



Agenda

Regular City Council Meeting

City Council Chambers, City Hall, 39 Main Street, Montpelier, VT 05602 & Zoom
<https://us06web.zoom.us/j/82831033654?pwd=WOYqbjfFSUf98LLjg8v4npxtlHVah.1>

Meeting ID: 828 3103 3654 Passcode: 138356

Dial by your location: +13092053325,,82831033654#,,,,*138356# US

+13126266799,,82831033654#,,,,*138356# US

Wednesday, August 12, 2026

6:30 P.M.

1. Call To Order By The Mayor
2. 2026-308. Meeting Logistics and Remote Introductions
 - Display your first and last name if you are joining remotely.
 - When speaking, state your name and where you live.
 - Keep comments to about three minutes so others have the opportunity to speak.
 - If you have several questions, please ask them together.
 - Focus comments on the agenda item under discussion.
 - Direct remarks toward policies, decisions, and ideas, not individuals.
 - Avoid comments about a person's character or intent.
 - Wait to be recognized by the Mayor before speaking.
 - Follow the rules of procedure included in the agenda packet, which guide how the meeting is conducted and may be applied as needed to maintain orderly discussion.
3. 2026-309. Approve Agenda
4. 2026-310. Recognizing Downtown Business Achievements
5. 2026-311. Rules of Procedure
6. 2026-312. Responsible Employer Ordinance - 1st Reading / Public Hearing
7. 2026-313. District 1 Vacancy to Councilor Appointment [Proposed Executive Session | 1 VSA § 313 (3)]
8. 2026-314. General Business and Appearances
9. 2026-315. District Heat Rates
10. 2026-316. Charlie O's Noise Variance
11. 2026-317. Country Club Road Planning Path
12. 2026-318. MSAC Parking

13. 2026-319. Committee Appointments
14. 2026-320. Homelessness Update
15. 2026-321. Consent Agenda
 - a. Minutes
 - b. Payroll and Warrant Approval
 - c. Liquor & Tobacco Licenses
 - d. House of Tang Bank Stabilization Contract
 - e. Hiring Approval - Stitzel, Page & Fletcher (SP&F)
 - f. Arsenal Drive Public Thoroughfare Agreement
 - g. Concrete Sidewalk Finishing Contract
16. 2026-322. City Manager Performance Review [Proposed Executive Session | 1 VSA § 313 (3)]
17. 2026-323. Other Business
18. 2026-324. City Council Reports
19. 2026-325. City Clerk's Report
20. 2026-326. City Manager's Report
21. 2026-327. Mayor's Report
22. Adjournment



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent __ **Discussion** **X**

SUBJECT: Recognizing Downtown Business Achievements – 7 Daisies Winners

SUBMITTING DEPARTMENT: City Manager/City Council

RECOMMENDED ACTION: N/A

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION:

Honoring Montpelier-based businesses who won “Seven Daisies” awards:

- Hunger Mountain Co-Op
- Red Hen Baking
- Barr Hill
- Capitol Grounds
- Artisans Hand Craft Gallery
- Capital Cannabis
- Onion River Outdoors
- East Rise Credit Union

<https://community.sevendaysvt.com/vermont/BestOf#winner>

INTERESTED PARTIES: City Council, City Staff, Community members.

CITY MANAGER’S APPROVAL:

Kelly McMichael Kuz



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent __ **Discussion** X

SUBJECT: City Council Rules of Procedure

SUBMITTING DEPARTMENT: City Manager's Office

RECOMMENDED ACTION: Discuss final redlines of Rules of Procedure and repeal and replace all prior versions or policies related to the rules and conduct of meetings with these Rules of Procedure.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development
4. Good Governance

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: Per the City Charter and Vermont Open Meetings Law, the Council must adopt Rules of Procedure.

BACKGROUND INFORMATION:

The City Council Rules of Procedure provide details about the practices and norms Council wishes to articulate to themselves and to the public on how City Council meetings are scheduled, structured, and executed.

From November 2025 to June 10, 2026, the Council conducted a pilot policy to allow for public comment at two times during Council meetings: early in the agenda during General Business and Appearances and toward the end of the agenda during Other Business. On June 10, 2026, the Council decided to rescind the pilot and revert to accepting public comment on other items on the agenda. The Rules in place were those adopted at the March 10, 2026 Council Orientation meeting. These Rules did not specify when public comment would occur during the agenda, which items would be made open for public comment, or the length of time each member of the public would have to make comment. The Council has requested clarity around these elements.

Accordingly, Council discussed the Rules at their July 8 and July 22 meetings and directed the City Manager to come back with a proposed version. Staff has circulated a draft and collected a number of comments that are incorporated into this redline version. Staff recommends that the Council discuss the following remaining outstanding questions and then adopt the Rules for meetings. This adoption would repeal and replace all prior versions.



SUPPORTING DOCUMENTS:

DRAFT Rules of Procedure_08122026

INTERESTED PARTIES: City Council, Staff, Community

CITY MANAGER'S APPROVAL:

Kelly McMichael-King

CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent __ **Discussion** **X**



America's Small Town Capital

Mayor Marc Gwinn

City Council Members:

Sal Alfano
Cary Brown
Ben Doyle
Adrienne Gil
Pelin Kohn
Jim Sheridan

Kelly McNicholas Kury
City Manager

Vacant
Assistant City Manager

Evelyn Prim
Communications Coordinator

CITY OF MONTPELIER

CITY COUNCIL RULES OF PROCEDURE FOR MEETINGS

PURPOSE. The City Council of Montpelier is required by law to conduct its meetings following the Vermont Open Meeting Law. 1 V.S.A. §§ 310-314 and the Montpelier City Charter. The Authorities of the City Council and the City Manager are defined in the Montpelier City Charter. The City Council must determine its own rules and order of business under 3§ 312.

A “meeting” is defined as a gathering of a quorum of the members of a public body for the purpose of discussing the business of the public body or for the purpose of taking action. 1 V.S.A. § 310(3)(A). Meetings of the City Council must always be open to the public, except as provided in 1 V.S.A. § 313 for executive session. The purpose of these meetings is to conduct the business of the public body efficiently and effectively, while still allowing a reasonable opportunity for public comment.

APPLICATION. This policy setting forth Rules of Procedure applies to the City Council of Montpelier, referred to below as “the body.” These rules apply to all regular, special, and emergency meetings of the body. These rules do not apply to municipal quasi-judicial proceedings. The City Council of Montpelier adopts these rules to further its significant interest in conducting its meetings in an efficient and orderly fashion. To this end, the following rules are established for the conduct of all persons, including board members, staff members, and members of the public attending the body’s meeting.

ORGANIZATION.

- a. A quorum of the City Council is four members, which quorum can be reached with the presence of the Mayor. *City Charter § 310*
- b. If a quorum is not present, no meeting can take place. *1 V.S.A. § 172*
 - i. Following the annual meeting, the City Council elects a President, Vice President, and Parliamentarian. *City Charter § 304*
 - ii. The President assumes all the duties of the Mayor in the event of a vacancy in that office.
 - iii. The Vice President assumes powers and duties of the Mayor in the event of a vacancy in the offices of Mayor and President.

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- iv. The Parliamentarian advises the Council on rules of procedure.
- c. The Mayor serves as the Chair at all City Council meetings with the powers of moderator and also has a voice and vote in City Council meetings in accordance with these Rules of Procedure. *City Charter § 402*
- d. The Chair shall preserve order in the meetings and regulate its procedure by applying these Rules of Procedure impartially to all members and the public.
- e. These rules may be amended by majority vote of the body and must be readopted annually after Town Meeting Day.
 - i. If changes are made to these Rules of Procedure mid-year, the change should be incorporated into this document and readopted as a whole.
 - ii. Readoption of these Rules of Procedure is understood to repeal and replace all previously adopted rules of procedure.

AGENDAS.

- a. The City Manager shall prepare a written agenda for each meeting of the Council. The City Manager shall add to the agenda any items requested by a Council member or by written request of any other person. *City Charter § 309*
- b. The City Manager will work with the Mayor to finalize the agenda.
- c. Requests to add items to the agenda should be forwarded to the City Manager no later than noon on the Thursday preceding the regular City Council Meeting.
- d. The City Manager will endeavor to publish the agenda and supporting materials by end of day on Friday preceding the regular City Council Meeting.
- e. The agenda shall be posted in accordance with State law. The three designated physical posting locations are: *City Charter § 309, 1 V.S.A. §§ 310-314*
 - i. City Hall,
 - ii. the Kellogg Hubbard Library, and
 - iii. the Montpelier Senior Activity Center.
- f. At least 48 hours prior to a regular meeting, and at least 24 hours prior to a special meeting, a meeting agenda must be posted on the City of Montpelier's website: www.montpelier-vt.org. *1 V.S.A. §§ 310-314*
- g. The agenda must also be made available to any person who requests it prior to the meeting. *1 V.S.A. §§ 310-314*
- h. Each agenda may contain a section entitled Consent Agenda. Items listed on the Consent Agenda may be voted upon collectively. Examples of such Consent Agenda items are the minutes, vendors' licenses, routine approvals and other non-controversial matters.
- i. A council member may request to remove an item from the Consent Agenda and vote on it separately. This request should be made to the Mayor and City Manager 24 hours ahead of the meeting whenever possible. This request will be formalized when the agenda is approved as the first act of business at the meeting.
- j. Any addition to or deletion from the noticed agenda may be made by majority vote as the first act of business at the meeting.
- k. No additions to or deletions from the agenda will be considered once the first act of business at the meeting has commenced.
- l. Any other adjustment to the noticed agenda, for example, changing the order of business, or postponing or tabling actions, may be made by majority vote of the body at any time during the meeting.
- m. The agenda will include estimated times for each item. These times are estimates and not prescribed.

- n. The agenda for regular meetings will include a scheduled break at approximately the estimated mid-point of the meeting. The Chair will have discretion to move the break based on the items on the agenda and progression of the meeting.
- o. General Public Comment, formerly known as General Business and Appearances, will be scheduled on the agenda to occur immediately after the break. The Chair will have discretion to make adjustments to this timing based on the items on the agenda and the progression of the meeting.
- p. Public comment will be allowed for Public Hearings and Formal Consideration Items as well as for General Public Comment. The Chair will have discretion to allow public comment on additional items. The agenda may organize items under categories including:
 - i. Commendations
 - ii. ~~Public~~ Public Hearings,
 - iii. Formal Consideration Items,
 - iv. Informal Consideration Items,
 - v. Discussion Items,
 - vi. Consent Agenda,
 - vii. Future Agendas, and
 - viii. Other Business
- q. Other Business. No binding action can be taken on matters not appearing on the agenda, unless when necessary to respond to an unforeseen occurrence or condition requiring immediate attention by the body, and only with a vote of two-thirds of the Council Members present at the meeting or four Council Members present, whichever is more.
- r. Whenever the body includes an executive session as an item on a posted meeting agenda, it shall list the agenda item as “proposed executive session” and indicate the nature of the business of the executive session. *1 V.S.A. §§ 310-314*
- s. The Council is able to call an executive session during an open meeting at any time whether it is proposed on the agenda or not, as allowable by statute. 1 V.S.A. §§ 310-314

MEETINGS

- a. Regular meetings will take place on the second and fourth Wednesday of the month at 6:30pm at City Council Chambers at City Hall at 39 Main Street, Montpelier. *City Charter § 307*
- b. Special meetings must be publicly announced at least 24 hours in advance by giving notice to: all members of the body, either orally or in writing, unless previously waived; an editor, publisher or news director, or radio station serving the area; and any person who has requested notice of such meetings. In addition, notices must be posted in the municipal clerk’s office and at the designated places in the municipality in section 2e. *1 V.S.A. §§ 310-314*
- c. Special meetings may also be called by the Clerk on a petition signed by the majority of the City Council and filed with the Clerk. *City Charter § 308*
- d. The Council may enter into executive session by majority vote in accordance with 1 V.S.A. § 313(a) as may be amended from time to time. *1 V.S.A. §§ 310-314*
- e. Meetings of the body may be recessed (i.e., a brief break) when called by the Chair, or upon a motion and affirmative vote of a majority of the Council.
- f. Meetings of the body may be adjourned (i.e., postponed) when called by the Chair, or upon a motion and affirmative vote of a majority of the Council.
- g. Members are allowed to attend a meeting electronically. Pursuant to 1 V.S. A. § 312(a)(2), when one or more members attend a meeting electronically, a roll call vote is required for votes that are not unanimous. As allowed by State Statute or action, meetings may take place fully electronically.

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- h. There is no allowance for voting by proxy. A member must be either physically present or, if applicable, present using electronic or other means in order to vote.

MOTIONS AND VOTING.

- a. Four votes are required to transact business of the council. *City Charter § 310*
- b. The Chair only votes to break a tie vote, to create a tie vote, or to create a fourth vote.
- c. No vote is required unless a motion is made and seconded. The Chair may not make, but may second a motion.
- d. There is no limit to the number of times a member of the body may speak to a question.
- e. A member may speak or make a motion only after being recognized by the Chair.
- f. Motions to close or limit debate will be entertained.
- g. Any member of the body may request a roll call vote at any time.
- h. A member of the body may call a point of order at any time, without being recognized, to bring attention to a potential rule violation. A point of order does not require a second or a vote. The Chair will rule on all points of order.
- i. The body shall follow the most recent version of Robert's Rules of Order when a particular action or procedure is not addressed by these Rules of Procedure or the City Charter.

PUBLIC PARTICIPATION.

- a. All meetings of the City Council shall be open to the public and conducted in accordance with the Vermont Open Meeting Law and rules of procedure adopted by the Council, except that a meeting may be closed to the public for deliberations of the Council when acting in a quasi-judicial capacity or in accordance with the executive session provision of the Vermont Open Meeting Law. *City Charter § 312*
- b. All meetings of the body are a limited public forum. They are conducted in the public; they are not meetings of the public.
- c. Members of the public will be afforded a reasonable opportunity to express their opinions about matters considered by the body, so long as order is maintained according to these rules. *1 V.S.A. §§ 310-314*
- d. Public comment shall be subject to reasonable rules established by the chairperson. *1 V.S.A. §§ 310-314*
- e. The body will take public comment on items noted for public comment on the agenda, as well as during the time allotted for 'General Public Comment' (formerly known as General Business and Appearances). The Chair will have discretion to limit or to allow additional comment on items.
- f. If a member of the public speaks on an agenda item during 'General Public Comment', they will be asked to refrain from commenting on it again when the item is being discussed.
- g. Speakers will be taken on a first-come, first-served basis, though the Chair may suspend this rule to facilitate requests of individuals or Council Members.
- h. Members of the public must be acknowledged by the Chair before speaking.
- i. Speakers will be asked to state their name and/or address.
- j. All public comment must be addressed to the Chair.
- k. Five minutes will be afforded to each speaker during 'General Public Comment'. The Chair may shorten this time if a large number of speakers request to speak.
- l. Public Hearings are actions that are required to take public comment such as ordinances, adoption of master plans, etc. Before any action is taken by the body, members of the

Commented [CB1]: In general, I am in favor of empowering the Chair to manage public comment, as long as it is done within the requirements of the law. I would be more comfortable if there could be a caveat to that effect (similar to items k. l. and m. in this section) that gives the Chair overall discretion to make changes to the general processes of public comment. I'm not sure the best way to word that!

public will be afforded two minutes each for public comment. The Chair may amend this time to facilitate requests of Council Members.

- m. Formal Consideration Items are those that have a forward, public facing policy effect and would include items such as rate setting, management plans of public facilities, policies around public services, etc. . Before any action is taken by the body, members of the public will be afforded two minutes each for public comment. The Chair may amend this time to facilitate requests of Council Members.
- n. Informal Consideration Items are those that are administrative in nature or are in service to the Council's role. These items would include board appointments, consultant contracts, or administrative expenditures. These items would not allow for public comment but any member of the public could address them in General Public Comment. A member of the body can request to take public comment on these items and will make this request during the approval of the agenda before the start of business. **The Chair will have discretion to amend this time based on the progression of the meeting**
- o. No member of the public may speak longer than the minutes afforded without the consent of the Chair or a vote of the majority of the body .
- p. The balance of time not used by a speaker will expire and cannot be reserved or yielded to another.
- q. Members of the public may not disrupt the business of the body. The Chair may use their discretion to call any disruptive members of the public out of order. The Chair may ask a disruptive member of the public to leave. If a member of the public does not refrain from disrupting the meeting, the Chair may call a temporary recess. If the disruptions continue after the recess, the meeting may be adjourned when called by the Chair, or upon a motion and affirmative vote of a majority of the Council.

