should simply be grateful for any employment, rather than recognizing them as individuals with dreams working towards future goals.

The Greater Barre team is creating a nimble workforce development system that works seamlessly to achieve economic stability and improved quality of life for single moms for the mutual benefit of our businesses, communities, and future generations. By 2030, 15% fewer single moms will be living below the federal poverty level than their counterparts in 2020.

b. Describe how your team came to a decision on your shared goal/compelling cause and if it evolved or changed from the start of the planning phase? (Limit 400 words)

The team's work during the planning phase application formation built consensus around a shared goal – workforce systems change that helped stabilize economic outcomes. To social service providers and education entities, that goal represented the needs of single mothers struggling to emerge from poverty. To economic development entities and employers, the goal represented a need to increase labor force participation. Employer desperation to fill positions was opening doors to change. The team saw a ready-made match for employers with entry-level skill positions and single mothers ready for employment or struggling to maintain it.

COVID-19 changed the labor force balance. It handed power back to employers when its economic impacts created an abundance of unemployed and underemployed people. The change caused the team to wrestle with how to reopen doors to employer change. It spent months focused on what wasn't working and how to improve it. As a result, the goal ping-ponged between fostering collaboration among social service

providers to improve services for single mothers and fostering employer culture change as the labor force will tighten again. Discovering Appreciative Inquiry lead the team to its compelling cause.

Appreciative Inquiry (AI) is a collaborative, strengths-based approach to engaging people to create self-determined change. It focuses on what's working, rather than what's not, allows people to co-design the future. AI's affirmative approach helped the team envision what might be and use what's working to reframe its workforce system goal. Using AI, the interdependency of employers and employees emerged as a core concept driving the need for workforce systems change. The cause grew from supporting employees to fostering employer investment in creating enthusiastic, committed employees that grow within a business and help grow the business.

The central concept of single mothers achieving economic stability and improved quality of life blossomed into an understanding that their outcomes create mutual benefit for businesses, communities, and future generations. The evolved compelling cause reshaped the team's approach to achieving systems change.

2. Systems Change (20 points): The Working Communities Challenge seeks to support teams focused on systemic changes, not just programs, to achieve their shared goal/compelling cause.

a. What are the existing systems, such as current policies, practices, mindsets and resource limitations, that need to change to achieve your shared goal/compelling cause? What issues around economic inclusion, racial equity, and diversity are part of the systems that need to be changed? (Limit 600 words)

The stigma of poverty can be as challenging as experiencing poverty. When interviewed, single mothers described experiencing lack of respect due to economic or educational status and poor treatment by co-workers and employers. They dream of having flexibility in their lives and supportive employers and communities.

One single mother described the benefits system as penalizing her when she made forward economic progress. The well-known benefits cliff tethers the problem of poverty in place and exacerbates the stigma of poverty when mothers must reject raises and promotions so they can keep feeding their children.

Social service providers described doing good work but in organizational silos. Services can be repetitive, giving the appearance of duplication (ex. multiple providers have housing services but for different types of clients). Bureaucratic barriers, especially confidentiality guidelines, prevent them from sharing information across organizations, which would foster more holistic approaches to case management. Service delivery models aren't client-focused (ex. client travels to multiple provider locations to access benefits).

The workforce system assumes work benefit is a paycheck and that people can imagine the connection between skills they have/are acquiring and next step employment. Lack of passion for work might result because the work doesn't feel meaningful and the employee sees no trajectory for career advancement.

Employers may not perceive the social services role as legitimate. Again, stigma plays a role via a perception that social services are handouts to individuals who don't want to work. Most employers lack an understanding that social services and the economic system can support them better if someone represents the employee to all agencies (ex. a navigator) or if the employer provides information that allows service

organizations to better serve their employees. One team member stated, *“This is the first time I’ve listened to the human service’s component. This [approach] is a change for us. We’ll be forced to participate in a new way to connect employers and employees.”*

Many businesses lack a talent pipeline management system that fosters employee retention and growth. Hiring is based on education and experiences rather than competencies. Employee onboarding is limited to describing job requirements. Post-onboarding employer/employee interactions are focused on performance appraisal and feedback. Employment advancement often is one-sided; the employee must master or acquire skills on their own.

Employment policies and practices make assumptions about employees. For instance, policies require employees to pay for skill enhancement via a reimbursement model, excluding those with limited resources.

Specific issues around economic inclusion, racial equity, and diversity that emerged during team discussions and stakeholder interviews included:

- Access to all services by contacting one person (one door approach) – participants usually do not have the resources (time, money, etc.) to talk multiple services.
- Work schedule flexibility (accommodating childcare, bus schedules, appointments etc.)
- Hiring practice biases (literacy assumptions, removing names from resumes, make up of interview panels, etc.)
- Dress codes (can unintentionally discriminate, e.g. wearing locks, gender expression, etc.)
- Differing levels of financial literacy and financial skills (assumptions by individuals, system entrenchment, etc.)
- Mental health, substance use/addiction
- Trauma

Layers of inequity intersect (Ex. person of color who is poor experiences similar and different bias.). Hidden structures and rules that come naturally to us can be different to someone of another economic level, races, gender, etc. creating feelings of foreignness throughout the employment system. The team discussed how being aware of the layers and asking ourselves questions about how we work with each other, employees, and employers provides a starting place to identify hidden structures and rules. Based on team discussions, one member developed questions we will ask ourselves to monitor attention to diversity, equity and inclusion as work progresses.

b. Understanding that this is an early stage in your work, what actions will your team take to influence or make those system changes possible? (Limit 400 words)

The confluence of the pandemic and the social justice movement has dramatically impacted single mothers. How we position and prepare people for employment will be different than pre-COVID. We identified core things we can deliver to bring economic equity to our community and start building a new workforce system model. Our actions will affect how services are delivered and reposition cultural perceptions to encourage policy/practice changes.

Currently, supports are delivered for the convenience of service providers. One provider said, “Being poor is hard work. Imagine spending 8 hours on a bus with your kids traveling among providers to access services.” Working Bridges piloted delivering services at the place of employment using a navigator who works with employees. The program opens doors by using a crisis moment (unexpected medical bills, car repair) to leverage long term engagement. The program also leverages employer policy/practice changes. The navigator’s visibility in the workplace builds legitimacy for social services’ role in the economic system. The program’s employer-specific data helps employer’s discover actions they can take to foster workforce stability. Single mothers are the primary users of Working Bridges services.

Providing wrap around services is a second systems change. Providers currently cross refer clients to one another, but service delivery is 1:1 and the client is responsible for initiating action with another provider. The team will create a collaborative service provider approach so Every Door Works. Every Door Works follows the Agency of Human Service’s Children’s Integrated Services (CIS) model. CIS services are delivered through a network of providers at the client’s home, child care program or another location comfortable to the client. With permission from the client, case managers meet weekly to review client progress and needs and to design service supports together around the client’s goals. Essentially, CIS turns every organization’s case manager into a Working Bridges-type navigator.

A third systemic change is collaborating with financial institutions to build a savings program. Working Bridges leverages crisis loans of \$1,500 to build ongoing employee savings via post-loan-repayment payroll deductions. Capstone uses a match savings program. For some mothers, these are their first experiences with having savings.

Ruth Bader Ginsburg used to ask, “What is the difference between a bookkeeper in Brooklyn and a Supreme Court justice?” Her answer: “One generation.” With employee-focused service delivery and employer-discovered cultural change, single mothers can attain economic stability and realize the dreams they have for their children.