F-Q.

S-R. If a member of the public attending electronically does not refrain from disrupting the meeting, the Chair may direct staff to mute the participation of the member for the remainder of the meeting.

MEETING MINUTES.

- a. All minutes of the City Council meetings shall be recorded and shall be available to the public as provided in the general access to public records laws of the State. *City Charter § 313*
- b. Minutes must be posted no later than five calendar days after the meeting to the official website of the body.
- c. Minutes will be approved by a majority of the total membership of the body as part of the Consent Agenda.
- d. If a member of the body wishes to pull the minutes from the Consent Agenda, they can be amended by concurrence of a majority of the total membership of the body.

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CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent ☐ Discussion ☒

SUBJECT: 1st Reading and Public Hearing of Proposed Repeal of the Responsible Employer Ordinance

SUBMITTING DEPARTMENT: Department of Public Works through the City Manager's Office

RECOMMENDED ACTION: Move to Repeal on First Reading, and Set for Second Reading and Public Hearing, the Responsible Employer Ordinance, City Code Section 2 Article 10.

Suggested language for motion: *"Approve the repeal of the Responsible Employer Ordinance, Sections 2-1000 through 2-1011 on first reading, and set for second reading and public hearing on August 26, 2026".*

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: None

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS:

24 V.S.A. § 1972; City Code Sec. 1-7. - AMENDMENTS TO CODE.

BACKGROUND INFORMATION:

City Council discussed the Responsible Employer Ordinance at its July 22nd meeting. This ordinance was suspended for a period of two years on October 9th, 2024. As the suspension period is approaching its expiration date, staff brought the item back to council for their consideration to either enforce, amend, or repeal the ordinance. Council directed staff to bring it back for repeal which requires two readings and public hearings. This is the first reading and public hearing.

SUPPORTING DOCUMENTS:

[Agenda Cover Sheet October 9, 2024](#)
[Agenda Cover Sheet November 13 2019](#)
[Responsible Employer Ordinance](#)
[Memo to Council July 22, 2026](#)

INTERESTED PARTIES: City Council, DPW

CITY MANAGER'S APPROVAL:

A handwritten signature in black ink, appearing to read "Kelly McMichael Key".

April 3, 2019

To: Bill Fraser, Montpelier City Manager

Ann Watson, Mayor

CC: Julia Chafets, Chair, Montpelier Social and Economic Justice Advisory Committee

From: Michael Sherman

Subject: Livable Wage ordinance Montpelier Social and Economic Justice Advisory Committee

A few months ago the Montpelier Social and Economic Justice Advisory Committee received a request from the City Council, communicated to us via Jamie Granfield, to gather information that may be useful to the Council and staff as it prepares to draft and discuss an ordinance requiring contractors and others doing business with or receiving funds from the City of Montpelier to pay their employees a livable wage. While the committee as a whole has not discussed this at length, I offered and was encouraged to proceed to gather some research results and conducted a few interviews on this topic. What follows is not a report from the committee, but rather a summary of principle conclusions, suggestions, observations about benefits to the city, and areas of caution or special attention gleaned from the sources and resources I have consulted to date. These include several articles available on the internet and two interviews with officials from the Burlington City Government who have some responsibility for administering that city's living-wage ordinance.

Part I—Research

Definition. At the most basic level of definition, Living Wage laws are “local ordinances requiring private businesses that benefit from public money to pay above-market wages and benefits to their workers.”¹ This is different from minimum wage laws, which are by and large state and federal laws that apply to all workers and that set a floor for wages and benefits that is lower than a “living wage,” provide for fewer if any exceptions, and are less sensitive to local market wages and cost-of-living factors.

Goals. The goal of living wage laws is “to create city contracting and business subsidy programs that prioritize high-wage job creation and do not perpetuate poverty.” Advocates for these laws justify them on the principles that “public tax dollars should not be used to subsidize employers who pay poverty-level wages. . . and that those who work full time should not be mired in poverty.”² Implicit in this argument is simultaneous pursuit of an economic and a social policy (and, as some authors characterize it, a moral) goal. As economist Robert Pollin and his colleagues state it, “The living wage movement is . . . not just about raising the minimum wage; it is about addressing the broad issues of income distribution and economic justice in the United States.”³

How many communities have living wage ordinances? I have been unable to obtain a reliable answer to how many municipalities currently have living wage ordinances. In 2006, according

to one source, “about 140 cities and counties around the country and implemented them.” More recently, an article published in 2016 reported that 94 cities approved living wage ordinances from 1994 to 2016, and a study published in 2017 reports that “over 125 cities and counties passed variations of living wage ordinances between 1994 and 2010.”⁴ Most of these are in California, only 5 are in New England; but the geographical spread is wide and impressive. On the other hand, recent sources show that in several states, these laws have been repealed or ruled not in conformity with state constitutions.⁵ Although this is a small number in the context of the entire nation, and even smaller in the context of our region, the information that researchers have gathered, and information I obtained from three telephone interviews with administrators, is sufficient and useful for identifying common elements, variations, issues, and problems to pay attention to in writing a living wage ordinance, and to assess the results and effectiveness of these ordinances.

Common elements. There does not appear to be a template for writing a living wage ordinance. Many but not all ordinances include city employees; most but not all cover employees of businesses that have public contracts. Most but not all set requirements for determining a living wage for employers who provide health insurance for their employees and a higher wage level for employers who do not offer health insurance.⁶ Holzer concludes that,

In general, these laws apply to the employees of private firms in one or both of the following categories: (1) those that have service contracts with the city or county with dollar values above some defined minimum level; and (2) those that receive other kinds of financial assistance from the municipal government, in the form of grants, loans, tax abatements, bond financing, and other forms of local economic development policies. . . . These firms are required to pay their workers wages well above those specified by federal or state minimum laws. The wage levels are usually set with the goal of lifting the incomes of year-round full-time workers above the official federal poverty line for a family of four. . . . Though only a few such laws require that health or other benefits be provided to all workers in these firms, many stipulate a somewhat lower mandated wage level when such benefits are provided and a higher one when they are not.⁷

It is important to note the limited scope of ordinance, emphasized by the underlined phrases as well as the two-tier level of living wage definition depending on the health insurance and other benefits offered to employees. The threshold of a minimum level of municipal funds in a contract with a firm and the coverage in many cases of only year-round full-time workers, or in some cases limited to specific occupational categories, have the consequence of restricting the overall effect of these ordinances to a small number of employers doing business with the city and a small number of employees. Other limitations in living wage ordinances have to do with where workers covered by the ordinance live—i.e., the ordinance applies only to workers living in the municipality, thereby either forcing the firms doing business with the municipality to hire local residents, or requiring the firm to create a geographically-based multi-tiered wage scale for workers. Holzer therefore concludes that,

*local living wage ordinances generally seem to directly affect very few workers. Most studies imply that, even among workers in the bottom decile of wage levels, only 2 to 3 percent are covered by these laws.*⁸

This conclusion is confirmed by other studies.⁹

Anticipated outcomes, costs, and advantages. With such a small number of workers affected by living wage ordinances, it is logical to ask about the costs and benefits as well as the advantages and disadvantages of the ordinance to workers and to municipalities. Who benefits from the ordinance and in what ways? Who, if anyone, is put at a disadvantage and in what ways?

Critics have argued that the ordinance is a disincentive for businesses to hire full time workers or to expand their workforce and that the businesses receive no benefit from the imposed increase in wages. Supporters of the livable wage reply by claiming that firms benefit from the positive effect of higher wages on workforce morale, higher retention rates (less turnover, which results in less time and expense in recruiting and training new employees), lower rates of absenteeism, job performance (improved skills and higher morale among workers), and resulted in little if any job loss.¹⁰ Job loss, moreover, appears to be a far more complex issue than the inclusion of the limited number of workers who might be affected by a living wage ordinance—including factors such as employment supply and demand, automation, seasonal and part-time versus full-time employment, the number of contracts available to firms, and the number of firms qualified to bid.

Another criticism of the ordinance is that it will make it more difficult for the city find contractors who will submit bids for tax-supported projects; and that the increase will only drive up the cost of contracted projects and services. Holzer, however, cites evidence from Los Angeles, CA, in 1998 that the 1-2% increase in operating expenses for contractors resulted in a less than 1% increase in costs to the city; and Benjamin Sosnaud cites studies that demonstrate that “available evidence suggests that the cost of hiring contractors does not significantly increase.”¹¹ In my interviews with two Burlington City employees who have responsibilities for monitoring and enforcing the city’s livable wage ordinance, they reported no significant impacts on the firms holding contracts and no negative effect on the number of firms bidding for contracts (see below, Part II).

It is important to recognize that there are costs to the city in implementing a livable wage ordinance. One or more individuals, either within city government or working on contract, will have to be paid to do the work of calculating the livable wage initially and at an agreed upon interval. But the most significant ongoing costs are in the area of monitoring and enforcement of the ordinance. Some one or some division in city government will have to take on the responsibility of educating businesses and workers on the requirements of the ordinance, constructing and implementing a procedure for reviewing documentation that firms bidding for and winning contracts from the city are in compliance with the ordinance, and having the authority to recommend or impose penalties where appropriate. In Burlington, a member of the City Attorney’s office currently has primary responsibility for this, but some portion of oversight

is also placed with a staff member of the Human Resources division. The City of Burlington also does random audits of contractors to check for compliance. Someone will have to take on the task of evaluating and reporting to the city council the results and, if possible, effects of the ordinance on reducing poverty among workers.

The most frequent argument put forward for initiating a living wage ordinance is that it will help lift workers out of poverty. By contrast, perhaps the most trenchant argument against a livable wage ordinance is that it affects a small number of workers and, most important, does not go far enough in assisting the lowest income workers to rise out of poverty and in fact might harm them by lifting the just barely above the thresholds for receiving state and federal assistance without providing enough of a boost in income to provide some financial security.

In a study prepared for the Vermont Legislature in 1999, Thomas Kavet, Deborah Brighton, Douglas Hoffer, and Elaine McCrate concluded that although a minimum wage increase to \$6.50 or \$7.00/hour (then being considered in the legislature) would have limited impact on businesses but might be “an important component in advancing some of the lowest income workers towards a livable income,” two important drawbacks to the proposal that should be taken into account:

- 1) Earned income growth among the lowest income workers can result in precipitous state and federal public benefit reductions, substantially offsetting and in some cases completely negating gains in net family income. This may leave some low income families with little or no economic gain and can also result in economic costs to the state from the loss of inflexible federal transfer payments.
- 2) Federal (especially) and State income taxes consume a significant proportion of marginal income well below livable income levels. These high marginal tax rates in tandem with public benefit reductions sap work incentive and delay achievement of a livable income.¹²

Whether and how these drawbacks remain under current tax laws and federal and state assistance programs for people living in poverty needs to be studied carefully.

While there is general agreement among those who have studied this that small numbers of workers are affected, there is also some agreement that the ordinances have a “ripple effect” in raising wages for workers in other firms that do not do business with the city or whose contracts fall below the qualifying amount stated in the ordinance. Others argue that every little bit helps, and that even the small numbers of workers benefiting from the ordinance represents progress in reducing poverty levels in the population. One study in 2003 concluded that living wage ordinances result in “modest reductions in the likelihood that urban families live in poverty.”¹³ Local livable wage ordinances also provide momentum and popular support for legislation to increase the state minimum wage that will benefit all workers. Supporters of livable wage ordinances also make two moral arguments: 1) tax dollars should not subsidize poverty level

jobs; and 2) an insistence that those who work full-time should not be mired in poverty. Finally, an argument can be made that if the city is committed in principle and in practice to paying its employees a livable wage, it should—to be consistent—insist on the same criterion for work performed by non-employees working on tax-supported projects or services.

Towards a conclusion. It appears to be difficult to evaluate the effectiveness of a living-wage ordinance as a tool for reducing the number of individuals in and working to get out of poverty. Although I have not read anywhere near exhaustively in the large body of literature on this topic, the studies I have consulted seem to point in the same direction, best stated, perhaps, by Holzer:

The possibility that living wage ordinances on their own might help build a “middle class” is very remote . . . [and it is] not at all clear how we might expand the scope of “living wage” laws so that they might affect more workers. But, even if we knew how to do so, their potential negative as well as positive effects might grow in overall magnitude. As such, the usefulness of this particular tool as a means of combating growing labor market inequality will necessarily be limited.

This does not mean, in my view, that “living wage” laws shouldn’t be passed. Generating some very modest net benefits for workers with below-average wages, especially in poor households, is arguably better than generating none at all. In a world where few other tools might realistically be available to directly raise the wages of low earners, perhaps we should think of “living wage” ordinances as one of the few policy tools available in a very imperfect and constrained situation for the advocates of low-wage workers. . . .

Furthermore, if placed within the context of broader campaigns to improve the wages and benefits of less-skilled workers in the private sector, the “living wage” battles might play some useful symbolic role and raise awareness of pay disparity issues.¹⁴

Significant issues in drafting a living wage ordinance. In one form or another, all the literature I have consulted or that has been referenced in work I read, and the individuals I have spoken with, emphasize the need to pay attention to the following list of issues while constructing a livable wage ordinance:

Who is included--employers

- Threshold for coverage: Contracted firms receiving a defined minimum level of public funds
- Other firms receiving a defined level of public funding through other means (e.g., grants, loans, tax abatements, bond financing, and other forms of local economic development policies)
- Breadth of coverage—subcontractors? Threshold for subcontractors?
- Possible exemptions to the law (e.g., Montpelier community grants)

Who is covered--employees

- Full time vs part time employees
- Permanent vs seasonal employees
- Employees who are residents of the city vs all employees
- Non-retaliation clause

How will the livable wage be calculated?

- Methodology—determining the benchmark criteria or factors (e.g., family size, local housing costs, food, taxes, utilities--including heating fuel); indexed to rise with some standard index
- Inclusion of health benefits and/or paid leave
- Who does the calculation? Consultant? City staff/department?
- How frequently adjusted?
- “What is the right wage?” 1. “The wage should be high enough to improve worker incomes but not so high that it leads to job loss”; 2. “The wage should be set primarily based on the cost of living—workers’ basic needs—rather than employer needs or job losses.”

How will the livable wage ordinance be implemented?

- All at once vs phased in (over what period of time?)
- Notice to contractors, outreach, education.
- Bidding forms and instructions

How will the ordinance be administered?

- monitoring
- disclosure
- enforcement
- sanctions

Part II. Interviews

I had long telephone conversations on March 19, 2019, with Justin St. James, Burlington City Attorney's Office, and Ben Pacy, Human Resources, Burlington City Government. These were very helpful in getting some information about how Burlington is administering its livable wage ordinance, what issues they faced, how they have modified the original ordinance (2001) in 2013, in response to the experience of the first few years, and what effects or outcomes they see. What follows is a brief summary of what the two men told me over the phone. I recommend that, if the city council goes forward with drafting a livable wage ordinance, they invite Justin St. James to expand on his observations and recommendations.

In advance of the phone conversations I sent the following list of questions

- compliance (how do you know businesses, institutions, and organizations comply with the ordinance);
- monitoring and enforcement (which department/s of city government is/are responsible for this, how do they do it, what if any penalties are imposed for lack of compliance);
- impact on businesses, institutions, and organizations doing business with Burlington;
- impact on Burlington city government in receiving bids and executing contracts with businesses, institutions, and organizations;
- economic consequences for employees of businesses, institutions, and organizations doing business with Burlington;
- has the ordinance had any noticeable and documented effect on poverty rates in the city;
- has the ordinance had any noticeable and documented effect on employment/unemployment rates in the city;
- overall satisfaction with the scope, execution, and results of the ordinance from the point of view of city government;
- overall satisfaction with the scope, execution, and results of the ordinance from the point of view of businesses, institutions, and organizations doing business with city government.

Our conversation covered most, if not all these, but not in the order I sent.

Mr. St. James noted that most of the question I had about specific provisions of the ordinance, breadth of coverage, determination and review or revision of living wage rates, exemptions, and enforcement will be found in the ordinance itself: "An Ordinance in Relation to Offenses and Miscellaneous Provisions—Article VI – Livable Wages (Ordinance 10 of 2013; adopted 10/21/2013, effective 11/27/2013). He added that including a non-retaliation clause in the ordinance is very important. The ordinance includes a plan for how the living wage is determined. The amount is reviewed and revised every year.

Compliance/Monitoring/Enforcement: Mr. St. James emphasized the need for a robust and thoughtful compliance and enforcement plan. This begins with having a plan for contacting and educating contractors with the city and eligible workers at companies that do work valued at \$15,000 or more of city funds about the purpose and specific requirements of the ordinance. The city has an arrangement with the Workers' Center in Burlington to do some of this education and

to act as a disinterested third party to receive and check out complaints of non-compliance and retaliation. Mr. St. James added that a non-retaliation clause has to be an essential element of the ordinance. Each company that receives a contract with the city has to submit a signed certification form that obligates them to conform with the living wage provisions and has to agree to an open-book audit by the city for compliance with the ordinance. Every April the City Attorney's office prepares a compliance check report to the City Council. The City Attorney's office is moving from this format to proactive audit of random-selected contractors.

The Attorney's office has developed a two-stage penalty plan:

For a first-time violation of the ordinance, the Attorney imposes restitution to the worker of wages and/or benefits covered by the ordinance and a warning to the contractor concerning enforcement of the ordinance.

For a second-time violation, the city issues tickets of \$500 to the violator plus restitution. The city attorney may also put a non-compliant company on probation or bar the violator from working for the city for a specific number of years.

Results: Mr. St. James commented in response to my question on this point that the ordinance has not adversely affected the bidding process or results of contract work. Most large companies—especially construction companies—are easy to deal with and that, in general, people who have to deal with the ordinance are proud of it. Smaller companies, mostly involved with providing services, are more problematic. Grantees of the city present more complicated and onerous problems and the city now reviews wages for those employed half-time or more on city-funded projects valued at \$15,000 or more. Grantees are usually providing services.

Mr. St. James said and that, although the city government does not yet have exact numbers of workers whose wages have gone up as a result of the ordinance, the ordinance has positively affected wages for “a lot of” full-time and part-time and seasonal employees of contractors and sub-contractors. Where the average wage for workers before the 2013 revised ordinance went into effect was \$11/hour; it went up to \$16.20/hour for workers not receiving health care benefits, and \$14.52 for workers receiving health benefits. Full time workers now get 12 paid days off/year; prorated for part-time workers. He noted, however, that most of the workers affected by the ordinance are not residents of Burlington, but are residents of the region—Chittenden and Franklin Counties, and that most of the contract work is for construction.

Finally, Mr. St. James noted that although much of monitoring, and enforcement responsibilities are located in the City Attorney's office, there is not a lot of attorney work required, and that most of the work of reviewing contracts and payroll records, correspondence, drafting recommendations can be handled in house by a paralegal staff member. His office and the City government as a whole are satisfied that the ordinance is working well and having a positive effect on the community as a whole. The City Attorney's office continues its work of preparing a summary report for the council, but there have been no further revisions since 2013.

My conversation with Ben Pacy in Human Resources covered much of the same ground, with mostly the same answers. He elaborated a bit on the process of informing and educating contractors by sending out copies of and information about the ordinance every year along with the certification forms.

He added some information about coverage by the ordinance of temporary workers by noting that temporary or seasonal employees are eligible for inclusion under the ordinance after 5 consecutive seasons of employment. Also, out-of-state contractors may ask for modifications of the ordinance to conform to their local conditions. Mr. St. James also had noted that where companies have bargaining units or are subject to collective negotiations, those took priority. Mr. Pacy warned “be prepared for some conflict,” and also emphasized the importance of having a good plan for education and enforcement of the ordinance, but was by and large upbeat about the ordinance and its effects on wages for workers.

NOTES

¹ Harry J. Holzer, “Living Wage Laws: How Much Do (Can) They Matter?” (Washington, D.C.: The Urban Institute, Georgetown University, 2008), 2.

² C. W. Von Bergen, William T. Mawer, Barlow Soper, “Living Wage Ordinance in the Public sector: The Good, the Bad, and the Politics,” *Southern Law Journal* 13 (Fall 2004): 109, 110.

³ Robert Pollin, et al., *A Measure of Fairness: The Economics of Living Wages and Minimum Wages in the United States* (Ithaca, NY: Cornell University Press, 2008), 20-21, quoted in Benjamin Sosnaud, “Living Wage Ordinances and Wages, Poverty, and Unemployment in US Cities,” *Social Service Review* (March, 2016), 13.

⁴ Holzer, “Living Wage Laws,” 3 and Table 1, 28-38; Sosnaud, “Living Wage Ordinances in US Cities,” 13; Stephanie Luce, “Living Wages: A US Perspective,” *Employee Relations* 39, issue 6 (2017), 865. An interesting comment in Sosnaud’s report is that “42 of these [communities with living wage ordinances] have populations that are too small to reliably estimate average wages and rates of poverty from survey data,” (p. 13), which at least indicates that population size is not necessarily a factor in initiating an ordinance.

⁵ Sosnaud, *Ibid.*, reports that 9 cities repealed the ordinances. Holzer, “Living Wage Laws,” Table 1, identifies 10 municipalities that repealed the ordinance.

⁶ Holzer, *Ibid.*

⁷ *Ibid.*, 4 (emphasis added).

⁸ *Ibid.*, 5 (emphasis in text).

⁹ See for example, Sosnaud, “Living Wage Ordinances in US Cities,” 6; Von Bergen, et al., “Living Wage Ordinances in the Public Sector,” 109.

¹⁰ Holzer, “Living Wage Laws,” 9; Sosnaud, “Living Wage Ordinances in US cities,” 7; Luce, “Living Wages: A US Perspective,” 867.

¹¹ Holzer, *ibid.*, citing Robert Pollin and Stephanie Luce, *The Living Wage: Building a Fair Economy* (New York: The New Press, 1998); Sosnaud, “Living Wage Ordinances in US Cities,” 10.

¹² Thomas Kavet, Deborah Brighton, Douglas Hoffer, and Elaine McCrate, “Act 21 Research and Analysis in Support of the Livable income Study Committee,” (Montpelier: Vermont State Legislature, November 1999), 4.

¹³ David Neumark and Scott Adams, “Do Living Wage Ordinances Reduce Urban Poverty?” *The Journal of Human Resources* 38 (2003): 490-521, cited in Von Bergen, et al., “Living Wage Ordinances in the Public Sector,” 115

¹⁴ Holzer, “Living Wage Laws,” 20-21.

Fwd: Responsible Employer Ordinance

From Peter Kelman <phkelman@gmail.com>
Date Wed 7/22/2026 4:45 PM
To L-Council <L-Council@montpelier-vt.org>
Cc Peter Kelman <phkelman@gmail.com>

 1 attachment (44 KB)
Summary report--Living Wage Ordinances.docx;

Several council members requested that I send them the 2019 report from SEJAC, so I'm forwarding it to the entire Council. (I'd already sent it to the City Manager at her request.)

Peter
Peter Helmut Kelman
6 Mountain View St.
Montpelier, VT 05602

Cell: (718) 986-7289
phkelman@gmail.com

First they came for the Communists, and I did not speak out—Because I was not a Communist.
Then they came for the Socialists, and I did not speak out—Because I was not a Socialist.
Then they came for the Trade Unionists, and I did not speak out—Because I was not a Trade Unionist.
Then they came for the Jews, and I did not speak out—Because I was not a Jew.
Then they came for me—and there was no one left to speak for me.

Martin Niemöller (1892-1984) was a prominent Protestant pastor who emerged as an outspoken public foe of Adolph Hitler and spent the last seven years of Nazi rule in concentration camps.

My middle name is Helmut, which I was given at birth in memory of my mother's brother, Helmut Hirsch, who was executed in 1937 for his part in a bombing plot intended to destabilize the German nazi regime.

Begin forwarded message:

From: Peter Kelman <phkelman@gmail.com>
Subject: Re: Responsible Employer Ordinance
Date: July 22, 2026 at 9:14:44 AM EDT
To: Kelly McNicholas Kury <kkury@montpelier-vt.org>
Cc: Peter Kelman <phkelman@gmail.com>

Kelly

Please find attached Michael Sherman's 4/13/19 report for SEJAC on "Living Wage" ordinances forwarded to the City Council at that time.

It probably did not come up with council or staff because at that time, as with so many issues you're facing, none of the current Council and almost none of the current staff (exception being John Odom) were involved in City matters (and in many cases didn't even live in Montpelier).

I know that Marc doesn't like to "dwell on the past" and Steve Whitaker seems to be constantly wallowing in the past, but I think there's a balance that needs to be met lest, as George Santayana is often cited as Writing "*Those who cannot remember the past are condemned to repeat it.*"

I am always ready and willing to fill you in on the history of issues that are resurfacing.

PK

Peter Helmut Kelman
6 Mountain View St.
Montpelier, VT 05602

Cell: (718) 986-7289
phkelman@gmail.com

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On Jul 22, 2026, at 8:52 AM, Kelly McNicholas Kury
<kkury@montpelier-vt.org> wrote:

Thanks, Peter.

Please send along the report you have referred to. It did not come up in any of my conversations with staff or councilors.

Kind regards,
Kelly

Kelly McNicholas Kury

City Manager

City of Montpelier

39 Main St., Montpelier, VT 05602

(office) 802-223-9503

kkury@montpelier-vt.org

Notice - Under Vermont's Open Records law, all e-mail and e-mail attachments received or prepared for use in matters concerning City business or containing information relating to City business are likely to be regarded as public records which may be inspected by any person upon request, unless otherwise made confidential by law. If you have received this message in error, please notify us immediately by return email. Thank you for your cooperation.

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From: Peter Kelman <phkelman@gmail.com>

Sent: Wednesday, July 22, 2026 7:26 AM

To: L-Council <L-Council@montpelier-vt.org>; Kelly McNicholas Kury <kkury@montpelier-vt.org>

Cc: Peter Kelman <phkelman@gmail.com>

Subject: Responsible Employer Ordinance

I am in strong agreement with the staff recommendation to repeal this ordinance for the reasons stated in the cover memo from City Manager McNicholas-Kury, particularly the inequity compared with our own City employees and the impact the ordinance could have on taxpayers when contractors significantly increase their bids to reflect their cost of meeting the extensive reporting requirements of the ordinance alone.

These are among the reasons why in the spring of 2019 the Social and Economic Justice Advisory Committee (SEJAC), which I co-chaired, warned the City Council about the complexity and potential pitfalls of the proposed ordinance. We did so only after carrying out an extensive study of such ordinances nationwide and in Burlington, which informed us of those risks.*

Unfortunately, the proposal was pushed through without adequate study by a brand new City Councilor with very strong ties to construction unions and in exchange for their support for him when he later ran for higher office. I mention this only because, I think you should expect these same labor unions once again to very effectively pack the public

hearings just as they did when the original ordinance was being considered and passed.

In solidarity with *actual* responsible employer behavior,

Peter

* P.S. If any of you would be interested, I have copies of the Report prepared for the City Council on this matter by SEJAC member, the late Michael Sherman. I don't think the complexities and risks of such ordinances are much different today than they were in the spring of 2019 when this report was researched and written.

Peter Helmut Kelman
6 Mountain View St.
Montpelier, VT 05602

Cell: (718) 986-7289
phkelman@gmail.com

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Re: Responsible Contractor Ordinance

From Kelly McNicholas Kury <kkury@montpelier-vt.org>

Date Wed 7/22/2026 8:41 PM

To Pelin Kohn <pkohn@montpelier-vt.org>

Thank you!

Kelly McNicholas Kury

City Manager

City of Montpelier

39 Main St., Montpelier, VT 05602

(office) 802-223-9503

kkury@montpelier-vt.org



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Follow us on social media



From: Pelin Kohn <pkohn@montpelier-vt.org>

Sent: Wednesday, July 22, 2026 7:19 PM

To: Kelly McNicholas Kury <kkury@montpelier-vt.org>

Subject: Fw: Responsible Contractor Ordinance

FYI

From: JP Isabelle <jpisabelle@vtaflcio.org>

Sent: Wednesday, July 22, 2026 1:38 PM

To: Adrienne Gil <agil@montpelier-vt.org>; Pelin Kohn <pkohn@montpelier-vt.org>; Ben Doyle <bdoyle@montpelier-vt.org>; Cary Brown <cbrown@montpelier-vt.org>; Jim Sheridan <jsheridan@montpelier-vt.org>; Sal Alfano <salfano@montpelier-vt.org>; Marc Gwinn <mgwinn@montpelier-vt.org>

Cc: Larry Moquin <lmoquin@vtaflcio.org>

Subject: Responsible Contractor Ordinance

Dear Mayor Marc Gwinn and Members of the Montpelier City Council,

I was surprised to see that the repeal of Montpelier's Responsible Contractor Ordinance appears on tonight's agenda.

This ordinance was not developed in isolation. It was the product of a collaborative effort between the City of Montpelier and Vermont's labor community, and when it was adopted it was recognized as one of the strongest responsible contractor ordinances in New England. The city held a press conference celebrating its passage and the values it represented.

That makes the last two years especially disappointing. Shortly after its adoption, the ordinance was paused before it had a meaningful opportunity to demonstrate its value. Now the council is considering repealing it altogether—without even reaching out to the unions that represent the workers directly affected by this decision.

The Vermont AFL-CIO is the voice of more than 20,000 working Vermonters, including most of the unions that make up the Vermont Building and Construction Trades Council. It is disappointing that the organizations representing the people who perform this work were not contacted before such a significant policy change was considered.

Those workers build Montpelier's public infrastructure, yet many cannot afford to live in the community they help create. At the same time, a construction project on state property next door can require dramatically different wages, benefits, apprenticeship standards, and worker protections than an otherwise identical project on city property. That inconsistency undermines responsible contractors who invest in their workforce and creates incentives to cut corners.

The ordinance also advances equity by creating pathways into good-paying construction careers for women and people of color—workers who have historically been underrepresented in the building trades. Repealing it would send exactly the wrong message.

If the council believes changes are needed, we welcome that conversation. I and our President, Larry Moquin, would be happy to meet with the Mayor and City Council to discuss the ordinance and the labor community's perspective. Unfortunately, we are unable to attend this evening's meeting, but hope this decision is not made without first engaging the organizations that partnered with the city to create this ordinance.

We respectfully ask that the Responsible Contractor Ordinance remain in place and that the city work collaboratively with Vermont's labor community before considering any action to weaken or repeal it.

Sincerely,

JP Isabelle

JP Isabelle (he/him)
Executive Director, VT AFL-CIO
<https://vt.aflcio.org/>
802-272-6421
P.O. Box 858

Responsible Employer Ordinance

From Peter Kelman <phkelman@gmail.com>

Date Wed 7/22/2026 7:27 AM

To L-Council <L-Council@montpelier-vt.org>; Kelly McNicholas Kury <kkury@montpelier-vt.org>

Cc Peter Kelman <phkelman@gmail.com>

I am in strong agreement with the staff recommendation to repeal this ordinance for the reasons stated in the cover memo from City Manager McNicholas-Kury, particularly the inequity compared with our own City employees and the impact the ordinance could have on taxpayers when contractors significantly increase their bids to reflect their cost of meeting the extensive reporting requirements of the ordinance alone.

These are among the reasons why in the spring of 2019 the Social and Economic Justice Advisory Committee (SEJAC), which I co-chaired, warned the City Council about the complexity and potential pitfalls of the proposed ordinance. We did so only after carrying out an extensive study of such ordinances nationwide and in Burlington, which informed us of those risks.*

Unfortunately, the proposal was pushed through without adequate study by a brand new City Councilor with very strong ties to construction unions and in exchange for their support for him when he later ran for higher office. I mention this only because, I think you should expect these same labor unions once again to very effectively pack the public hearings just as they did when the original ordinance was being considered and passed.