3. Collaborative Leadership (20 points): The Working Communities Challenge supports teams that share power and responsibility across multiple collaborative partners, and build diverse voices and perspectives into its learning, decision making and strategy work.

a. How and why did the composition (sectors, styles, skills, etc.) of your team evolve over the planning phase? (Limit 400 words)

Team composition evolved to use organizational strengths, to flex with COVID-19s impacts, and to incorporate new perspectives. Collaborative leadership for the Greater Barre team started with building collaboration within the team. As a new, cross-sector team, we worked through perceptions of other sectors and learned to hear and accept the diverse voices and perspectives within the initial team. Collaboration was sometimes messy, occasionally frustrating, and always valued.

Some organizations transitioned participation from Executive Directors/CEOs to managers who could speak with hands-on knowledge about employer, service provider, and client needs and observations. Their experiences lent concrete examples that moved ideas to strategies and actions.

VTrans, a Barre employer, transitioned its representative from a planner to a civil rights manager because that role had more value to the team. She has become our guide for diversity, equity and inclusion discussions and for human resource/employment best practices.

COVID-19's impact meant school representatives bowed out due to education system needs. Central Vermont Adult Basic Education joined the team to connect early learning challenges with decreased adult outcomes. As a smaller employer, it reminds the team that access to resources varies across participants. The Barre Partnership, a pre-planning participant, is working to foster entrepreneurship opportunities and stepped into a core partner role.

During discussions, the team discovered diversity it wasn't aware it had. Team voices included an individual of Abenaki heritage, a single mother, and a child of a single mother. At the team's request, social service providers shared non-identifiable client case studies to illustrate "who our target audience is." Having real-life situations meant we stopped saying "target audience" and started saying moms, mothers, and grandmothers. It also challenged stereotypes of why people fall into poverty. The team interviewed 29 stakeholders using Appreciative Inquiry and incorporated that learning into its decision process and strategy. Again, personal stories from the interviews surfaced inequities and biases people in poverty face daily. After participating in an interview, one single mother asked to be included on the implementation team.

b. What was the process your team used to make decisions during the planning phase? Besides physical distance and virtual facilitation issues, were there challenges? How did your team share power among and include different voices across the full social, racial and economic diversity of your community during the planning phase? (Limit 600 words)

The team operated by consensus, but took no formal votes. Issues were discussed until consensus was found, and neutral facilitation invited quieter voices to share their thinking, helped challenge assumptions as needed, and created opportunities to hear and explore differing perspectives. Sometimes, we would revisit a decision if a comfortable consensus had not been achieved or to affirm collective decisions and consider subsequent thinking. Some voices need more time to think through implications and reasoning.

The newness of the team posed the regular challenges new teams face – building relationships, establishing trust, holding others accountable for commitments made and missed, embracing diverse perspectives, and learning to resolve conflicts. The need to remain virtual slowed working through these challenges.

COVID changed our landscape beyond physical distancing and virtual interactions. Employer access was more difficult as employers worked to survive. COVID is driving innovation in the workplace, and breaking down barriers in systems. These evolutions are difficult to keep up with when our water cooler is virtual. The social services support system is evolving around us so our role is insuring the system evolutions stay post-COVID.

Power sharing during planning

c. What will be the process your team uses to make decisions and carry out team work among your leadership group during the implementation phase? (Limit 400 words)

The team intends to continuing operating by consensus for decision making. It discussed the potential for only social services organizations and educational institutions to vote on budget issues since they are likely to incur greater costs for systems change work and did not move forward with that idea. The team may elect to delegate authority as appropriate to facilitate team operations. For instance, it discussed delegating budget decisions to a core group, but has not defined who this core group would be and would like its new team members involved before moving forward with a final decision.

The team considers the implementation grant as an “implementation cost”. When the grant ends, the team believes the initial system change pieces should have created efficiencies in service provider collaboration that free resources for next step planning and implementation. Also, when the initial investment by Working Communities ends, the team will have proof of concept and can use that to secure next step investment from businesses and the philanthropic sector.

Team work during implementation will be via collaboration and strength based. For instance, social service providers will work cooperatively with the Working Communities Coordinator to build the service delivery network meetings. Those team members who participate in Children’s Integrated Services will play a lead role in framing the meetings. Economic development service providers will survey businesses through personal outreach, develop a list of “Champion Employers,” and recruit change Champions. Together, the provides will discuss the fit of prospective employees with specific employers. This collaboration will help providers learn about each other services and the approach different sectors take to workforce development. The Working Communities Coordinator will be the glue that that facilitates team conversations for defining roles and responsibilities.

4. Community Engagement (20 points): The Working Communities Challenge seeks to support teams that meaningfully engage the full social, racial and economic diversity of residents in your community (who is engaged, who feels welcome, who gets to decide, who is left out, etc).

a. Understanding that COVID-19 has impacted your work and ambitions during the planning phase, how have you tried to engage and integrate residents into your work during the planning phase? (Limit 400 words)

The team mined its data and connections as the COVID-19 response evolved to determine how struggles of employers, employees, and unemployed single mothers has changed.

Team members used their connections as venues for engagement. For instance, a team member who participates on the boards of Creative Workforce Solutions and the Central Vermont Chamber spoke with those boards about this effort. As a result, the Chamber wants to engage to build employer connections.

We have not engaged the broader community. Early in our process, some team members spoke with clients about this effort hoping to engage them in the discussion and recruit them to the process. They reported that clients were hesitant to invest because they did not understand the concept. Our team hadn’t developed a shared language it could use outside the team. It took us months to find a way to do that.

Through a referral from Capstone, the team linked with Prudence Sullivan, an Appreciative Inquiry (AI) expert in Central Vermont. Pru donated her skills to guide the team through refining its compelling cause and crafting stakeholder interview questions. Conceptually, the team knew that stakeholder engagement was important, but it was stuck on how to create meaningful engagement that would build on its knowledge and would speak to a variety of audiences. AI's storytelling approach let us explore experiences across all stakeholders and created learning opportunities for everyone. The team subsequently conducted 29 stakeholder interviews, including single moms, employers, job coaches, individuals outside the process, school principals, and other people. Information from those interviews was incorporated into the workplan. We also gained engagement of a single mother on the core team. She said, "I want in on this team!"

b. What steps will your team take during the implementation phase to welcome and involve residents and the full social, racial and economic diversity of your community in setting direction, making decisions, and participating in your effort? (Limit 400 words)

Exploring Appreciative Inquiry convinced the team to build a SOAR process into its workplan. The SOAR approach (strengths, opportunities, aspirations, results) uses appreciative inquiry as a strengths-based approach to creating change. It engages stakeholders in identifying what is known to work and applies it forward to advance outcomes. While SOAR is a planning process, it also is an engagement process that builds a vision of the future and gains commitment to outcomes. Our inclusion and engagement effort will grow out of the SOAR process and event.

Having completed AI interviews, we have stories we can use to personalize why the workforce system needs changed. We will use press contacts to develop media stories and have team members share stories within their networks.

We will ask single mothers to identify groups they work with in the community (ex. interfaith community) and recruit those entities as partners and/or team members. The faith based community is a critical part of the safety network for single mothers and is actively engaged in supporting families experiencing homelessness. Team members engaged in supporting individuals who are homelessness will connect with the faith based community to invite them into this effort.

5. Learning Orientation (20 points): The Working Communities Challenge supports teams that continually examine assumptions, test ideas, learn from actions, and adapt so as to achieve better outcomes.

a. What challenges did your team face and what lessons did your team learn during the planning phase? How will these impact the way your team carries out its work in the implementation phase? (Limit 600 words)

We learned we have work to do in the area of race and equity. We made progress forging a joint path to address economic inclusion. Having the discussion about race proved to be more difficult, and we did not find a clear path forward. Our equity starter questions ask team members to respectfully speak up if they noticed bias and to consider how we'll reach out to businesses owned by people of color.

We stumbled periodically when different sectors used different language or struggled to accept how another sector viewed an issue. At our last meeting prior to submitting this grant, an employer team

member asked a basic question about how social services envisioned recruiting clients to the employee cohort. The back-and-forth follow-up among the social services organizations made us realize that language isn't just different among sectors, it differs within a sector. The team built intentional learning opportunities into its workplan to continue developing shared language and smooth rough edges.

Several nonprofit participants expressed that they would need to talk to their organizations about raising funds for workforce systems change because their organizations may view it as a conflict of interest/competition with the organization's existing efforts. That conversation caused us to examine our assumptions about who has bought in to workforce development systems change within organizations. As we look to engage the community, we also need to engage within our organizations.

In early exploration of systems change, we realized we must work with two employer systems. Larger businesses have Human Resources staff charged with being gate keepers for company policies. These businesses have more capacity to work with us, and they provide more opportunities for employee career advancement. Creating change will be more difficult when working with these businesses because there are more policy and practice barriers for employees. Smaller businesses have less capacity (no HR staff; greater need to focus on COVID-survival). They also are more adaptive because change can be created by working with decision makers – line workers, supervisors, and business owners. We have to think near term versus a long term strategy.

COVID changed the environment. Businesses learned to operate with fewer employees. They gained efficiencies that mean some people won't be hired back. Our systems change clientele is growing.

b. What additional data, research, community input, and/or peer learning will you need to understand how to best achieve your shared goal/compelling cause? How will you access this information? (Limit 400 words)

We need to understand if case managers, etc. can be converted to navigators and what obstacles might prevent that from occurring. We will hold interviews with staff from service providers to engage them in a conversation about how current approaches could be strengthened.

We need data about entry level job opportunities to target businesses that have these positions and opportunities for employee growth. Labor data can provide this as well as economic development sector knowledge.

It would be helpful to understand how many people are in poverty and falling into poverty. Agencies may be able to provide this data.

We need to strengthen our understanding of where the workforce system emphasizes the institution rather than the individual. For example, accessing higher education is time and labor intensive as well as expensive. Those seeking education must put in an effort to access education rather than being invited into the fold. The SOAR process can help us explore where individuals felt included in the system and how that inclusion could be replicated elsewhere.

PART V: Budget and Work Plan

1. Budget (10 points): Upon receipt of an implementation phase grant award, each team will be required to secure commitments of a 5% cash match per year over the three years of implementation funds (\$5,000/year match) plus a 10% in-kind match (in-kind contributions of \$10,000/year). The goal of the required funding match is to help teams build momentum, widen the circle of investors, and gain buy-in from others in the community. Please read the application FAQ for more, if needed.

a. Describe what your team will try in year 1 to secure commitments for a total 5% local match of \$15,000 toward the \$300,000 WCC grant award. Commitments gathered in year 1 can be stretched over 3 years such as \$5,000 in year 1, \$5,000 in year 2, and \$5,000 in year 3. Also describe how your team will meet the 10% in-kind match. (Limit 400 words)

Cash: The City of Barre Mayor and City Manager will place \$5,000 a year for three years in the City Budget for discussion with the City Council. In addition, the team expects to build partnerships with financial institutions to develop a loan-to-saving program in year 1 and increase investment in the initiative each year. The actual funds would be provided in years 2-3+. Capstone will target its matched savings program to this effort (~\$14,000). The team also will use its connections to leverage donations and investments. The team may seek other grants to support specific elements of the test approaches. As proof of concept emerges,

In-Kind: Core and other partners will leverage internal resources for team meetings and services such as financial coaching, literacy programs, navigator services, employer and employee recruitment, etc.

b. Your team’s budget will evolve and change over the course of the implementation phase. Please fill out the worksheet below to show how your team will budget for revenue (over 3 years) and expenditures (in year 1). Include in your budget an assumed local funding match of at least 5% (\$15,000) and 10% (\$30,000) in-kind funding match that will go to your overall three-year revenue.

Part 1 – Revenue (edit or add lines as needed)

Revenue description	Year 1 amount	Year 2 amount	Year 3 amount	Total amount
Working Communities Challenge implementation grant	100,000	100,000	100,000	300,000
Local cash match (at least \$15,000)	5,000	5,000	5,000	15,000
Local in-kind match (\$30,000)	10,000	10,000	10,000	30,000
Other committed funding:	2,000	6,000	6,000	14,000
Total revenue	117,000	121,000	121,000	359,000

Part 2 – Year 1 expenses (edit or add lines as needed)

Expense description	Year 1 budget
Personnel and Staffing – salaries, wages, and fringe (itemize by staff position/title/organization)	
Executive Director, Green Mountain United Way	5,000
Working Communities Coordinator, Green Mountain United Way	80,000
Working Bridges Coordinator, Green Mountain United Way	2,000
<i>Subtotal: personnel and staffing</i>	87,000
Contracted consultants and stipends (itemize by purpose)	
Stipends for single mothers to participate in SOAR and other activities	3,500
Appreciative Inquiry/SOAR consultant	20,000
<i>Subtotal: contracted consultants</i>	23,500
Capital & equipment (itemize by type of capital/equipment)	
<i>Subtotal: capital & equipment</i>	
Travel	300
Materials and supplies	
Overhead and administration* (10%)	8,700
Other: Printing	250
Total year 1 expenses	119,750

*Includes rent, utilities, insurance, office supplies, audit, telephone, internet, printing, and other general operating expenses. If organization providing staffing/personnel has an approved federal indirect cost rate, please use this to calculate overhead and administration.

c. Please use the following space and word limit to tell us anything else about your budget. (Limit 200 words)

Our year one budget is our place to begin

2. Work Plan (10 points): We expect your work plan activities and timeline to change once your team receives an award, starts up, and begins to work with the WCC team (FRBB, VCRD and others). Please use this template to indicate expected activities and outcomes for the first year of your team’s work.

Year 1 Strategies To Build And Support Your Collaborative Team		
GOALS AND STRATEGIES (e.g. firming up team norms and procedures, engaging the community and diverse voices, integrating data)	ACTION ITEM	TIMELINE (e.g. Q1, Q2, ...)
Strengthen team partnership and operations	<ul style="list-style-type: none"> Use a facilitator to navigate decisions 	Q1

Year 1 Strategies To Build And Support Your Collaborative Team

	<ul style="list-style-type: none"> • Develop Memorandum of Agreement outlining team roles, responsibilities, governance, an accountability structure, and flexibility for team evolution • Confirm team norms, procedure, decision process as team evolves • Continue to add diverse voices to the team by recruiting 1-2 additional single mothers • Outline internal and external communication strategies that foster engagement and trust 	
Promote continual shared learning to build knowledge and trust among team	<ul style="list-style-type: none"> • Set aside time at every team meeting for information share by 1-2 members to promote collaboration • Teach social service organizations and educational institutions “business speak” to enhance business partnership outcomes 	Ongoing
Engage the community in conversations about equity, inclusion, and trauma	<ul style="list-style-type: none"> • Develop storytelling press releases periodically to personalize why the workforce system needs to change and to engage on strategies, convey progress, etc. • Ask single mothers to identify groups they work with in the community (ex. interfaith community) and recruit those entities as partners and/or team members 	Ongoing Q1&2
Use data to target efforts, measure change, and adjust activities in response to data collected	<ul style="list-style-type: none"> • Develop an agreed upon method of capturing data with a nimble system to adapt as our process/strategies evolve • Collecting various forms of data to identify needs, evaluate success, and inform implementation • Document changes in knowledge, relationships, capacity, and community ownership to visual systems change 	Q1 Q2 Q1-4