In solidarity with *actual* responsible employer behavior,

Peter

* P.S. If any of you would be interested, I have copies of the Report prepared for the City Council on this matter by SEJAC member, the late Michael Sherman. I don't think the complexities and risks of such ordinances are much different today than they were in the spring of 2019 when this report was researched and written.

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Montpelier, VT 05602

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CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent _ Discussion _X_

SUBJECT: District 1 Vacancy to Councilor Appointment [Proposed Executive Session | 1 VSA § 313 (3)]

SUBMITTING DEPARTMENT: City Manager/City Council

RECOMMENDED ACTION: Interview four candidates for the District 1 Councilor position and make appointment to complete the remainder of term.

Sample motion: "I move to appoint _____ to fill the vacant District 1 seat on the Montpelier City Council, effective immediately, for the remainder of the unexpired term ending March 2, 2027."

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development
4. Good Governance

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: City Charter Subchapter 3 Section 303: Vacancy in office of Council member:

https://library.municode.com/vt/montpelier/codes/code_of_ordinances?nodeId=CH_SUBCHAPTER_3CICO_S303VAOFCOM

BACKGROUND INFORMATION:

Montpelier City Councilor Adrienne Gil has announced her resignation from the Montpelier City Council, effective July 22, 2026. Read the full press release from July 15, 2026, here: <https://www.montpelier-vt.org/Archive.aspx?ADID=6947>

Per the City Charter, when a vacancy in the office of a Council member with more than 90 days of unexpired term remaining shall be filled by the remaining members of the City Council. At the next annual meeting of the City, the unexpired term of the office shall be filled by election for the balance of the unexpired term.

Therefore, the City Council will select an immediate replacement, and then eligible members of the public will be able to run for the last year of Gil's term in the next city election cycle, culminating in Town Meeting Day on March 2, 2027. The process for candidates to run for the city election cycle starts in January 2027, though questions may be directed to City Clerk, John Odum at any time.

Four applicants have submitted letters of interest and resumes for City Council's consideration. Council will interview applicants and either make an appointment or continue the decision to a future meeting date. Council may enter into executive session under 1 V.S.A.313 (3):

(3) the appointment or employment or evaluation of a public officer or employee, provided that the public body shall make a final decision to hire or appoint a public officer or employee in an open meeting and shall explain the reasons for its final decision during the open meeting;

Candidates are:

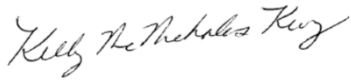
1. Paul Costello
2. Sean Linehan
3. Keith Schumacher
4. Megan Smith

SUPPORTING DOCUMENTS:

Candidate Letters of Interest and Resumes

INTERESTED PARTIES: City Council, City Staff, Community members

CITY MANAGER'S APPROVAL:

A handwritten signature in cursive script, appearing to read "Kelly McMichael".

Kelly McNicholas Kury
City Manager, Montpelier Vermont

August 3, 2026

Dear Ms. Kury,

Please accept this letter as my application to fill the District One opening on the Montpelier City Council until Town Meeting Day in March of 2027.

If selected, I will step aside in March so that there will be an open seat for the election of a District One representative for the longer term.

Montpelier is on the rise because of the dedication of municipal, non-profit, volunteer, business and citizen leaders who step up to make it the best possible place it can be, today and for the next generation.

We are making progress but have so much more to do to advance housing, resilience, infrastructure, creative and sustainable economic development, opportunities for youth and the services needed for the most vulnerable in our community.

Democracy begins at home. I believe in Montpelier. I believe we can build more unity. More faith in each other and in a future that we mutually dedicate ourselves to. It is our duty to do so.

My professional and volunteer efforts have been founded on listening, respecting others' points of view, seeing the best in people, finding points of consensus to serve as common ground for action, praising the good work of others, and building trust as a foundation for practical progress.

I would like to be useful to the council and city and help the team of city leadership be as effective as possible.

Thank you, Ms. Kury, and thanks to Mayor Gwinn and each member of the City Council for your consideration.

All the best!

Paul Costello

Paul Costello
25 Bailey Avenue
Montpelier, Vermont 05602
802-249-8051
pcostello802@gmail.com

- **Advocate Who Understands and Respects Vermonters and Vermont Communities.** Dedicated to the ideals of democracy and to the promotion of social and economic opportunity for all Vermonters.
- **Expert at Facilitation of Community and Policy Dialogues.** Accomplished record of leading civic participation strategies to unite communities to consensus, action, and success.
- **Policy and Program Leader.** Expert at evaluating points of agreement and common core values, leading complex policy discussions between individuals and organizations with disparate interests to consensus decisions.
- **Accomplished Public Speaker and Skilled Writer.** Strong success in addressing civic groups and building community coalitions. Successful press, radio, and TV relationships. Published author of articles, reviews, newsletters, and editorials. Veteran at producing promotional materials, policy papers, budgetary reports, and project proposals.

PROFESSIONAL EXPERIENCE

Vermont Council on Rural Development
Executive Director

2000 – 2021

- Annually Develop, Coordinate, Produce and Facilitate “**The VCRD Governor’s Rural Summit**” to build Federal/State cross-agency Action Plans.
- Annually Conduct and Facilitate two to five “**Community Visits**” with teams of 30 executive-level, state, federal, non-profit and private leaders to help rural communities evaluate and prioritize opportunities, develop action plans, connect to resources, and rally to action.
- Lead Producer and Facilitator of Vermont Policy Councils and Community Development efforts since 2001 including the **Vermont Forest Products Council**, the **Vermont Agriculture Viability Council**, the **Vermont Council on Culture and Innovation**, the **Vermont Council on Planning**, the **Vermont Rural Energy Council**, the **VT Creative Communities Program**, the **Council on the Future of Vermont**, the **Vermont Working Landscape Council**, the **e-Vermont**; the **Community Broadband Project** and **Vermont Digital Economy Project**, the **Vermont Higher Education Food Systems Council**, the **Vermont Climate Change Economy Council**, the **Vermont Community Leadership Project**, the **Climate Economy Action Team** and the **Proposition for the Future of Vermont** and its **Action Team**.

Central Vermont Adult Basic Education (CVABE)
Teacher/Regional Coordinator/Development Director

1994-1999

Saint Michael's College; University of Vermont; McGill University 1987-1993
Lecturer, Adjunct Professor, Teaching Fellow

Middlebury Natural Food Cooperative 1983-1986
Evening Manager/Pre-Order Manager

Human Services Professional 1978-1983

EDUCATION

- McGill University, Ph.D. Intellectual History, 1991
- University of Vermont, M.A. History, 1987
- University of Vermont, B.A. Psychology, 1978

PUBLICATIONS

The World Historians and Their Goals: Twentieth Century Answers to Modernism; Northern Illinois University Press, 1993.

Numerous Book Reviews, Policy Papers, Community Reports, and Conference/Rural Summit Reports.

AWARDS

Vermont Wood Manufacturers Award of Service 2003
 The Bernice Murray Award, Vermont Community Development Association 2007
 The Vermont Arts Council Merit Award 2008
 The Ron Shaffer Award for Collaborative Leadership, National Rural Development Partnership 2008
 The Richard W. Carbin Community Conservation Award, Vermont Land Trust 2013
 The Arthur Gibb Award for Leadership, Vermont Natural Resources Council 2018
 The Anne and Arthur Berndt Award for Energy Action Leadership 2021
 Vermont League of Cities and Towns Award for Service to VT Municipalities 2021

PROFESSIONAL AND COMMUNITY AFFILIATIONS

Vermont Land Trust Board	2024-Ongoing
Vermont Natural Resources Board	2024-Ongoing
Space on Main Board (Bradford VT)	2024-Ongoing
Heron Foundation Board	2022-Ongoing
Montpelier Foundation Board	2021-Ongoing
Wisdom Connection Board	2021-Ongoing
Future of Vermont Action Team (Producer)	2021
Vermont Local Support and Community Action Team of Governor Scott's Covid Recovery Task Force (Chair)	2020-2021
UVM Office of Engagement Advisory Council	2020-Ongoing
Vermont Community Foundation Member (Nomination Committee 2014-2020)	2010-2021
Vermont Creative Network Steering Committee	2018-2021

Vermont Climate Action Commission (Co-Chair)	2017-2018
Commission on Government Restructuring and Operations Review	2015-2016
Center for an Agricultural Economy Board (Co-Chair 2016 to 2017)	2013-2019
NOFA VT Board	2013-2015
New England Public Policy Research Center Advisory Board (Boston Fed)	2011-2012
Vermont Farm to Plate Advisory Board	2009-2012
Vermont Rural Ventures Board (New Markets Tax Credit)	2009-2020
Community National Bank Advisory Board	2009-2011
Vermont 25x25 Commission	2006-2010
RUPRI Coalition of Rural Policy Councils	2006-2015
Partners for Rural America, Board Member (President 2007 to 2010)	2005-2021
Housing Vermont, Board Member (Executive Committee 2008-2012)	2001-2012
HUD Consolidated Plan Advisory Committee	2004-2008
Kellogg Hubbard Library Board, (Chair 2002 to 2006)	2001-2007
Planting Hope Library, La Chispa, Nicaragua, (Founding Chair 2001 to 2004)	2001-2005
Central Vermont Community Action Council (President 1999-2002)	1997-2002
Barre Rotary Club (Board of Directors 1999-2001)	1998-2001
English as a Second Language Tutor to a Bosnian Refugee Family in Montpelier	1996-2001
Fairfield Center School Board and Franklin County Supervisory Union Board	1992-1994

July 30, 2026

Keith Schumacher
1 Shipman Place
Montpelier, VT 05602

Dear Ms. Kury,

I am writing to express my interest in being considered for appointment to the vacant seat on the Montpelier City Council.

I have lived at 1 Shipman Place for the past 21 years and, during that time, have had the opportunity to watch Montpelier change in significant ways. I have experienced firsthand the challenges that our community has faced, including major flooding, and have become increasingly interested in the decisions we make today that will shape the city's future.

I believe Montpelier's long-term success depends on thoughtful planning and a practical approach to some difficult challenges. I am particularly interested in flood planning and resilience, maintaining the city's livability, addressing affordability and housing, and finding constructive ways to respond to homelessness and the interconnected issues of mental health and substance abuse.

My professional career has been entirely in the private sector. In 2010, I cofounded Watershed Construction LLC and have spent the past 16 years building and managing a business, overseeing projects, budgets, employees, subcontractors, and relationships with clients and vendors. I have also been involved in property ownership and management through Ironwood LLC and 29 College Street LLC. These experiences have taught me the importance of listening carefully, weighing competing priorities, managing limited resources, and finding practical solutions to complex problems. Earlier in my life, I also worked as a hut caretaker in the wilderness and trained as a Wilderness First Responder. That experience taught me self-reliance, responsibility, and the importance of remaining calm and thoughtful when circumstances are difficult or unpredictable.

After more than two decades of living in Montpelier and building my career here, I feel that I am at a point in my life where I would like to contribute more directly to the community. I would approach the responsibility of serving on the Council with an open mind, a willingness to listen, and a commitment to working constructively with my fellow Council members, city staff, and residents.

Thank you for considering my application. I have enclosed my résumé and would welcome the opportunity to discuss my interest in serving on the City Council.

Sincerely,

Keith Schumacher

KEITH SCHUMACHER

1 Shipman Place, Montpelier, Vermont 05602 • 802-595-1728 • Kschumacher330@yahoo.com

PROFESSIONAL SUMMARY

Longtime Montpelier resident and Vermont business owner with more than 16 years of experience founding and operating a construction and renovation company, along with more than a decade of experience in property ownership and management. Experienced in project management, budgeting, financial oversight, problem-solving, and working with employees, subcontractors, vendors, clients, and municipal officials. Brings a practical, independent, and collaborative approach to complex issues and a strong interest in contributing to the future of the Montpelier community through public service.

PROFESSIONAL EXPERIENCE

Founder / Owner

Watershed Construction LLC, Montpelier 2010–Present

- Founded and operated a privately held construction and renovation company serving residential and commercial clients.
- Managed business operations, project planning, budgeting, contracts, scheduling, financial management, and client relationships.
- Oversaw employees, subcontractors, suppliers, and multiple concurrent projects.
- Worked directly with property owners, homeowners, vendors, municipal officials, and other stakeholders.
- Developed extensive practical experience in construction, housing, property development, and the regulatory environment affecting local businesses and property owners.
- Currently overseeing the orderly winding down of the business following more than 15 years of operation.
-

Property Ownership & Management

Ironwood LLC, Montpelier c. 2013–Present

29 College Street LLC, Montpelier 2019–Present

- Own and manage investment properties through privately held property companies.
- Oversee property operations, maintenance, capital improvements, financial responsibilities, tenants, and vendors.

- Manage the long-term stewardship and financial performance of real estate holdings.
- Maintain practical involvement in issues related to housing, property maintenance, development, and local real estate.

Self-Employed Independent Subcontractor

Self-employed in restoration with a specialty in slate and copper roofing. **1993–2009**

Employee and apprentice, slate roof restoration, Red Dragon Slate Roofing. **1985–1992**

COMMUNITY CONNECTION

Montpelier Resident

Shipman Place, Montpelier, Vermont | 21 years

- Longtime Montpelier resident with more than two decades of firsthand experience living in and observing the city’s evolution.
- Have experienced significant changes in the community, including the impacts of major flooding and the challenges associated with recovery and resilience.
- Developed a strong interest in the city’s long-term livability, affordability, housing, flood planning, and the challenges of homelessness, mental health, and substance abuse.

EARLIER EXPERIENCE

Hut Caretaker

Randolph Mountain Club, Gray Knob Camp, New Hampshire, Winter 1990–1991

- Served as a caretaker at Gray Knob Camp in a remote winter wilderness setting.
- Responsible for the care of the facility and the safety and well-being of guests.
- Worked independently and exercised sound judgment in an environment requiring self-reliance and responsibility.
- Trained in wilderness emergency response and earned Wilderness First Responder certification.

EDUCATION & CERTIFICATION

U-32 High School — High School Diploma

Wilderness First Responder Certification

MEGAN SMITH
Montpelier, VT (802)595-9418
mmsmithvt@gmail.com

EXPERIENCE

2019 - 2022

RETAIL SPECIALIST, REI

Manager: Kiyomi Ueki, Retail Sales Manager – (802) 316-3120

Rang out customer purchases, membership transactions and returns; stocked products; helped customers with products; worked alongside other retail specialists to maintain a safe and productive environment.

2018-2019, 2021

CASHIER, CITY MARKET

Manager: Jessica Morley, Front End Manager – (802) 861-9700

Cashed out customers, helped with membership enrollment, stayed up to date on product changes and specials.

2017 - 2018

CONSIGNMENT MERCHANDISING COORDINATOR, OUTDOOR GEAR EXCHANGE

Manager: Peter Hiskes, Consignment Manager – (888) 547-4327

Oversaw the day to day operations of the consignment department; short- and long-term re-merchandising projects; trained staff on computer programs and customer service.

2014 - 2017

CULINARY MENTOR, AMERICAN PAVILION

Manager: Trevor Littlejohn, Executive Chef – (310) 837-4500

Mentored culinary interns at the Cannes Film Festival; worked 20 hours a day for 30 days, overseeing the production of breakfast for 200 film students; assisted the Executive Chef with parties and events for festival attendees, ranging from 50 to 500

APRIL 2015 - SEPTEMBER 2015

EXECUTIVE CHEF, OUTWARD BOUND CALIFORNIA

Manager: Sarah Ullrich, Base Camp Director – (415) 933-6222

Created and served meal of the Outward-Bound staff, ranging from 10 to 100 people daily; worked with food allergies, dietary restrictions and safety and sanitation standards. Worked alongside food room staff to prepare meal kits for classes and outings.