Year 1 Strategies To Achieve Your Compelling Cause

GOALS AND STRATEGIES (e.g. research systems change actions, pilot new program to test approaches, pursue policy change conversations with institutional partners)	ACTION ITEM	TIMELINE (e.g. Q1, Q2, ...)
<p>Create a collaborate service provider approach so Every Door Works</p>	<p>Build service delivery network meetings among social service providers based on AHS Children’s Integrated Services (CIS) model.</p> <ul style="list-style-type: none"> • Have policy and practice conversations with service organization leadership and staff (ex. case management, employer liaison, employment coordinator, etc.) • Adapt CIS universal release/shared referral form. • Use a practiced facilitator to guide and support early meetings among providers until the group develops comfort with this new model 	<p align="center">Q1</p> <p align="center">Q1</p> <p align="center">Q2-4</p>
	<p>Capture the “menu of services” offered by providers in a document that economic development providers use for employer recruitment.</p>	<p align="center">Q2</p>
<p>Adapt, expand, and package existing programs to test new delivery approaches</p>	<p>Pilot a match-making service between cohorts of single moms and 6-10 Champion employers.</p> <ul style="list-style-type: none"> • Gather data on individual employee needs and employer practices that worked and have been adapted or discarded. • Engage employees/employers in building the services collaboration using Appreciative Inquiry/SOAR for continuous learning • Use Working Bridges model to deliver employee supports at the workplace • Create learning opportunities among employees, employers, and the community 	<p align="center">Q2</p> <p align="center">Q2</p> <p align="center">Q3</p> <p align="center">Q2-4</p>
	<p>Work with financial institution(s) to develop/strengthen income advance loans that evolve into savings modeled after Working Bridges and match savings program for employees modeled after Capstone’s program.</p>	<p align="center">Q1-2</p>

Year 1 Strategies To Achieve Your Compelling Cause

	Continue to research multisector, cooperative workforce development efforts that facilitate systems change	Q1-4
--	--	------

PART VI: Planning Phase Report

1. Please use the sheet to indicate how your team used the funds granted during the planning phase. In addition to the completion of this sheet, other financial documentation may be required as a condition of being awarded an implementation phase grant award.

Expense description	Total amount
CVRPC personnel (wages/benefits/overhead) for facilitation, research, and grant writing services	\$28,829.57
Total	\$28,829.57

Agenda Item 9.F – Discussion on Minimum Housing Ordinance Changes

Barre City Council,

Chapter 7 of the Barre City Ordinances addresses Minimum Housing Standards. Council has reviewed sections of this ordinance recently to ensure consistency with the Unified Development Ordinance.

https://www.barrecity.org/client_media/files/Clerk/charter_and_ordinances/Chapter%207%20Minimum%20Housing%20Revision%202019-07%20Sept%202019%20FINAL.pdf

During that conversation, there was discussion on adding heat, not only the heating device, as part of the Minimum Housing Ordinances. There are several benefits to this including:

1. Ensuring a steady rental rate for the resident, including the cost of fuel.
2. Buying fuel in bulk by landlords may reduce the overall cost of fuel as part of the overall cost of living.
3. Incentivize landlords to take advantage of weatherization programs authorized by the Vermont State Legislature. Weatherization can reduce the amount of fuel needed to heat a space, decreasing costs and greenhouse emissions.
4. Improvements made to properties may increase the overall value of the property for the owner.

An example of a change could be as follows in Sec. 7-20. Minimum Standards.

Existing Language

- (h) General Conditions
 - (1) Every supplied appliance, plumbing fixture, heating device or system, or utility which is required under this Ordinance, and every chimney and smoke pipe shall be so constructed and installed so that it will function safely and effectively and shall be kept in sound working condition.

Additional Language

- (b)
 - (4) Heat. Existing rental units with existing tenants, as of July 1, 2021, shall have, as part of the terms and conditions of the rental agreement, the cost of heat provided through the heating device or system.

Although this was the item that was discussed, the process will allow Council and staff to review other portions of the Ordinance to ensure that items throughout the Ordinance are update.

Thank you,

Lucas Herring

Mayor, City of Barre

11/20/2020

Agenda Item 9.G – Annual Dollar Drop and Charity

Barre City Council,

Annually, the City has performed a Dollar Drop. This is noted as part of the current Coin Drop Policy.

https://www.barrecity.org/client_media/files/CityMgr/Council%20Policy/Coin%20Drop%20Policy%20revisions%20APPROVED%2012-3-19.pdf

“A dollar and toy drop held in December by the City Council is pre-approved as an additional event outside of the six allowed by this policy.”

The BCPD has been participating in delivering and providing toys to numerous Families in Central Vermont now for several decades and only recently (the last couple of years) have things changed into a more targeted approach. Chief Bombardier has spoken with Will Eberly, Field Director at AHS, about the children that we have scattered around in the hotels in Central Vermont as a result of COVID. The number of children is at least 76 and more information will be provided to you via email. Many of these children are those that attend school in the City of Barre. Chief Bombardier has been in contact with other local police chiefs (Chief Brian Peete of Montpelier and Chief James Pontbriand of Berlin) in hopes they would also like to participate since both Montpelier and Berlin have children in Hotels as well.

For reference, I am including the motion the was unanimously approved by council last year:

“Dollar Drop Date and Recipient. Mayor Herring said the dollar drop is usually held on the 1st Saturday in December, which is December 7th this year. There was discussion on how the funds should be used. Councilor Boutin made the motion that the donated funds will be given to the School Resource Officer to purchase gifts for children identified by the SRO and school, and that volunteers will wrap the presents for police officers to deliver. The motion was seconded by Councilor Morey. Motion carried.”

Related, Barre City has allowed a parking ticket amnesty program, which allows the parking ticket be removed with the donation of a toy of equal or great value of that ticket.

Chief Bombardier is following up on the safety protocol given through the Governor’s Office regarding the current outbreaks in Washington County to ensure that this program is safe to operate again this year.

Thank you,

Lucas Herring

Mayor, City of Barre

11/20/2020

Agenda Item 9.H – Review and/or Approve Barre City Flag Policy

Barre City Council,

As we have discussed the placement of flags in recent Council meetings, it was brought to our attention that there may need to be additional clarify around the location of the flag if this was to be done in City Hall park. At last Council meeting, Councilors did not state objection that special flags be flown in City Hall Park. City Hall park is unique as there are three poles that are designated for flags.

For reference, the information I have found is from Title 4, Chapter 1, Section 7. Position and manner of display: <https://uscode.house.gov/view.xhtml?req=granuleid:USC-prelim-title4-section7&num=0&edition=prelim> and more specifically: <https://uscode.house.gov/statviewer.htm?volume=56&page=1075>

“(e) The flag of the United States of America should be at the center and at the highest point of the group when a number of flags of States or localities or pennants of societies are grouped and displayed from staffs.

(f) When flags of States, cities, or localities, or pennants of societies are flown on the same halyard with the flag of the United States, the latter should always be at the peak. When the flags are flown from adjacent staffs, the flag of the United States should be hoisted first and lowered last. No such flag or pennant may be placed above the flag of the United States or to the United States flag's right.

(g) When flags of two or more nations are displayed, they are to be flown from separate staffs of the same height. The flags should be of approximately equal size. International usage forbids the display of the flag of one nation above that of another nation in time of peace.”

I am providing the flag policy, with some suggested edits, in order to address these issues.

Thank you,

Lucas Herring

Mayor, City of Barre

CITY OF BARRE POLICY ON FLAG DISPLAYS

PURPOSES:

- Honoring existing flag protocols by establishing a policy which follows the United States and Vermont State provisions governing the display of flags on City property, including the United States flag, the State flag, the City flag, and the POW/MIA flag;
- Establishing policy to fly flags at half-mast in the event a City employee has been killed or died in performance of official duties; and
- Establishing policy and procedures for the display of special flags.

PERSONS AFFECTED:

- Buildings and Community Services staff.

APPLICATION

- This Policy applies to all buildings and facilities owned or controlled by the City of Barre and all individuals employed by or who volunteer with the City of Barre, unless a provision of the policy conflicts with a statute or contract (e.g., Collective Bargaining Agreement, Civil Service Rule, or Memorandum of Understanding).

POLICY & PROCEDURE

1. The City of Barre will follow the Vermont state provisions governing the display and care of flags, including the United States flag, the Vermont State flag, the City of Barre flag, and the POW/MIA flag.
2. The City of Barre flag shall be flown at half-mast in any instance where a City of Barre employee has been killed in the line of duty or has died as a direct result of injuries incurred while in the performance of official duties. A press release will be provided to the public at least two (2) calendar days prior to the date the City flag will be flown at half-mast; this date will be determined by the City Manager.
3. The City Council may approve the display of a special flag or banner upon issuance of a federal, state, or mayoral proclamation; or upon introduction a resolution by a member of Council, or via application procedure from a community member. The application to fly a special flag will be made available on the City's website or upon request from the city clerk. The completed application is to be submitted by the community member who is requesting the flying of a special flag to their council person who will then introduce the application to council.

- a. Examples of special flags or banners include, but are not limited to, the following: sister city flags, heritage month flags, flags of other countries, flags received in recognition of awards, flags received from visiting groups, flags designating an event or accomplishment, or flags supporting social justice initiatives.

4. All approvals for special flag displays shall state the ~~placement and~~ duration of the display, from a minimum of 24 hours to a maximum of 30 days.

- a. All special flag displays, with the exception of flags of other nations, will be placed in City Hall Park under the Flag containing the City flag.
- b. Special flag displays, when requested for flags of another nation, will utilize the two poles of equal height in City Hall Park. The United States Flag will be always be flown to the right.
- b.c. Special flags that are from another nation will be of approximate equal size to the United States Flag. All other special flags will be smaller in size.

4.5. This policy recommends that special flags be flown one at a time, and not flown simultaneously; however, if more than one special flag is approved for display in the same location for simultaneous display, the order that the flags are placed will be determined by date of submission.

- a. If there is a request for two different special flags to be flown simultaneously based on the same request, discretion on placement and order will reside with the City Manager.

a.b. There shall be no special flag request approved for two or more other nations at the same time.

5.6. When approving a special flag display, the City Council shall consider and make a determination based on at least one of the following criteria:

- a. Whether the United States or the State of Vermont has recognized the flag through statute or proclamation;
- b. Whether the flag represents an organization dedicated to the public good for the citizens of Barre;

- c. Whether the flag represents a National, State, or City interest;
- d. Whether the flag is an historic American flag that continues to have a primary positive message of American history and unity;
- e. Whether the flag promotes unity and community with another city state, country, or other jurisdiction; or
- f. Whether the flag represents a positive interest or value worthy of public recognition and does not:
 - i. Promote partisan political or election-related activities;
 - ii. Promote for-profit entities and projects that promote a for-profit entity and/or its products or services;
 - iii. Use city property to publicly criticize, ridicule, disparage, or defame any person or institution;
 - iv. Discriminate against any person or group on the basis of race, color, national origin, religion, gender, age, disability, ancestry, creed, pregnancy, marital status, parental status, familial status, sexual orientation, status as a veteran, physical, mental, emotional or learning disability, or any other characteristic protected by federal, state, or local law.

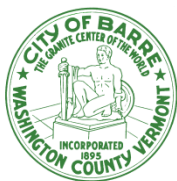
~~6. All special flags and banners must not be larger in size than the flag of the United States of America, the Vermont State Flag, or the City of Barre Flag, and must be placed on the flag pole beneath these flags when flown on the same staff.~~

REFERENCE

- 1 VSA 11: United States and Vermont State provisions governing the display of flags [<https://legislature.vermont.gov/statutes/chapter/01/011>]

Adopted and approved this 30th of June, 2020 as certified by the City Clerk

Carol Dawes



• *City of Barre, Vermont*

“Granite Center of the World”

Steven E. Mackenzie, P.E.
City Manager

6 N. Main St., Suite 2
Barre, VT 05641
Telephone (802) 476-0240
FAX (802) 476-0264
manager@barrecity.org

To: Mayor Lucas Herring and the Barre City Council

From: Steven Mackenzie, P.E., City Manager

Re: Department Head Reports

Report Date: November 20, 2020

In order to keep you informed of the Department activities of the office, I'm forwarding this report of activities of the City staff for the previous Friday - Thursday. If there are any additional questions please do not hesitate to ask.

1. CLERK/TREASURER'S OFFICE:

- City Hall remains closed to the public. The land records vault in the Clerk's office is open by appointment only on Tuesdays, Thursdays and Fridays.
- The state auditor's office held our entrance conference on Wednesday for the required audit of our TIF district. We have started pulling documents and data for them, and they hope to have the audit completed by the summer.
- The City is spreading the word about the Vermont COVID Arrearage Assistance Program, which provides funding assistance for delinquent utility bills. Barre City water/sewer customers with delinquent bills from the June and September billing cycles can apply to have their delinquent bills, including late penalties and interest charges, covered by the program. Customers are being encouraged to register/apply online before the December 15th deadline.
- Working with the Buildings and Community Services Department on a disinterment request to remove remains buried at Hope Cemetery for transfer to another cemetery in the area. Such a disinterment requires written authorization from all surviving family members. We're waiting on one last authorization form to be received. Not sure this will get done before the receiving cemetery closes for the winter season.
- Second quarter property taxes were due November 16th. The delinquency rate was a bit higher than usual at 5.24%.
- Annual license renewal applications have been mailed out, and will start coming to Council for approval over the next several weeks.

- Beginning to work on the application for the \$1.7M bond approved by the voters back in March. Because the bond touches water, wastewater and capital projects, we will need to complete three separate applications.

2. BUILDING AND COMMUNITY SERVICES:

- Department Head on vacation.

2a. RECREATION:

- Participated in Department Head meeting
- Participated in VT Rink Operator's meeting to discuss the Governor's mandates, etc. Several emails followed throughout the week.
- Time was spent with pool related items - participated in a pool update meeting.
- Coordinated with the Health Department and National Guard on COVID-19 testing that has been almost daily at the AUD. They are scheduled to return Nov. 23, 24, 25, 27 & 28 for more testing.
- Opened the AUD kitchen up on Sunday for the Rotary Club.
- A Red Cross Blood Drawing was held on Thursday. Coordination was done to make sure there were entrance separation signs, etc. between this event and the COVID testing.
- Met with City Manager
- Participated in an insurance Zoom informational meeting.
- Emails, phone calls and scheduling with items covering ice time to COVID test information, etc. Very active week as the AUD has been essential for testing.
- BCS Director Jeff was on vacation this week.

3. DEPARTMENT OF PERMITTING, PLANNING AND ASSESSING:

Planning – Janet:

- Attended Department Head bi-weekly phone call on Tuesday morning;
- Attended City Council meeting Tuesday evening;
- Participated in the entrance conference for Barre City TIF audit Wednesday morning, then met with Carol and Steve Friday afternoon for prep of Carol's meeting with the TIF auditors on Monday morning;
- Invited a member of GMT to attend the Energy Committee meeting this coming Monday evening to speak about the MicroTransit program;
- Finalized and sent out the Energy Committee agenda for Monday night meeting on the 23rd;
- Worked on the Pool grant's first requisition that I would like to get submitted;

- Convened with my staff over the uptick in covid cases and who might be interested in working remotely – Heather felt she would like to be working remotely and not in such close quarters with the assessing side of the room, so finalized the logistics and expectations of her working remotely beginning on Monday the 23rd;
- Attended the CVRPC Project Review Committee meeting Thursday afternoon;
- Attended a phone call from TRORC, who were the 25% funders for the flood mitigation buy outs on Thursday afternoon;
- Begin the subrecipient monitoring process for the final home buyouts for the Gunners Brook Flood Mitigation Project, and submittals are due by December 14, 2020;
- Reviewing the Covid Grants proposed payout that includes the LGER (Local Government Expense Reimbursement grant and their covering 25% of the FEMA grant;
- Assist fellow staff with information, help, etc.;
- Return phone calls, emails.