EDUCATION

AUGUST 2022

BACHELORS IN ADVENTURE EDUCATION, PRESCOTT COLLEGE

JANUARY 2020

ASSOCIATE IN LIBERAL ARTS, COMMUNITY COLLEGE OF VERMONT

JUNE 2013

ASSOCIATE IN CULINARY ARTS, NEW ENGLAND CULINARY INSTITUTE

Student Council President – 2011-2012, Student Ambassador – 2011 – 2013

DECEMBER 2007

ASSOCIATE IN OUTDOOR RECREATION LEADERSHIP, COLORADO MOUNTAIN COLLEGE

Student Council President – 2006 - 2007

Dear Members of the Montpelier City Council,

I would like to offer my time and energy to fill the vacancy left by Adrienne Gil's resignation from city council. Montpelier is in the midst of an historic transition following the dual challenges of the pandemic and 2023 flood. The current council has made strong progress in addressing the critical issues facing Montpelier, but it is important to maintain recent momentum in steering the city through these challenges. District 1 deserves to be represented by a replacement who shares Councilor Gil's dedication, optimism, and vision. These are criteria I believe I can fill.

I am motivated to shape a positive future for Montpelier. As a parent and primary caregiver of three children from preschool to middle school, I am deeply invested in the long term health of the city. I already dedicate a portion of my time to public service and am fortunate to be able to make a greater commitment to serve on the City Council. I have spent the past two years serving on the Planning Commission in order to shape a Montpelier that can be a home to all people who want to live here. My tenure on the Planning Commission involved the final approval process for the Montpelier City Plan as well as work on amending our zoning regulations. As a commissioner, I am very familiar with Montpelier's public meeting process and civil discourse. Spending many months with the final drafts of each chapter of the City Plan was a comprehensive introduction and overview of the issues addressed by the Council.

My familiarity with the issues facing the city will facilitate my transition to Councilor Gil's seat. On City Council, my medium and long term priorities would be as follows:

Housing: Most issues facing Montpelier are downstream from our dearth of housing supply. The recent housing needs assessment showed Montpelier needs a variety of new housing types to meet demand and reduce housing costs. Development at Country Club Road is an important step in meeting the housing goals laid out in the Montpelier City Plan, but streamlining our development regulations to ease the path to new housing is still required. Increasing our housing supply will have positive effects on affordability, city finances, and homelessness.

Infrastructure: Maintaining our roads and the pipes beneath them is a daily challenge. Recent increases in the paving budget have not yet shown results and the timeframe for water pipe replacement is too long. The current condition of our roads is unacceptable and is exacerbated by the frequent maintenance requirements of our water system. Creating a sustainable but accelerated infrastructure plan will benefit residents, businesses, and visitors.

Downtown Resilience: A vibrant, dynamic downtown is one of the city's greatest assets. It is important that we foster a safe and welcoming downtown environment with high quality public spaces that allow the creativity of our entrepreneurs and artists to flourish, thereby attracting residents and visitors alike, and growing the sense of community we all cherish. The city's role in achieving this involves a variety of departments and mechanisms, from Parks and Public Safety to local regulations and state programs or grants.

There will always be short term challenges for the city to overcome, but robust and flexible systems combined with positive long term trends can steer us through. My hope and belief is that, despite current headwinds, Montpelier's best days are still ahead and we do not need to sacrifice the essential qualities we love about this place as the city adapts and grows. I have lived in a number of cities and towns, and Montpelier is uniquely special. It is the most welcoming place I have lived and the easiest to call home. I would be honored to give back to this wonderful community by serving in the role of city councilor.

Thank you for your consideration,
Sean Linehan

Sean K. Linehan

4 Crestview Dr Montpelier VT, 05602

Cellular: (716) 982-2418

E-mail: Sean.Linehan88@gmail.com

Education Hamilton College, Clinton, New York.
Bachelor of Arts degree, May 2010
Major: Biology

Experience **City of Montpelier Planning Commission:** Currently volunteer as a planning commissioner for the city of Montpelier to address our housing shortage. Worked on the final stage of passing the award winning Montpelier City Plan 2025. Working to streamline local development regulations and advocate for favorable implementation of Act 181 with the Central Vermont Regional Planning Commission and the state's Land Use Review Board. (May 2024 to present)

University of Vermont Medical Center: Managed medication and device trials as a Certified Clinical Research Coordinator in the Office of Clinical Trials Research. Ensured compliance with federal regulations and institutional guidelines to successfully initiate, run, and complete clinical trials. Networked with investigators, UVM Institutional Review Board, patients, and industry partners to facilitate trial completion. (October 2015 to February 2019)

University of Vermont Medical Center: Worked as a Certified Pharmacy Technician in a fast paced inpatient pharmacy. Worked with a diverse group of coworkers to fill prescriptions and deliver medications throughout the hospital. Involved filling a variety of roles in the pharmacy while maintaining accuracy and strict adherence to protocol. Managed workflow of the pharmacy and oversaw a small group of technicians as Team Leader. (January 2014 to October 2015)

KLD Associates, Inc.: Researched car crashes for the National Highway Traffic Safety Administration with the goal of improving vehicle safety. Networked with police, hospitals, insurance companies, and other entities. Interviewed occupants of vehicles involved in accident. Took vehicle measurements and observations to determine forces involved and sources of injury. Documented scene evidence and roadway characteristics to create a digital scale diagram. Compiled data into specially crafted database. (December 2011 to July 2013)

Special Skills Basic knowledge of Spanish
Software: Outlook, Microsoft Office, Epic

Interests Raising three wonderful children, coaching Rec soccer, amateur woodworking, exploring the outdoors

References Professional and personal references are available upon request.



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent ☐ Discussion ☒

SUBJECT: Adopt District Heat FY27 Rates

SUBMITTING DEPARTMENT: Finance

RECOMMENDED ACTION: Approve the proposed FY27 District Heat budget and the capacity and energy rates for the FY27 heating season as outlined in the Memorandum.

Sample Motion:

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

LEGAL REQUIREMENTS: State and Customer Agreements.

BACKGROUND INFORMATION:

Per the District Heat Montpelier Customer Agreements:

Article VI Capacity Charge – Section 6.7. No later than June 15 in each fiscal year, the City shall prepare an estimate of the Capacity Related Costs for the next succeeding fiscal year. No later than June 30 in each fiscal year, the City Council shall approve a fiscal budget for all Capacity Related Costs expected to be incurred in the next succeeding fiscal year. A written statement of these projected Capacity Related Costs shall be forwarded to each Customer.

Article VII Energy Charge – Section 7.4. Not later than June 15 each calendar year, the City shall prepare an estimate of the Energy Related Costs for the next succeeding fiscal year. No later than June 30 in each calendar year, the City Council shall approve a fiscal budget for all Energy Related Costs expected to be incurred in the next succeeding fiscal year. A written statement of these projected Energy Related Costs shall be forwarded to each Customer upon request.

Due to staffing challenges in the Finance Department, the City is setting rates later than intended.

It is my recommendation that the City Council approve the District Heat budget in the amount of \$780,609, keep the District Heat Montpelier capacity rate at \$6.90/MBTUH the same as prior year, and increase the District Heat Montpelier energy rate to \$17.65/MMBTU (a \$1 increase from FY26) for FY27. These rates will generate enough revenue to cover the operational costs of District Heat Montpelier in FY27 (exclusive of depreciation). Additionally, these rates are reflective of the State projected operational costs for the upcoming heating season.

SUPPORTING DOCUMENTS:

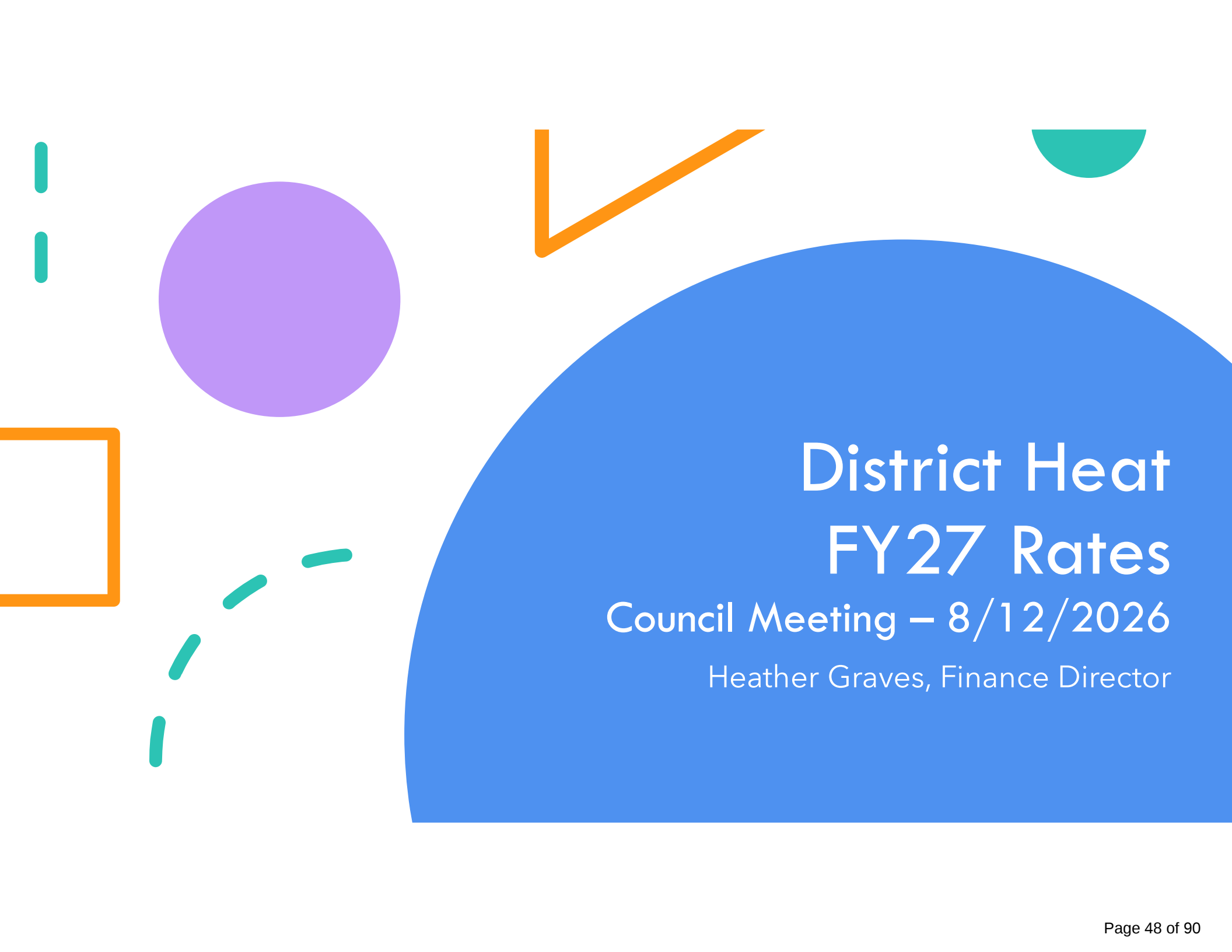
1. FY27 District Heat Budget Detail
2. FY27 DHM Capacity Charges Allocation

INTERESTED PARTIES: City Council, Voters, District Heat Customers, City Staff

CITY MANAGER'S APPROVAL:

Kelly McMichael Kuz

FY27 - Capacity Charges										
							Capacity Rate	6.90	6.90	-
Building	Parcel ID	Finished Area, ft2	Initial Contracted Capacity (ICC) MBTUH	FY26 capacity MBTUS per month	FY27 capacity MBTUS per month	FY27 capacity MBTUS per month	Increase/ (Decrease) in capacity MBTUS	FY26 Monthly Cost - 7 Installments/ Payments	FY27 Monthly Cost - 7 Installments/ Payments	Increase/ (Decrease) in monthly cost
15 EAST STATE ST	141-015000	8,852	200.10	196.08	196.08	196.08	-	1,352.95	1,352.95	-
BETHANY CHURCH - 115 MAIN ST	095-115000	13,037	302.00	240.10	240.10	240.10	-	1,656.69	1,656.69	-
23-27 STATE ST Everett	148-023000	11,519	255.00	243.10	243.10	243.10	-	1,677.39	1,677.39	-
CHRIST CHURCH - 64 STATE ST	148-064000	15,866	368.10	298.13	298.13	298.13	-	2,057.10	2,057.10	-
CITY HALL - 39 MAIN ST	095-039405	43,466	1,140.00	1,183.51	1,183.51	1,183.51	-	8,166.22	8,166.22	-
WASHINGTON COUNTY - BOTH BLDGS	500-083000	16,645	435.00	363.16	363.16	363.16	-	2,505.80	2,505.80	-
CITY CENTER - 89 MAIN ST	095-089000	71,718	775.00	639.27	639.27	639.27	-	4,410.96	4,410.96	-
46-50 STATE ST Everett	148-046000	12,730	249.50	261.11	261.11	261.11	-	1,801.66	1,801.66	-
23 SCHOOL ST Telephone Operating Co	142-023000	13,495	250.00	165.07	165.07	165.07	-	1,138.98	1,138.98	-
GSA - 87 STATE ST	148-087000	50,996	1,200.00	1,924.83	1,924.83	1,924.83	-	13,281.33	13,281.33	-
52-56 STATE ST Everett	148-052000	8,217	286.50	285.12	285.12	285.12	-	1,967.33	1,967.33	-
KELLOG HUBBARD LIBRARY	500-013000	17,082	370.00	187.08	187.08	187.08	-	1,290.85	1,290.85	-
118 MAIN ST Malone	095-118000	14,033	375.10	79.03	79.03	79.03	-	545.31	545.31	-
POLICE STATION	095-039405	9,300	220.00	512.22	512.22	512.22	-	3,534.32	3,534.32	-
UNION ELEMENTARY SCHOOL	117-001000	60,804	2,280.00	1,225.53	1,225.53	1,225.53	-	8,456.16	8,456.16	-
VT MUTUAL INS - 89 STATE ST	148-089000	37,419	1,100.00	2,081.89	2,081.89	2,081.89	-	14,365.04	14,365.04	-
15 STATE ST Lendway et al	148-013000	8,682	198.00	119.05	119.05	119.05	-	821.45	821.45	-
			10,004.30	10,004.28	10,004.28	10,004.28	-	69,029.54	69,029.54	-
							Annual	483,206.78	483,206.78	



District Heat FY27 Rates

Council Meeting – 8/12/2026

Heather Graves, Finance Director

District Heat – Debt Service

DISTRICT HEAT MONTPELIER						
TOTAL DEBT SERVICE (PRINCIPAL & INTEREST)						
Original Loan Amount	Description	Matures	Loan #	Outstanding June 30, 2025	2026 Payments	Outstanding June 30, 2026
\$ 2,000,000.00	District Heat City Loop Construction	2038	2014-3	1,400,000.00	100,000.00	1,300,000.00
				<i>Interest</i>	41,985.00	
\$ 250,000.00	District Heat City Loop Construction	2029	2015-5 2	58,266.00	11,659.50	46,638.00
				<i>Interest</i>	1,949.95	
\$ 111,481.00	SOV Heat Plant Construction cost overrun	2034	SOV-DHM	58,674.00	5,867.40	46,939.60
\$ 750,000.00	District Heat City Loop Construction	TBD	VEDA	750,000.00	7,500.00	750,000.00
\$ 3,111,481.00			Grand Total	2,266,940.00	168,961.85	2,143,577.60



District Heat FY27 Budget Summary

Revenue	
Capacity Charges	(483,206.78)
Energy Charges	(297,402.50)
	(780,609.28)

Expenditures	
State Contract	144,733.00
DH Heating Fuel	273,808.00
Admin	177,106.50
Operating	155,587.78
Other Debt	29,374.00
	780,609.28



The State increased their estimate of City Energy Costs by 18% for the 2027-2028 heating season. The District Heat Montpelier budget is increasing by 10%.