Permitting – Heather:

- Issued 1 Building Permit;
- Issued 5 Electrical Permits;
- Issued 2 Zoning Permits;
- Closed out in our systems 4 building and 5 electrical final inspections;
- Helped the director with hazard pay paperwork;
- Preparing to work remotely starting Monday, Nov. 23;
- Waited on customers that came to city hall on the days we were open to the public;
- Answered phones & returned emails, filing, etc.;
- Updating both the Zoning & Fire Dept. databases regularly.

Assessing Clerk – Kathryn:

- Regular office tasks: permit copies from Heather, address changes, mapping updates, filing, checking Grand List items, Street numbers, corrections, e-mail messages, phone calls, etc.;
- Processed 6 PTTRs (property transfer returns) for updating all property records in NEMRC, Proval, and mapping software;
- Received 5 change of assessment cards from the Assessor to update files;
- Downloaded 3 Homestead filings, sent back 1 individual filing to State for correction on homestead filing, and the State removed 1 from homestead status - for a year-to-date total of 1743;
- Sent out 5 map copies and 10 lister cards as requested via email or by telephone;
- Completed the October property transfer summary and sent out to all departments to update all systems;
- Continue preparing list for E&O from the Assessor and homestead list to be filed in the rear of the 2020 grand list book

3a. CONTRACT ASSESSOR:

- Contractor did not provide report.

4. DEPARTMENT OF PUBLIC WORKS:

- Department Head will send report with the warrants on Monday.

5. FINANCE DIRECTOR:

- Attended DH meeting
- Attended Council meeting for FY22 budget discussions on DPW
- Finished the FY20 audit report and submitted to auditors on Wednesday for final review
- Attended VTGFOA Board Meeting
- Began working on Management Discussion and Analysis (MD&A) that will accompany the FY20 audit report
- Reviewed AP Invoices

6. DEPARTMENT OF PUBLIC SAFETY:

6a. FIRE DEPARTMENT:

Weekly Fire Activity Report to follow this memo.

6b. POLICE

Police Media Logs to follow this memo.

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100			
<u>Barre City Police Department</u>			
11/25/20 7:34	20BA009895	Suspicious Event	Fairview St
11/25/20 4:34	20BA009894	Supervisory Duties - Case review	Fourth St
Supervisory Duties- Case Review			
11/24/20 22:13	20BA009893	Threats/Harassment	Spaulding St
11/24/20 22:08	20BA009892	Intoxication	Pleasant St
Intoxicated female on Pleasant St.			
11/24/20 20:56	20BA009891	Noise	Tremont St
11/24/20 20:31	20BA009890	Overdose	S Main St
Overdose at the Hollow Inn			
11/24/20 20:26	20BA009889	Disturbance	N Main St #
Disorderly Conduct on North Main Street.			
11/24/20 18:42	20BA009888	Welfare Check	S Main St
Welfare check at Tilden House			
11/24/20 18:00	20BA009887	Disorderly Conduct	N Main St #
Disorderly female on North Main Street			
11/24/20 17:45	20BA009886	Suspicious Event	Summer St
Disorderly Conduct on Summer Street.			
11/24/20 16:47	20BA009885	Accident - LSA	Washington Street
11/24/20 15:36	20BA009884	Threats/Harassment	Brook St
threats/harassment pleasant st			
11/24/20 15:32	20BA009883	Disturbance	Pleasant St
disturbance pleasant st			
11/24/20 15:04	20BA009882	Motor Vehicle Complaint	north main st / aaron's
mv complaint n main st			
11/24/20 14:29	20BA009881	Accident - Non Reportable	Camp St
Minor accident on Camp st			
11/24/20 14:20	20BA009880	911 Hangup	Averill St
911 Hang up call on Averill St.			
11/24/20 12:11	20BA009879	Evidence Management	Fourth Street
11/24/20 10:12	20BA009878	Digital Forensics	Fourth Street
11/24/20 10:10	20BA009877	Fraud	Fourth Street
11/24/20 10:03	20BA009876	Assist - Other	Palmisano Plaza
11/24/20 9:44	20BA009875	Accident - Non Reportable	Beckley St / Pleasant St

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100 <u>Barre City Police Department</u>			
Accident on Beckley St.			
11/24/20 9:32	20BA009874	Assist - Agency	Fourth St
11/24/20 9:10 20BA009873 <i>Disturbance</i> South Main Street			
mental health			
11/24/20 8:55	20BA009872	Animal Problem	Brook St
animal problem Brook St			
11/24/20 8:34	20BA009871	Traffic Stop	North Main St / Richardson Rd
traffic stop n main st			
11/24/20 8:20	20BA009870	Parking - General Violation	Brook St
11/24/20 7:49 20BA009869 <i>Directed Patrol - Motor Vehicle</i> Brook Street			
directed patrol brook st			
11/24/20 7:28	20BA009868	Suspicious Event	Brook Street
suspicious event brook st			
11/24/20 2:37	20BA009867	Training-In-Service	Fourth Street
Officer conducted training			
11/23/20 23:56	20BA009866	Domestic Disturbance	Spaulding Street
Domestic Dispute 3 Spaulding St Barre City			
11/23/20 20:12	20BA009865	Suspicious Person	Washington St
Suspicious 14 Washington st Barre City			
11/23/20 20:10	20BA009864	Threats/Harassment	Bromur St
Threats/Harassment 2 Bromur St Barre City			
11/23/20 19:25	20BA009863	Untimely Death	Prospect Street
Untimely Death on Prospect St.			
11/23/20 16:10	20BA009862	Motor Vehicle Complaint	north main st / mister Z's
11/23/20 16:03 20BA009861 <i>Noise</i> West St			
Noise Complaint on West Street.			
11/23/20 15:55	20BA009860	Overdose	Laurel St
11/23/20 15:12 20BA009859 <i>Violation of Conditions of Release</i> Jefferson St / Elks Club			
VCOR Jefferson St			
11/23/20 13:05	20BA009858	Threats/Harassment	Beckley St
threats/harassment Beckley St			
11/23/20 13:01	20BA009857	Assist - Public	Averill St
public assist averill st			
11/23/20 10:56	20BA009856	Larceny - from a Person	River St
Theft of bicycle on River Street.			
11/23/20 10:56	20BA009855	Assist - Other	Highgate Apt
public assist barre city			

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100 Barre City Police Department			
11/23/20 10:47	20BA009854	Background Investigation	Barre City Police Dept.
11/23/20 10:43	20BA009853	Background Investigation	Barre City Police Dept.
11/23/20 10:30	20BA009852	Assist - Public	Seminary St
11/23/20 9:46	20BA009851	VIN verification	Prospect St
VIN verification performed			
11/23/20 9:41	20BA009850	Assist - Agency	Fourth St
Assist-Agency on Fourth Street			
11/23/20 9:31	20BA009849	Assist - Agency	Fourth St
agency assist barre city			
11/23/20 9:13	20BA009848	Assist - Public	North Main St
public assist barre city			
11/23/20 9:09	20BA009847	Supervisory Duties - Case review	Fourth St
Supervisory Duties- Case Review			
11/23/20 9:04	20BA009846	Vandalism	Burnham Street
Reported vandalism on Burnham Street.			
11/23/20 4:48	20BA009845	Disorderly Conduct	North Main St
Disorderly conduct complaint at a North Main St. business			
11/22/20 23:43	20BA009844	Domestic Disturbance	Palmisano Plaza
11/22/20 21:29	20BA009843	Disorderly Conduct	Hollow Inn
11/22/20 20:11	20BA009842	Assist - Public	N Main Street
Assist 350 N main st Barre City			
11/22/20 16:12	20BA009841	Suspicious Event	Brook Street
suspicious event Brook St			
11/22/20 15:06	20BA009840	Larceny - Other	N Main St #
theft			
11/22/20 14:31	20BA009839	Assist - Public	Pleasant St
public assist barre city			
11/22/20 14:30	20BA009838	Disorderly Conduct	Summer St / St Monica Church
dc summer st			
11/22/20 13:35	20BA009837	Assist - Public	Fourth St
public assist barre city			
11/22/20 12:01	20BA009836	Disturbance	Lunde Lane
disturbance Lunde Ln			
11/22/20 10:15	20BA009835	Suspicious Event	Eastern Ave
susp event			
11/22/20 9:19	20BA009834	Prisoner - Lodging/Releasing	Fourth St