Capacity Charge Allocation

FY27 - Capacity Charges										
							Capacity Rate	6.90	6.90	-
Building	Parcel ID	Finished Area, ft2	Initial Contracted Capacity (ICC) MBTUH	FY26 capacity MBTUS per month	FY27 capacity MBTUS per month	FY27 capacity MBTUS per month	Increase/ (Decrease) in capacity MBTUS	FY26 Monthly Cost - 7 Installments/ Payments	FY27 Monthly Cost - 7 Installments/ Payments	Increase/ (Decrease) in monthly cost
15 EAST STATE ST	141-015000	8,852	200.10	196.08	196.08	196.08	-	1,352.95	1,352.95	-
BETHANY CHURCH - 115 MAIN ST	095-115000	13,037	302.00	240.10	240.10	240.10	-	1,656.69	1,656.69	-
23-27 STATE ST Everett	148-023000	11,519	255.00	243.10	243.10	243.10	-	1,677.39	1,677.39	-
CHRIST CHURCH - 64 STATE ST	148-064000	15,866	368.10	298.13	298.13	298.13	-	2,057.10	2,057.10	-
CITY HALL - 39 MAIN ST	095-039405	43,466	1,140.00	1,183.51	1,183.51	1,183.51	-	8,166.22	8,166.22	-
WASHINGTON COUNTY - BOTH BLDGS	500-083000	16,645	435.00	363.16	363.16	363.16	-	2,505.80	2,505.80	-
CITY CENTER - 89 MAIN ST	095-089000	71,718	775.00	639.27	639.27	639.27	-	4,410.96	4,410.96	-
46-50 STATE ST Everett	148-046000	12,730	249.50	261.11	261.11	261.11	-	1,801.66	1,801.66	-
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52-56 STATE ST Everett	148-052000	8,217	286.50	285.12	285.12	285.12	-	1,967.33	1,967.33	-
KELLOG HUBBARD LIBRARY	500-013000	17,082	370.00	187.08	187.08	187.08	-	1,290.85	1,290.85	-
118 MAIN ST Malone	095-118000	14,033	375.10	79.03	79.03	79.03	-	545.31	545.31	-
POLICE STATION	095-039405	9,300	220.00	512.22	512.22	512.22	-	3,534.32	3,534.32	-
UNION ELEMENTARY SCHOOL	117-001000	60,804	2,280.00	1,225.53	1,225.53	1,225.53	-	8,456.16	8,456.16	-
VT MUTUAL INS - 89 STATE ST	148-089000	37,419	1,100.00	2,081.89	2,081.89	2,081.89	-	14,365.04	14,365.04	-
15 STATE ST Lendway et al	148-013000	8,682	198.00	119.05	119.05	119.05	-	821.45	821.45	-
			10,004.30	10,004.28	10,004.28	10,004.28	-	69,029.54	69,029.54	-
							Annual	483,206.78	483,206.78	



FY27 – District Heat Rates Proposed

- FY27 Capacity Rate - \$6.90 (*no increase*)
 - Generates \$483,207 in revenue
- FY27 Energy Rate - \$17.65 (*\$1 increase*)
 - Generates \$297,403 in revenue



Recommended Action/Questions



Approve the proposed FY27 District Heat budget and the capacity and energy rates for the FY27 heating season as outlined in the Memorandum.



Questions or Comments?

District Heat Montpelier - Budget FY27

Account	Account Type	Description	FY25 Budget	FY25 Actual	FY26 Budget	FY26 Actual	FY27 Budget
50.2501.00.00.4	REVENUE	DIST HEAT CAPACITY CHARGES	-(482,867.00)	-(473,746.36)	-(483,208.00)	-(479,664.78)	-(483,206.78)
50.2502.00.00.4	REVENUE	DIST HEAT ENERGY CHARGES	-(213,411.29)	-(211,623.64)	-(223,526.00)	-(242,754.11)	-(297,402.50)
50.2990.00.00.4	REVENUE	DIST HEAT REV MISC	\$0.00	-(9.69)	\$0.00	\$0.00	\$0.00
<i>Total Revenue</i>			-(696,278.29)	-(685,379.69)	-(706,734.00)	-(722,418.89)	-(780,609.28)
50.5200.56.00.5	EXPENDITURE	DIST HEAT STATE CONTRACT	\$120,996.84	\$229,436.84	\$135,317.00	\$206,661.57	\$144,733.00
50.5210.76.02.5	EXPENDITURE	DIST HEAT HEATING FUEL	\$213,337.10	\$130,151.58	\$231,149.00	\$157,292.65	\$273,808.00
50.5220.10.00.5	EXPENDITURE	DIST HEAT ADMIN SALARIES & WAGES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
50.5220.34.03.5	EXPENDITURE	DIST HEAT ADMIN COM TELE CELL & PAGER	\$80.00	\$0.00	\$80.00	\$0.00	\$80.00
50.5220.38.00.5	EXPENDITURE	DIST HEAT ADMIN DEPRECIATION	\$0.00	\$327,295.97	\$0.00	\$327,300.00	\$0.00
50.5220.60.00.5	EXPENDITURE	DIST HEAT ADMIN PROF SVCS	\$8,500.00	\$4,302.00	\$8,500.00	\$1,525.50	\$8,500.00
50.5220.83.00.5	EXPENDITURE	DIST HEAT ADMIN MACH & EQUIP	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00
50.5220.90.00.5	EXPENDITURE	DIST HEAT ADMIN PRINCIPAL REPAYMENT	\$111,659.15	\$111,659.50	\$111,659.15	\$0.00	\$111,659.50
50.5220.91.00.5	EXPENDITURE	DIST HEAT ADMIN INTEREST EXPENSE	\$65,778.35	\$55,198.70	\$65,778.35	\$51,434.13	\$51,000.00
50.5220.92.00.5	EXPENDITURE	DIST HEAT STATE OVERRUN EXP	\$5,867.00	\$0.00	\$5,867.00	\$6,831.98	\$5,867.00
50.5230.10.00.5	EXPENDITURE	DIST HEAT OPER SALARIES & WAGES	\$41,681.29	\$38,947.76	\$32,630.20	\$39,574.37	\$43,682.40
50.5230.11.00.5	EXPENDITURE	DIST HEAT OPER OVERTIME	\$3,315.14	\$1,484.76	\$3,000.00	\$1,513.84	\$1,467.35
50.5230.15.01.5	EXPENDITURE	DIST HEAT OPER DENTAL INS	\$206.80	\$172.85	\$133.40	\$170.36	\$187.59
50.5230.15.02.5	EXPENDITURE	DIST HEAT OPER FICA/MEDI	\$3,442.26	\$2,968.41	\$2,725.71	\$3,128.84	\$3,160.77
50.5230.15.03.5	EXPENDITURE	DIST HEAT OPER HEALTH INS	\$7,905.42	\$6,425.51	\$6,377.54	\$6,177.99	\$7,386.86
50.5230.15.04.5	EXPENDITURE	DIST HEAT OPER FLEX SPENDING ACCOUNT	\$70.00	\$131.73	\$72.50	\$84.48	\$92.55
50.5230.15.05.5	EXPENDITURE	DIST HEAT OPER VT CHILD CARE TAX	\$0.00	\$156.74	\$156.77	\$165.07	\$181.79
50.5230.15.07.5	EXPENDITURE	DIST HEAT OPER CITY RETIREMENT	\$3,438.59	\$2,991.38	\$2,725.40	\$3,166.99	\$3,242.16
50.5230.15.08.5	EXPENDITURE	DIST HEAT OPER LIFE STD LTD INS	\$677.50	\$357.64	\$444.07	\$342.82	\$557.78
50.5230.15.09.5	EXPENDITURE	DIST HEAT OPER UNEMPLOYMENT INS	\$18.37	\$63.38	\$18.37	\$54.00	\$61.98
50.5230.15.10.5	EXPENDITURE	DIST HEAT OPER WORK COMP	\$2,123.73	\$1,956.51	\$2,336.10	\$2,019.63	\$2,569.71
50.5230.16.00.5	EXPENDITURE	DIST HEAT OPER GASB#68 PENSION	\$0.00	\$2,957.88	\$0.00	\$2,023.74	\$2,100.00
50.5230.21.00.5	EXPENDITURE	DIST HEAT OPER SUPPLIES	\$500.00	\$0.00	\$500.00	\$0.00	\$500.00
50.5230.23.00.5	EXPENDITURE	DIST HEAT OPER SMALL TOOLS	\$100.00	\$0.00	\$100.00	\$0.00	\$100.00
50.5230.48.00.5	EXPENDITURE	DIST HEAT OPER PROP & LIAB INS	\$5,228.06	\$3,324.92	\$5,750.81	\$2,553.81	\$6,325.95
50.5230.56.00.5	EXPENDITURE	DIST HEAT OPER OTHER PUR SRVC	\$11,878.69	\$1,841.67	\$1,000.00	\$5,315.60	\$1,000.00
50.5230.68.00.5	EXPENDITURE	DIST HEAT OPER EQUIP REPAIR/MAINT	\$10,000.00	\$5,981.52	\$10,000.00	\$36,906.94	\$37,000.00
50.5230.70.00.5	EXPENDITURE	DIST HEAT OPER COPIER & PAPER	\$100.00	\$122.79	\$150.00	\$109.23	\$150.00
50.5230.76.01.5	EXPENDITURE	DIST HEAT OPER ELECTRIC	\$2,500.00	\$5,327.25	\$2,500.00	\$8,116.90	\$8,500.00
50.5230.76.02.5	EXPENDITURE	DIST HEAT OPER FUEL OIL	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$2,500.00
50.5230.83.00.5	EXPENDITURE	DIST HEAT OPER MACH & EQUIP	\$25,000.00	\$12,888.85	\$45,888.63	\$0.00	\$34,820.89
50.9390.82.00.5	EXPENDITURE	DIST HEAT CONSTRUCTION REPAYMENT	\$21,874.00	\$0.00	\$21,874.00	\$0.00	\$21,874.00
50.9390.93.00.5	EXPENDITURE	DIST HEAT OPER RESERVE	\$7,500.00	\$0.00	\$7,500.00	\$0.00	\$7,500.00
<i>Total Expense</i>			\$696,278.29	\$946,146.14	\$706,734.00	\$862,470.44	\$780,609.28
Net (Income)/Loss			\$0.00	\$260,766.45	\$0.00	\$140,051.55	\$0.00



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent Discussion X

SUBJECT: Request for Variance of the Noise Ordinance by Charlie O's

SUBMITTING DEPARTMENT: Great American Enterprises, LLC, d/b/a Charlie O's through the City Manager's Office

RECOMMENDED ACTION: Approve the request for Great American Enterprises, LLC, d/b/a Charlie O's Variance from the City of Montpelier Noise Ordinance, Section 11, Article 10, for the attached event schedule.

Suggested language for motion: *"I move to approve the noise variance request of Great American Enterprises, LLC, d/b/a Charlie O's, for their 2026 event schedule."*

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development
4. Good Governance

EXPENDITURE REQUIRED: None

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: City Code, Noise Control, Section 11, Article 10

BACKGROUND INFORMATION:

Great American Enterprises, LLC, d/b/a Charlie O's, has requested a noise variance from the City of Montpelier to allow outdoor live music performances at 66–70 Main Street. The language of the variance request reads as follows:

Any person may apply to the City Council for a variance from the requirements of this chapter prior to doing those acts. The applicant shall provide a certified list of property owners within 250 feet of the site(s) where the activity is to occur. Ten days advance written notice of the Council meeting shall be provided to the property owners and residents appearing on the list. For good cause shown, the City Council may, in its sole discretion, either grant or deny the variance. If the variance is granted, the council may impose reasonable conditions to it.

A complaint had been submitted by a neighbor on July 17, 2026 regarding noise from Charlie O's. This caused staff to investigate the status of Charlie O's permit for their outdoor space and permissions for hosting live music there. Staff found that their outdoor space is properly permitted, but that they did not have a current variance from the noise limits. The current limit of 65 decibels for a commercial space is not sufficient for live music, and therefore this variance request is necessary to support that activity. Charlie O's was provided a warning regarding the noise violation. This request, if approved, will bring them into compliance with the code.

SUPPORTING DOCUMENTS:

[Noise Ordinance](#)

Variance Request

2026 Outdoor Event Schedule

Notice Letter to Neighbors

List of property owners within 250 feet

INTERESTED PARTIES: City Council

CITY MANAGER'S APPROVAL:

A handwritten signature in cursive script, reading "Kelly McMichael King".

July 31, 2026

Dear Neighbor / Property Owner at _____,

Notice of Request for Noise Variance and Outdoor Summer Music Series

This letter is to inform you that Great American Enterprises, LLC, d/b/a Charlie O's, has requested a noise variance from the City of Montpelier to allow outdoor live music performances at 66–70 Main Street. The purpose of this notice is to comply with the City's public notification requirements and to let nearby property owners and residents know about the request. Please find attached on the reverse of this page a schedule of our upcoming outdoor events featuring local musicians in the patio area adjacent to Charlie O's at 66 Main Street.

We have held an outdoor summer music series since 2020 to support local musicians and the vitality of downtown Montpelier. We are requesting a noise variance to ensure these events comply with City procedures and to continue offering community-oriented entertainment.

We are committed to minimizing impacts on nearby residences and businesses by maintaining reasonable sound levels appropriate for a downtown setting, positioning speakers to reduce sound spill toward residential properties, limiting performance hours to the stated schedule and ending promptly, having staff monitor sound levels and respond immediately to complaints and by being available by phone during events to address any concerns.

We have submitted our variance request to the Montpelier City Council. The request may be considered at an upcoming City Council meeting. If you would like to attend or comment, please contact the City Clerk or check the City of Montpelier meeting agenda for the scheduled date and time. If we are placed on the agenda, we expect the hearing to occur on Tuesday, August 12 at 6:30 PM, but final scheduling is determined by the City.

If you have questions, concerns, or suggestions about the outdoor music series or the variance request, please use the information below to contact me.

We appreciate your patience and feedback as we work with the City to ensure these events remain a positive asset to the community.

Sincerely,

Abby Jenne

Great American Enterprises, LLC, d/b/a Charlie O's

66–70 Main Street, Montpelier, VT 05602

Phone: 802-223-6820

Email: abbyjenne@gmail.com

Prop Add	Owner Name	Co-Owner Name	Owner Address	Owner Address 2	Owner City	Own St	Own Zip	
7 9 LANGDON ST	LANGDON STREET LLC		27 STATE ST #1		MONTPELIER	VT	05602	Julia Watson
27 MAIN ST	BIGGESTONE INVESTMENTS INC		@ ERIC BIGGESTONE	65 MAIN ST	MONTPELIER	VT	05602	Capitol Stationers
32 42 MAIN ST	AUBUCHON REALTY COMPANY INC				CONCORD		01742	Aubuchon
34 MAIN ST	FRENCH BLOCK LTD PARTNERSHIP	@ HOUSING VERMONT	100 BANK ST - STE 400		BURLINGTON	VT	05401	info@downstreet.org
39 MAIN ST	MONTPELIER CITY OF		39 MAIN ST		MONTPELIER	VT	05602	City Hall
44 MAIN ST	AJAX MOVING & STORAGE LLC		70 MAIN ST		MONTPELIER	VT	05602	Jeffrey Jacobs
54 MAIN ST	OVERLAKE PARK LLC		70 MAIN ST STE 2		MONTPELIER	VT	05602	Jeffrey Jacobs
60 R MAIN ST	OVERLAKE PARK LLC		@ CITY OF MONTPELIER	39 MAIN ST	MONTPELIER	VT	05602	Jeffrey Jacobs
60 64 MAIN ST	60 MAIN STREET ASSOCIATES LLC		@ STONE & BROWNING	PO BOX 766	BARRE	VT	05641-0766	Ruben, info@stoneandt
68 MAIN ST	68 MAIN STREET LLC		4 BLACKWELL ST		BARRE	VT	05641	Winterland
70 MAIN ST	BIG FISH LLC		70 MAIN ST		MONTPELIER	VT	05602	Us
72 MAIN ST	72 MAIN STREET LLC		86 STORY RD		NORTH MIDDLESEX	VT	05682	Mad Taco
73 MAIN ST	HENEY FAMILY MAIN STREET LLC		73 MAIN ST - STE 17		MONTPELIER	VT	05602	https://www.heneyrealty.com
81 83 MAIN ST	HENEY FAMILY LTD PARTNERSHIP		73 MAIN ST - STE 17		MONTPELIER	VT	05602	info@neddere.com
89 MAIN ST	CITY CENTER MONTPELIER LLC		@ NEDDE REAL ESTATE	747 PINE ST - STE 501	BURLINGTON	VT	05401	info@neddere.com
90 98 MAIN ST	MALONE 210 COLLEGE STREET	PROPERTIES LLC	338 RIVER ST BOX 7		MONTPELIER	VT	05602	questions@malone-propr
2 6 STATE ST	2-6 STATE STREET LLC		4 BLACKWELL ST		BARRE	VT	05641	Lucky
5 7 STATE ST	OVERLAKE PARK LLC		70 MAIN ST STE 2		MONTPELIER	VT	05602	Jeffrey Jacobs
8 14 STATE ST	CC'S STATE STREET LLC		4 BLACKWELL ST		BARRE	VT	05641	Lucky
15 STATE ST	LENDWAY ALAN A ET AL	RIVER STREET ASSOCIATES	PO BOX 1670		MORRISVILLE	VT	05661	18 Bailey Ave Montpelier, Vermont 05601
16 18 STATE ST	FITZGERALD SCOTT M		110 DELMONT AVE		BARRE	VT	05641	Hand Delivered (802) 229-6100
17 STATE ST	BLUEBERRY ASSOCIATES LLC	HOOD & AYER LLP	407 BARRE ST		MONTPELIER	VT	05602	Peter Hood-Acrisure-ins
20 STATE ST	ROVETTO CARLO		@ GEORGE SANKEY CPA	6 ROOSEVELT AVE	PORT JEFFERSON STATION	NY	11776	PPIE
26 STATE ST	SHERMAN REVOCABLE TRUST AGMT	RODERIC & MARTHA SHERMAN TRUST	PO BOX 29		SOUTH HERO	VT	05486	info@skivermont.com
26 STATE ST	VERMONT SKI AREAS ASSOCIATION		PO BOX 368		MONTPELIER	VT	05601-0368	info@skivermont.com
24 STATE ST	DARBY LLC		24 STATE ST		MONTPELIER	VT	05602	Woodbury Mtn Toys-Kar
23 27 STATE ST	EVERETT STEPHEN R TRUST	EVERETT BONNIE J TRUST	60 CHESTNUT HILL RD		MONTPELIER	VT	05602	severettvt@gmail.com
26 42 STATE ST	OVERLAKE PARK LLC		70 MAIN ST STE 2		MONTPELIER	VT	05602	Jeffrey Jacobs