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100 <u>Barre City Police Department</u>			
prisoner release barre city			
11/22/20 2:26	20BA009833	Prisoner	Fourth St
11/22/20 2:25	20BA009832	Prisoner - Lodging/Releasing	Fourth Street
prisoner lodged at Barre City PD on a court ordered warrant			
11/22/20 1:03	20BA009831	Motor Vehicle Complaint	West Patterson Street
11/22/20 0:10	20BA009830	Assist - Agency	Green Acres #
Assist to Berlin Pd at Green Acres			
11/21/20 23:35	20BA009829	Threats/Harassment	S Main Street
Called to business on S Main Street for a threatening customer.			
11/21/20 23:32	20BA009828	Noise	Hawes Place
11/21/20 22:13	20BA009827	Noise	Hawes Place
11/21/20 20:42	20BA009826	Assist - Public	Highgate Drive
Citizen assist on Highgate Drive.			
11/21/20 20:37	20BA009825	TRO/FRO Violation	Lawrence Avenue
Report of an abuse prevention order violation			
11/21/20 19:49	20BA009824	Traffic Stop	S Main Street
Traffic stop on South Main St.			
11/21/20 18:35	20BA009823	Suspicious Event	Fourth Street
Citizen assist for Barre City.			
11/21/20 17:53	20BA009822	Motor Vehicle Complaint	Circle St / Batchelder St
Report of truck being operated erratically on Circle Street, playing loud music.			
11/21/20 17:49	20BA009821	Intoxication	N Main Street
11/21/20 17:28	20BA009820	Supervisory Duties - Case review	Fourth St
Supervisory Duties- Case Review			
11/21/20 15:59	20BA009819	Drugs - Intel received	Fourth St
drug intel received barre city			
11/21/20 13:04	20BA009818	TRO/FRO Violation	Lawrence Ave
TRO/FRO violation barre city			
11/21/20 11:42	20BA009817	Welfare Check	Maple St
Welfare check on Maple Ave.			
11/21/20 11:32	20BA009816	Suspicious Event	S Main St
suspicious event S Main St			
11/21/20 11:21	20BA009815	Fire - Rescue / MV Accident	S Main St / Elmore St
Motor vehicle accident on S. Main St.			
11/21/20 10:43	20BA009814	Prisoner - Lodging/Releasing	Fourth St
prisoner release barre city			

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100 Barre City Police Department			
11/21/20 10:34	20BA009813	Mental Health Issue	N Main St #
Mental health issue N. Main St.			
11/21/20 9:46	20BA009812	Larceny - Other	Lawrence Ave
larceny barre city			
11/20/20 23:42	20BA009811	Noise	S Main Street
Report of noise complaint on S Main Street coming from a residence.			
11/20/20 23:13	20BA009810	Traffic Stop	Berlin Street
traffic stop for speeding on Rt 62			
11/20/20 23:07	20BA009809	Suspicious Vehicle	Brooklyn St
Suspicious vehicle on Brooklyn Street.			
11/20/20 22:46	20BA009808	Prisoner	Fourth Street
11/20/20 22:13	20BA009807	Noise	N Main St
Noise complaint on Hawes PI			
11/20/20 21:15	20BA009806	Supervisory Duties - Case review	Fourth St
Supervisory Duties- Case Review.			
11/20/20 20:48	20BA009805	Assist - Public	Fourth Street
Courtesy ride given to citizen			
11/20/20 19:28	20BA009804	Larceny - from Building	N Main Street
Female arrested for disorderly conduct and larceny after incident on North Main St.			
11/20/20 19:02	20BA009803	Trespass	N Main Street
Male arrested for trespassing on North Main St.			
11/20/20 18:41	20BA009802	Welfare Check	Pleasant Street
Report of disturbance on Pleasant Street.			
11/20/20 18:25	20BA009801	Disorderly Conduct	Budget Inn
Reported fight on N Main Street.			
11/20/20 18:04	20BA009800	Disorderly Conduct	N Main Street
Two subject fist fighting outside dollar general on n main st			
11/20/20 16:36	20BA009799	Assist - Public	City Hall Park
11/20/20 16:30	20BA009798	Domestic Disturbance	N Main Street
domestic disturbance N Main St			
11/20/20 16:02	20BA009797	Domestic Disturbance	Washington Street
11/20/20 14:44	20BA009796	Suspicious Event	Seminary St
suspicious event N Seminary St			
11/20/20 13:46	20BA009795	Motor Vehicle Complaint	N Main St #
mv complaint barre city			
11/20/20 13:37	20BA009794	Accident - Property damage only	N Main St
11/20/20 10:38	20BA009793	Alarm - Security	N Main St

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31**To:** 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
ORI: VT0120100		<u>Barre City Police Department</u>	
Alarm			
11/20/20 9:38	20BA009792	<i>Drug take back</i>	Fourth St
11/20/20 7:52	20BA009791	<i>Assist - Public</i>	N Main St
public assist n main st			
11/20/20 6:44	20BA009790	<i>Alarm - Security</i>	Parkside Terrace
alarm barre city			
11/20/20 6:25	20BA009789	<i>Property Return / Disposal</i>	Fourth St
property disposal barre city			
11/20/20 6:22	20BA009788	<i>Parking - General Violation</i>	North Main st / beverage baron
parking problem n main st			
11/20/20 4:20	20BA009787	<i>Arrest Warrant - In State</i>	South Main St
Arrest warrant S. Main St.			
11/20/20 4:09	20BA009786	<i>Disturbance</i>	South Main St
disturbance s main st			
11/20/20 2:49	20BA009785	<i>Parking - Winter Ban - Ticket</i>	North Main St
Winter parking ban			
11/20/20 0:04	20BA009784	<i>Supervisory Duties - Case review</i>	Fourth St
Supervisory Duties- Case Review			
11/19/20 22:44	20BA009783	<i>Noise</i>	Maple Ave
Noise complaint on Maple Ave			
11/19/20 20:36	20BA009782	<i>Assist - Public</i>	Summer St
Internet crime reported.			
11/19/20 20:26	20BA009781	<i>Footpatrol</i>	N Main St #
foot patrol down town with K9			
11/19/20 20:18	20BA009780	<i>Noise</i>	Barre City
Noise complaint on Bromur Street.			
11/19/20 20:00	20BA009779	<i>Medical - Other</i>	N Main St
Medical assist on N Main St			
11/19/20 18:25	20BA009778	<i>Traffic Stop</i>	North Main St
Traffic stop for no illumination on N Main Street.			
11/19/20 17:25	20BA009777	<i>TRO/FRO Service</i>	Burnham St / Capital Candy
FRO service on Burnham St			
11/19/20 13:42	20BA009776	<i>Assist - Agency</i>	Hershey Dr
Agency assist 17 Hershey Dr Barre City			
11/19/20 10:20	20BA009775	<i>Mental Health Issue</i>	Fourth St
Public assist N. Main St			
11/19/20 7:39	20BA009774	<i>Larceny - Retail Theft</i>	N Main Street
retail theft N. Main St			
11/19/20 7:31	20BA009773	<i>Needle Disposal</i>	N Main Street

Media Log Report

Rev.01/26/12

From: 11/19/2020 7:31

To: 11/25/2020 7:34

Date/Time	Incident #	Call Type	Location
------------------	-------------------	------------------	-----------------

ORI: VT0120100

Barre City Police Department

Needle Disposal 255 N Main st Barre City

Total Incidents 123

BARRE

Copy of Departmental Activity Report

Current Period: 11/05/20 to 11/11/20, Prior Period: 10/29/20 to 11/04/20

00:00 to 24:00

All Stations

All Shifts

All Units

All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Dispatch/Remote Station Incidents*				
EMS Incidents	0	0.00	0	0.00
NFIRS Incidents	0	0.00	0	0.00
	0	0.00	0	0.00
Fire Alarm Situations				
Attempted burning, illegal action	1	0.36	0	0.00
Combustible/flammable spills & leaks	1	3.75	2	4.40
Dispatched and cancelled en route	0	0.00	2	0.88
Emergency medical service (EMS) Incident	24	39.88	36	75.39
Extrication, rescue	1	0.66	2	0.81
Good intent call, Other	2	2.45	0	0.00
Natural vegetation fire	2	5.11	0	0.00
Outside rubbish fire	1	3.48	0	0.00
Public service assistance	2	0.72	0	0.00
Rescue, emergency medical call (EMS), other	2	1.35	4	5.60
Service call, Other	0	0.00	1	0.44
Steam, Other gas mistaken for smoke	2	0.39	0	0.00
Structure Fire	1	8.82	1	14.69
System or detector malfunction	2	2.94	0	0.00
Unauthorized burning	2	1.16	0	0.00
Unintentional system/detector operation (no fire)	3	4.69	1	0.44
	46	75.76	49	102.65
Hydrant Activities				
Flow Tests	0	0.00	0	0.00
Inspections	0	0.00	0	0.00
	0	0.00	0	0.00
Non-Incident Activities				
BAY FLOOR WASH	0	0.00	3	0.75
COVID 19 SCREENING COMPLETED	25	1.40	17	1.07
DAY SHIFT COVERAGE	1	12.00	2	22.00
FILL IN	2	17.00	0	0.00
NIGHT SHIFT COVERAGE	1	12.00	1	14.00

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

BARRE

Copy of Departmental Activity Report

Current Period: 11/05/20 to 11/11/20, Prior Period: 10/29/20 to 11/04/20

00:00 to 24:00

All Stations

All Shifts

All Units

All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Non-Incident Activities				
ON DUTY	21	492.00	22	516.00
PARADE DETAIL	0	0.00	2	1.50
SICK TIME USED	4	96.00	2	48.00
VACATION USED	2	36.00	2	36.00
WASHING VEHICLES	0	0.00	3	6.00
WAXING ENGINE	0	0.00	2	0.00
WORKERS COMP	0	0.00	2	48.00
	56	666.40	58	693.32
Occupancy Inspections/Activities				
ALARM TESTING/MAINTENANCE	2	0.05	0	0.00
BOX TESTING	25	0.73	0	0.00
FIRE DRILL	0	0.00	2	0.00
	27	0.78	2	0.00
Training				
EMS Legal Responsibilities	5	1.50	2	2.00
Ethics for the EMS provider	0	0.00	2	2.00
MAYDAYS	0	0.00	6	12.00
ROPE RESCUE & HAULING SYSTEMS	0	0.00	3	4.50
Sports Injury Management	0	0.00	3	3.00
	5	1.50	16	23.50

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

BARRE

Copy of Departmental Activity Report

Current Period: 11/12/20 to 11/18/20, Prior Period: 11/05/20 to 11/11/20

00:00 to 24:00

All Stations

All Shifts

All Units

All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Dispatch/Remote Station Incidents*				
EMS Incidents	0	0.00	0	0.00
NFIRS Incidents	0	0.00	0	0.00
	0	0.00	0	0.00
Fire Alarm Situations				
Attempted burning, illegal action	0	0.00	1	0.36
Combustible/flammable spills & leaks	0	0.00	1	3.75
Emergency medical service (EMS) Incident	40	219.84	24	39.88
Extrication, rescue	0	0.00	1	0.66
Good intent call, Other	0	0.00	2	2.45
Natural vegetation fire	0	0.00	2	5.11
Outside rubbish fire	0	0.00	1	3.48
Public service assistance	0	0.00	2	0.72
Rescue, emergency medical call (EMS), other	1	0.75	2	1.35
Smoke, odor problem	2	3.57	0	0.00
Steam, Other gas mistaken for smoke	0	0.00	2	0.39
Structure Fire	0	0.00	1	8.82
System or detector malfunction	0	0.00	2	2.94
Unauthorized burning	0	0.00	2	1.16
Unintentional system/detector operation (no fire)	1	0.27	3	4.69
	44	224.43	46	75.76
Hydrant Activities				
Flow Tests	0	0.00	0	0.00
Inspections	0	0.00	0	0.00
	0	0.00	0	0.00
Non-Incident Activities				
BAY FLOOR WASH	3	1.50	0	0.00
COVID 19 SCREENING COMPLETED	30	2.82	25	1.40
DAILY TRUCK CHECKS (SEE NOTES)	3	6.00	0	0.00
DAY SHIFT COVERAGE	3	36.00	1	12.00
FILL IN	0	0.00	2	17.00
FIRE ALARM PANEL	1	0.00	0	0.00

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

BARRE

Copy of Departmental Activity Report

Current Period: 11/12/20 to 11/18/20, Prior Period: 11/05/20 to 11/11/20

00:00 to 24:00

All Stations

All Shifts

All Units

All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Non-Incident Activities				
NIGHT SHIFT COVERAGE	1	12.00	1	12.00
ON DUTY	22	516.00	21	492.00
SICK TIME USED	1	24.00	4	96.00
VACATION USED	4	72.00	2	36.00
	68	670.32	56	666.40
Occupancy Inspections/Activities				
ALARM TESTING/MAINTENANCE	0	0.00	2	0.05
BOX TESTING	19	0.00	25	0.73
	19	0.00	27	0.78
Training				
ANHYDROUS AMMONIA	4	3.50	0	0.00
EMS Legal Responsibilities	0	0.00	5	1.50
OB EMERGENCIES	3	3.75	0	0.00
	7	7.25	5	1.50

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

Inspection Volume

11/20/2020 12:12:38 PM

Filters:

- Inspection Source: **Internal Department Only**
- Start Date: **11/14/2020 12:00:00 AM**
- End Date: **11/20/2020 11:59:59 PM**
- Inspector: **-all-**
- Occupancy Type: **-all-**
- IFC Occupant Class: **-all-**
- Occupancy Number: **-all-**
- Zip Code: **-all-**
- Address: **-all-**
- Street Name: **-all-**
- Inspection Type: **-all Fire Safety types-**
- Section Number: **-all-**

Volume by Inspector

Inspector	# of Inspections ¹	Violations Cited	Occupant Sq. Ft.
Howarth - Fire Marshal, Robert	6		0
Re-inspect ^{FS}			
** Complaint - Trash / Ordinance			
Issue (1)			
Time of Sale (5)			
Total 6 ³			
Total	6	0	0

Totals

Inspector	# of Inspections ¹	Violations Cited	Violations Cleared ²	Violations Remaining	Occupant Sq. Ft.
Re-inspect ^{FS}	6				0
Total⁵	6	0	0	0	0

¹This is actually a count for the inspection type. A single inspection with two types will total as two not one.

²Cleared violations from re-inspections outside the date range ARE included if initial inspection falls within date range.

³One re-inspection can encompass multiple inspection types - this is why the re-inspection type-specific total is frequently greater than the # of inspections.

^{FS}Fire Safety Inspection.

⁵Filtering out portal inspections can cause violations cited to be less than violations cleared (violation cited count comes from both department and portal inspections, while violations cleared only come from department inspections).