46 50 STATE ST	EVERETT STEPHEN R TRUST	EVERETT BONNIE J TRUST	60 CHESTNUT HILL RD		MONTPELIER	VT	05602
58 STATE ST	OVERLAKE PARK LLC		70 MAIN ST STE 2		MONTPELIER	VT	05602
11 EAST STATE ST	VERMONT CENTER FOR INDEPENDENT	LIVING	11 EAST STATE ST		MONTPELIER	VT	05602

severettvt@gmail.com

Jeffrey Jacobs

info@vcil.org

rowing.com

[ors.com/contact.php](#)

[erties.com](#)

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Charlie O's Veranda Summer Music Series Schedule

Funding in part from **Montpelier Alive**, Thursday shows are a promotional fundraiser benefitting **Mosaic**.

July 31	Fri 5-7 PM	Ras Moshe Burnett and Friends-Inspired Jazz
Aug 6	Thu 8-10 PM	Coane, Rowell, Schabner (Bluegrass)
Aug 7	Fri 5-7 PM	Ras Moshe Burnett and Friends-Inspired Jazz
Aug 13	Thu 8-10 PM	CMI Open Mic hosted by Dee Davis (21+)
Aug 14	Fri 5-7 PM	Ras Moshe Burnett and Friends-Inspired Jazz
Aug 16	Sun 6-8 PM	Speed Of Sound 6 PM
Aug 20	Thu 8-10 PM	Mwalim DaPhunkee Professor-Transcendant Blues
Aug 21	Fri 5-7 PM	Ras Moshe Burnett and Friends-Inspired Jazz
Aug 29	Sun 5-7 PM	Coane, Rowell, Schabner (Bluegrass)

Great American Enterprises, LLC
d/b/a Charlie O's
66/70 Main Street
Montpelier, VT 05602

July 27, 2026

Montpelier City Council
City of Montpelier
39 Main Street
Montpelier, VT 05602

Dear Members of the Montpelier City Council,

On behalf of Great American Enterprises, LLC, doing business as Charlie O's, we respectfully request a noise variance for our outdoor live music performances at our location at 66 Main Street in downtown Montpelier.

Our outdoor summer music series has been a part of downtown Montpelier since 2020, bringing local musicians, residents, and visitors together while supporting the vitality of our community and downtown businesses. This year's series is made possible in part through a grant from Montpelier Alive, reflecting the community value of these events.

We sincerely apologize for not submitting this request sooner. Since beginning outdoor performances in 2020, we were unaware that a formal sound variance was required for these events. As soon as we became aware of the requirement, we wanted to address it promptly and work collaboratively with the City to ensure we are in full compliance going forward.

Our goal has always been to provide enjoyable entertainment that contributes positively to Montpelier's vibrant downtown while being respectful of our neighbors. We make every effort to keep performances at reasonable sound levels, schedule them during appropriate evening hours, and respond to any concerns that may arise.

We respectfully ask the City Council to approve a noise variance that will allow us to continue our summer music series for the remainder of the season. We are committed to working with the City and surrounding businesses and residents to ensure these events remain a positive asset to our community.

Thank you for your time and consideration of this request. Please reach out to me by phone or email if you have any questions or concerns.

Sincerely,

Abby Jenne

Great American Enterprises, dba Charlie O's

802-477-2545/ abbyjenne@gmail.com

SUBJECT: Country Club Road (CCR) Housing Development process update

SUBMITTING DEPARTMENT: Planning & Community Development

RECOMMENDED ACTION: None. This is meant to be an update and opportunity to answer questions.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION: At the last Council meeting, the Council voted to begin negotiations with DEW for development of housing at our 203 Country Club Road site. This negotiation is one piece of a much larger puzzle which includes the city getting Tier 1a status, continued brownfield assessments and eventual remediation, grant requirements for the infrastructure improvements, design and construction of the infrastructure, and much more. We wanted to take an opportunity to present the current timeline (as we think it will proceed) and try to dispel some misinformation along the way. This is an exciting but busy time for the entire city and want to see this process moving forward but it will take time and we ask for everyone's patience as we need to make sure a lot of pieces are assembled before we can put a shovel in the ground.

SUPPORTING DOCUMENTS:

1. Presentation showing steps and milestones for getting housing developed at CCR.

INTERESTED PARTIES: Planning Commission, Housing Committee, DPW

CITY MANAGER'S APPROVAL:





CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent _ **Discussion** **X**

SUBJECT: MSAC Parking

SUBMITTING DEPARTMENT: Councilor Jim Sheridan through the City Manager's Office

RECOMMENDED ACTION: Discussion of availability of parking at Montpelier Senior Activity Center.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: None

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION:

Councilor Jim Sheridan requested that City Council discuss the status of parking at the MSAC. Currently, parking spots are distributed as follows:

- 19 MSAC Only
- 1 MSAC Handicap
- 3 General Handicap
- 1 City Vehicle – for Van
- 5 Housing Tenant
- 4 Housing Tenant Handicap
- 4 – 46 Barre Street (TW Wood/Center for Arts Learning)

City Manager, MSAC, DPW, Rec, and Parks staff all considered the parking lot and space surrounding the two buildings recently. Options include restriping the current spaces and trimming foliage around the fences to help ensure signs are visible and spaces are used efficiently and properly. Direct MSAC staff to use the Blanchard Lot for their parking. Utilize parking at the Recreation Center across Barre Street. Possibly consider creating some short term non-metered spaces on the street up to 1 hour max. It is not the city's practice to dedicate short term spots to specific properties so these would be for general use whether the user is going to MSAC or some other location in the vicinity.

Staff did not think there is a current opportunity to reconfigure the current lot to create more spaces. TW Wood and the Center for Arts Learning are considering a proposal to utilize the back space for an outdoor performance venue. This proposal includes a commitment to conduct stakeholder outreach with the users of both buildings. The Council could request that their efforts address parking capacity before they bring anything back to Council for input.

SUPPORTING DOCUMENTS:

Map of the MSAC building and vicinity

INTERESTED PARTIES: City Council, MSAC Advisory Council

CITY MANAGER'S APPROVAL:

Kelly McMichael King

MSAC Parking



Prepared August 6, 2026



0 25 50 Feet

Imagery sourced from VCGI



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent ☐ Discussion ☒

SUBJECT: Application to the Public Art Commission.

SUBMITTING DEPARTMENT: City Manager's Office

RECOMMENDED ACTION: Review the application to consider appointing Jenni Belotserkovsky to the Public Art Commission.

Sample motion: "I move to appoint Jenni Belotserkovsky to the Public Art Commission"

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: No

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: [MPAC Membership Policy](#)

BACKGROUND INFORMATION: The Public Art Commission has seven seats, and there is currently one vacancy.

- jennibeeart@gmail.com

Currently serving on a City committee?: No.

Why interested?: "I am an artist, educator and activist whose life-long pursuit has been bringing my love of the arts to the public. Working with a team of artists and like-minded people would inspire me to bring my passion to a greater audience and make it accessible to all. I believe that the arts can bring healing, open minds to new perspectives and engage people in a multitude of ways. I love the vibrancy the committee has been bringing to the community and would love to learn and be part of this opportunity."

Skills?: "I have created art in collaboration with various communities and have worked as an art educator for ten years. My comics are published in The Bridge bi-weekly for the past three years. I love to think outside of the box and inspire to deeper thinking. I am highly organized and have experience with community outreach."

Other Comments?: "Thank for the opportunity to apply. If accepted, you will find a dedicated and passionate person in me."

INTERESTED PARTIES: City Council, Committee Members

CITY MANAGER'S APPROVAL:

A handwritten signature in black ink that reads "Kelly McMichael".



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent __ **Discussion** X

SUBJECT: Application to the Complete Streets Committee.

SUBMITTING DEPARTMENT: City Manager's Office

RECOMMENDED ACTION: Review the application to consider appointing Mary Deaett to the Complete Streets Committee.

Sample motion: "I move to appoint Mary Deaett to the Complete Streets Committee"

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION: The Complete Streets Committee has nine seats, and there are currently one vacancy.

- mdeaett@hotmail.com
-

Currently serving on a City committee?: No.

Why interested?: "Lifetime interest in walking and biking."

Skills?: "MPA. Former Montpelier Park Commissioner. Co-author of an edition of 50 Hikes in Vermont."

INTERESTED PARTIES: City Council, Committee Members

CITY MANAGER'S APPROVAL:

A handwritten signature in cursive script, reading "Kelly McMichael-King".



CITY COUNCIL Agenda Item Cover Sheet

Date: July 22, 2026

Consent __ **Discussion** **X**

SUBJECT: Homelessness Update

SUBMITTING DEPARTMENT: City Manager/City Council

RECOMMENDED ACTION: N/A

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development
4. Good Governance

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION:

This item has been requested as a standing item on all City Council meetings for the indefinite future. At the April 29, 2026, Special City Council meeting on homelessness, the following priority actions were identified:

- General updates/current issues
- Picnic table locations for day use
- Updates on the encampment policy language
- Feasibility of City Hall shelter space for extended use
- Consistent coordination of partners
- Collaboration with End Homelessness Vermont on mobile health unit
- Assessment of designated overnight camping locations

SUPPORTING DOCUMENTS: N/A

INTERESTED PARTIES: City Council, City Staff, Community members

CITY MANAGER'S APPROVAL:

Kelly McMichael Key

Meeting of the Montpelier City Council Meeting
July 22, 2026, 6:30 PM
City Council Chambers

Present: Mayor Marc Gwinn and Councilors Cary Brown, Sal Alfano, Jim Sheridan, Pelin Kohn, Adrienne Gil and Ben Doyle. City Clerk John Odum acted as secretary.

The mayor called the meeting to order at 6:30 PM. The meeting was opened with quotes from Helen Keller and Coretta Scott King from the Mayor.

2. 2026-289. The meeting logistics were removed.
3. 2026-290. The agenda was approved by unanimous consent.
4. 2026-291. The mayor and council offered commendations regarding the June 24th motorcycle crash incident, to Louis Pregent (a civilian), and Corporal Jonathan Bullard for heroic actions.
5. 2026-292. Cindra Conison of the Quirky Pet, named one of America's Coolest Pet Businesses, was recognized by the mayor. Speaking was Carlton Anderson.
6. 2026-293. Proposed Rules of Procedure were discussed. Councilor Alfano moved to postpone the discussion until the next meeting and Councilor Brown seconded. The motion carried unanimously.
7. 2026-294. The Responsible Employer Ordinance was reviewed. Kurt Motyka participated. Speaking were Dave Bellini, Peter Kelman, Steven Whitaker, Councilor Sheridan moved that we repeal the ordinance *[as an expression of the direction the council desires to proceed]*. Councilor Alfano seconded. The vote carried 5-1, with Councilor Brown voting nay.
8. 2026-295. Jeff Pearson and Zach Blodgett came forward to discuss the Police Department vehicle acquisition. Councilor Sheridan moved to approve the recommendations. Councilor Alfano seconded. The motion carried unanimously.
9. 2026-296. Public Arts Commission Charge & Membership. Matt Jelacic participated in discussion. Stephen Whitaker offered comments.

Councilor Kohn moved to approve the *[proposed Public Art Commission membership]* policy. Councilor Brown seconded, and the motion carried unanimously.

Councilor Alfano moved to appoint the members of the Public Arts commission as proposed. Councilor Kohn seconded.

*[Place 1: Elliot Burg — term expires Town Meeting Day 2029
Place 2: Ward Joyce — term expires Town Meeting Day 2028
Place 3: Megan Riley — term expires Town Meeting Day 2029
Place 4: Rob Hitzig — term expires Town Meeting Day 2028
Place 5: Jesse Jacobs — term expires Town Meeting Day 2029
Place 7: Katie Trautz, nominated by Montpelier Alive — continuing seat
Place 6 remains vacant pending a future appointment.]*

The motion carried unanimously.

The mayor called a recess at 8:12 PM. The meeting was reconvened at 8:30 PM.

10. 2026-297. General Business and Appearances. Stephen Whitaker spoke on the Country Club Road matter, including a Master Plan and Brownfields concerns, and the implications for state and federal approval and grant parameters. Daniel Gates noted his candidacy for side judge. Carlton Anderson thanked the council and manager for their work and advocated for patience and calm in the proceedings. Also, he indicated he had lost his phone, which has a large impact given his homelessness status, and he thanked Another Way for their help. He also spoke well of Montpelier and suggested the city look at pedestrian issues as well as locations of benches and trash cans. He also voiced appreciation for his employment at Marathon Sport. Zack Hughes thanked Councilor Gil for her service and discussed the Taser issue on the consent agenda. The mayor also spoke on the Taser issue.

11. 2026-298. Councilor Gil offered a presentation on the Country Club Road project and recommendation. Mike Miller participated in discussion. Speakers included Tim Sinnott, Mia Moore, Peter Kelman, James Moore, Deborah Messing, and Conor Kennedy. Councilor Brown moved to authorize the City Manager to enter into exclusive negotiations with DEW Properties for the redevelopment of the Country Club Road property with any resulting Letter of Intent and/or Development Agreement returning to the City Council for approval prior to

execution. Councilor Kohn seconded and the motion carried unanimously. Speaking after the vote were Don Wells and Stephanie Clarke.

12. 2026-299. The Council held a vacancy appointment process discussion (in light of the departure of Councilor Gil). Peter Kelman spoke. Councilor Sheridan moved to authorize staff to advertise the *[vacant City Council]* position, to get letters from citizens in District 1 who have interest in the position to come forward. Councilor Alfano seconded and the motion carried unanimously.

13. 2026-300. The City Manager gave a homelessness issue update. Matt Jelacic participated. Stephen Whitaker commented. No action taken.

14. 2026-301. Councilor Brown moved to appoint Isaac Padberg to the Complete Streets Committee. Councilor Alfano seconded and the motion carried unanimously.

Councilor Sheridan moved to appoint Jared Blum to the Recreation Advisory Board, Councilor Alfano seconded, and the motion carried unanimously.

Councilor Sheridan moved to appoint Makenna Goodman to the Recreation Advisory Board. Councilor Alfano seconded and the motion carried unanimously.

15. 2026-302. Councilor Sheridan moved to adopt the Consent Agenda as presented. Councilor Alfano seconded and the motion carried unanimously

a. Payroll and Warrant Approval

b. Minutes

c. Taser Purchase Approval

16. 2026-303. Councilor Sheridan asked the City Manager a question about the next agenda. Following was a general discussion of council policymaking, tracking, onboarding, and priority tracking.

17. 2026-304. City Council Reports. Councilor Doyle thanked Councilor Gil for her service, as well as the council for the Country Club Road process and the Federal Building status. Councilor Kohn thanked Councilor Gil for her service as did Councilor Sheridan. Councilor Alfano also thanked Councilor Gil (as well as thanking the Council for the support in the Country Club Road process), and

was followed by Councilor Brown who did the same, and reminisced on the years-long CCR process.

Councilor Gil read a statement reflecting on her experience on the City Council. The mayor offered comments and thanked Councilor Gil for her service, handing her a gift from the Council.

18. 2026-305. The City Clerk thanked Councilor Gil for her service.

19. 2026-306. The City Manager noted coming meeting topics

The meeting was adjourned at 10:16 PM.

Meeting packet at <https://montpeliervt.portal.civicclerk.com/event/8556/overview> as of July 29, 2026.

August 12, 2026 Liquor & Tobacco Licenses

- Montpelier Performing Arts Hub, 1st class and 3rd class liquor
- Blacksheep Food Company VT (Chico's): 1st class liquor
- Thairumruay LLC (Royal Orchid): 1st class liquor
- Hepcat: 1st class liquor
- New England Catered Cocktail Company LLC: 1st class and 3rd class liquor
- JJs Pub LLC (14 Langdon St.) 1st class + 3rd class liquor



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent X Discussion

SUBJECT: FY27 Sidewalk Finishing Contract

SUBMITTING DEPARTMENT: Department of Public Works (DPW)

RECOMMENDED ACTION: Authorize City Manager or purchasing agent to execute the construction contract, agreement, and/or purchase order for the sidewalk finishing associated with the FY27 Paving program.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: Estimated at \$168,750 for 1,500 Square Yards

SOURCE OF FUNDS: FY27 CIP- Curbing and Sidewalks

LEGAL REQUIREMENTS: N/A

BACKGROUND INFORMATION: The contractor for the FY27 Paving Program, ECI, notified the City that it does not have sufficient staffing capacity to complete the concrete sidewalk work associated with this year's paving projects.

As a result, the Department of Public Works solicited quotations from three qualified contractors for the forming and finishing of concrete sidewalks. Only one contractor, SD Ireland, submitted a quotation.

SD Ireland proposed a unit price of **\$12.50 per square foot (\$112.50 per square yard)** for the forming, placement, finishing, and sealing of concrete sidewalks. The Department of Public Works will perform the demolition of existing sidewalks and the necessary excavation and site preparation, reducing the overall contract scope and cost.

DPW evaluated the proposed pricing against the State of Vermont's quantity estimating software, which estimated an expected construction cost of approximately **\$135.00 per square yard** for comparable sidewalk work. Based on this comparison, the quoted unit price is considered fair and reasonable.

The estimated contract value is **\$168,750**, based on approximately **1,500 square yards** of sidewalk construction included in the FY27 paving program. Actual quantities may vary based on field conditions.

SUPPORTING DOCUMENTS:

1. Quote from SD Ireland

INTERESTED PARTIES: DPW, Finance

CITY MANAGER'S APPROVAL:

Kelly McMichael Ruiz

Quotation

City of Montpelier
783 Dog River Road
Montpelier, VT 05602
Attn: Zach Blodgett

July 22, 2026

Re: 2026 Sidewalks

Our Scope Includes:

1. Form, place, and finish 9,000 SF to 13,500 SF x 5" unreinforced sidewalk with broom finish.
2. Supply and install construction joint every 20'.
3. Tooled joints every 5'.
4. Supply and apply one coat of concrete cure and seal.
5. Supply and place 4000 psi concrete at 28 days

TOTAL:	\$ 12.50 / SF
6" Sidewalk (Add)	\$ 1.65 / SF
8" Sidewalk (Add)	\$ 2.45 / SF
ADA Plates (ADD)	\$ 125.00 / EA

(Plates are 2'x2' uncoated cast iron)

Clarification:

1. Concrete overrun on slabs more than 5% to be paid by owner.
2. Prevailing wages (excluded)
3. Traffic and pedestrian control by others.
4. ADA Cast Iron dome plates (excluded)
5. Permits, bonds, fees (excluded)
6. Engineering and design (excluded)
7. Temporary facilities such as port-o-let supplied by others.
8. Decorative concrete (excluded)
9. Protection of concrete after concrete is finished (excluded)
10. Insulation (excluded)
11. Slab prep / fine grading (excluded)
12. Site work (excluded)
13. Winter concrete such as tenting and heating (excluded)
14. Any item not listed above (excluded)
15. Testing concrete (excluded)
16. Price is good for 30 days from date stated above.

If there are any questions or should additional information be required, please contact Bill McSweeney at (802) 863-6222. Thank you for the opportunity to bid your project.



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent X Discussion

SUBJECT: Hiring Stitzel, Page & Fletcher (SP&F) for tax sales.

SUBMITTING DEPARTMENT: Finance

RECOMMENDED ACTION: Approve using SP&F Attorneys, P.C. to conduct the City of Montpelier tax sale commenced in 2026.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: Up to \$1,500 in FY27.

LEGAL REQUIREMENTS: City Charter § 1201 - 1214; City Code Chapter 3 Public Works -Water Department; Section 3-300 – 333; Chapter 3 Public Works – Sewer Department; Section 3-400 – 3-414; Chapter 16 – Taxation; Section 16.1-16.8; 32 VT Stats § 5252

BACKGROUND INFORMATION: The attorney the City previously used for tax sales is no longer processing them. With leadership turnover in the City Manager's and Finance departments, delinquent payments has been inconsistently addressed. In order to initiate the tax sale process, the City has the need to hire attorneys to assist. The majority of fees to the attorneys are paid by the delinquent account holder. Accordingly the financial contribution to the city is minor.

The City Manager and Finance Director, with the help of former delinquent tax collector Beverlee Hill, met with SP&F to discuss delinquent accounts and tax sale procedures. The process will promptly begin following Council's approval to enter into an agreement with SP&F for the purpose of tax sale. The property owners will first be given the option of a payment arrangement. Failure to follow the arrangement or engage in one will initiate a tax sale taking place in the new calendar year. State statute allows municipalities to engage in a tax sale proceeding when a delinquency is \$1500 and one year outstanding. The practice in the City of Montpelier has been to engage in the tax sale process for properties that are \$10,000 delinquent and two years outstanding.

SUPPORTING DOCUMENTS:

1. SP&F current rate sheet

INTERESTED PARTIES: City Council & City Staff

CITY MANAGER'S APPROVAL:

A handwritten signature in black ink that reads "Kelly McMichael".



**HOURLY RATES
& REIMBURSABLE EXPENSES
Effective July 1, 2026**

Shareholders: \$220.00

John H. Klesch
Dina L. Atwood
David W. Rugh
Matthew A. Bloomer

Of Counsel: \$205.00

Specialized Services: \$250.00

Public Finance and Bond Issues
Collective Bargaining
Trial Litigation (as of a pre-trial conference)

Associates: \$195.00

Paralegal Services: \$100.00

Reimbursable Expenses:

Photocopies	0.15/page
Mileage	0.725/mile*
Misc. Expenses	Cost
• Postage	
• Court Filing Fees	
• Consultants	
• Other	

Travel time on behalf of the client will be billed at half rate.

*Subject to adjustment consistent with adjustments to the Internal Revenue Service approved mileage reimbursement rate.



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent **X** **Discussion**

SUBJECT: Arsenal Drive Public Thoroughfare Agreement

SUBMITTING DEPARTMENT: Department of Public Works (DPW)

RECOMMENDED ACTION: Authorize City Manager to execute a public thoroughfare agreement for Arsenal Drive.

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development

EXPENDITURE REQUIRED: N/A

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: 27 V.S.A. Chapter 5

BACKGROUND INFORMATION: Public Works staff was notified that the agreement between the City and the owner of #71 College Street, which essentially allows Arsenal Drive to function as a public street, has expired. The Department of Public Works, with input from the owner of #71 College Street and the City's attorney, has drafted a new Public Thoroughfare Agreement which will take the place of the prior one. The agreement is set to be in place for a minimum of 20 years and will be automatically renewed annually afterwards unless either party cancels it. Upon execution, the agreement will be recorded in the City's Land Records.

SUPPORTING DOCUMENTS:

1. Arsenal Drive Public Thoroughfare Agreement

INTERESTED PARTIES: DPW

CITY MANAGER'S APPROVAL:

A handwritten signature in cursive script, reading "Kelly McMichael Key".

CITY OF MONTPELIER

PUBLIC THOROUGHFARE AGREEMENT

This Agreement entered into and executed this _____ day of _____, 2026 by and between Joseph M. Fortin and Margaret Dupont, for themselves and their heirs, successors, and assigns (herein "Owner") and the City of Montpelier, for itself and its successors and assigns (herein "City"):

IN CONSIDERATION OF ONE DOLLAR AND OTHER GOOD AND VALUABLE CONSIDERATION, payment, receipt and sufficiency of which is hereby mutually acknowledged, and in consideration of the several undertakings and representations set forth herein, Owner and City, for themselves and their respective heirs, successors and assigns, agree as follows:

- (1) Owner hereby conveys an easement to the City for public vehicular and pedestrian ingress and egress over and along the Owner's lands located at 71 College Street situated in the City of Montpelier. The easement area measures twenty (20) feet wide by approximately 240' linear feet and includes a paved travel way that measures sixteen (16) feet in width. The easement area and paved travel way are shown on Attachment A which along with this Agreement is to be recorded in the Land Records of the City of Montpelier.
- (2) City accepts the easement granted herein and agrees to use, occupy, maintain, repair and improve the same as a public street or highway. The improvements shall not interfere with the Owner's ability to use the adjacent lands for parking and related uses upon completion.
- (3) Owner agrees to allow City to make surface improvements to the easement area shown on Attachment A. City shall bear the full cost of said improvements.
- (4) City agrees to enforce all applicable parking motor vehicle operations ordinances and laws over and along the easement.
- (5) City shall be responsible for snow plowing, snow removal, and sweeping within the easement
- (6) Any changes in the design and location of the improvements identified including the paved width of the travel way are subject to Owner's written approval prior to construction thereof. Owner reserves the right to alter the site and to make improvements to its lands, provided the alterations do not substantially affect the City's and public's use of the easement.
- (7) City shall be responsible for erecting and maintaining appropriate pavement markings and signage upon said easement and at its intersection with College Street as shown on Attachment A.
- (8) The City agrees to indemnify Owner, and hold Owner harmless from any loss, damage or claim by third persons arising out of or caused by use of the easement as a public thoroughfare.
- (9) This agreement shall have a term of twenty (20) years commencing on the date first recited above and shall renew itself for successive one year terms unless terminated by either Party by written notice furnished by at least ninety days in advance of the renewal date.

IN WITNESS WHEREOF, we, hereunto set our hands this _____ day of _____, 2026

Witness

Joseph M. Fortin

Margaret Dupont

STATE OF VERMONT ,
Washington County, ss.

At _____, this _____ day of _____, 2026, Joseph M Fortin and Margaret Dupont personally appeared, and acknowledged this instrument, by them subscribed to be their free act and deed.

Before me,

Notary Public
My Commission Expires _____

IN WITNESS WHEREOF, CITY OF MONTPELIER, hereunto set its hand acting through its duly authorized agent
this ____ day of _____, 2026

Witness

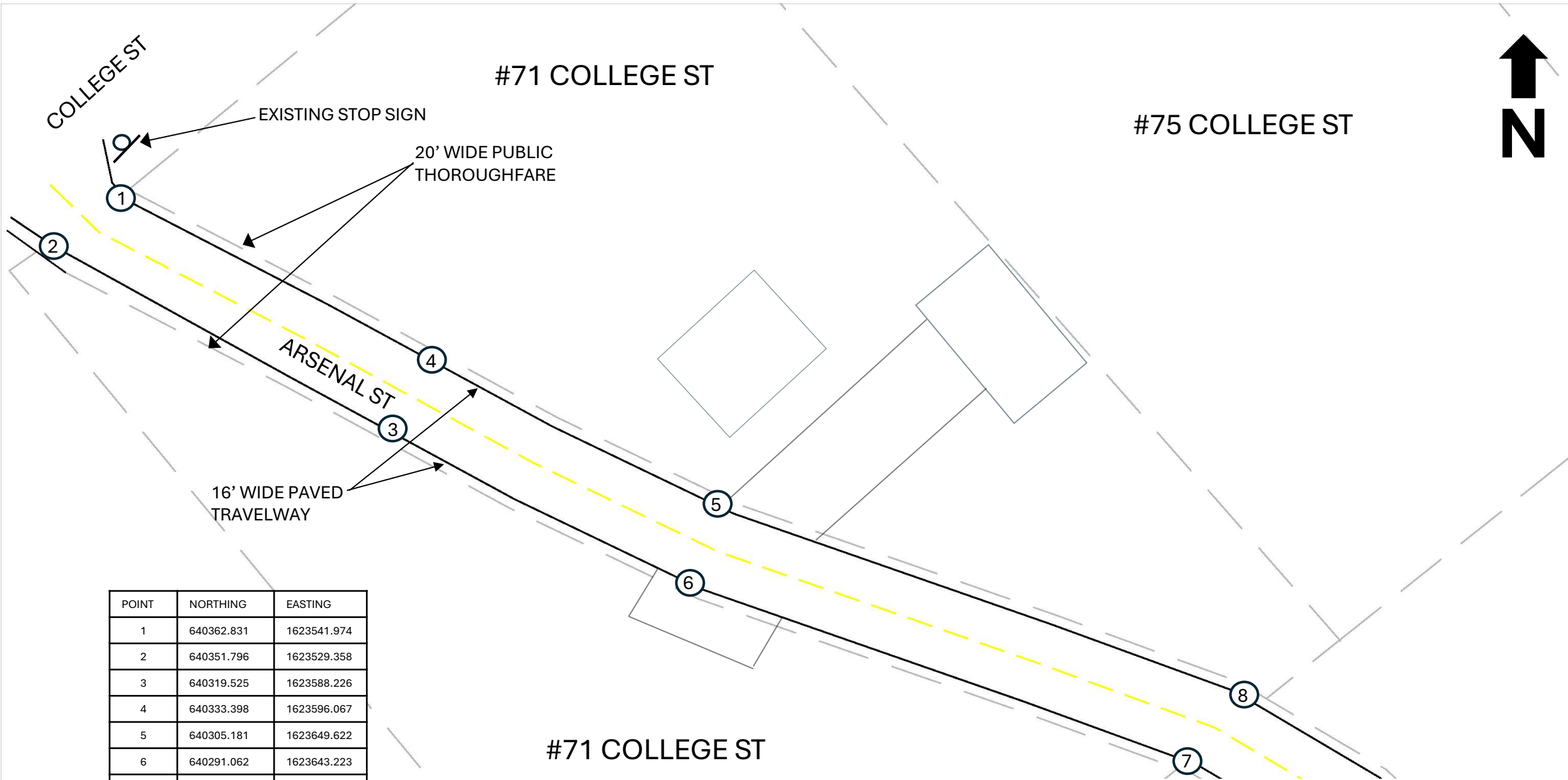
Duly Authorized Agent

STATE OF VERMONT ,
Washington County, ss.

At _____, this ____ day of _____, 2026, _____ personally
appeared, and acknowledged this instrument, by them subscribed to be their free act and deed and the free act and
deed of the City of Montpelier.

Before me,

Notary Public
My Commission Expires _____



POINT	NORTHING	EASTING
1	640362.831	1623541.974
2	640351.796	1623529.358
3	640319.525	1623588.226
4	640333.398	1623596.067
5	640305.181	1623649.622
6	640291.062	1623643.223
7	640270.605	1623699.095
8	640284.926	1623703.986

#71 COLLEGE ST

ATTACHMENT A

NTS

JULY 31, 2026



CITY COUNCIL Agenda Item Cover Sheet

Date: August 12th, 2026

Consent **X** Discussion

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3. Economic Development

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INTERESTED PARTIES: DPW, Finance

CITY MANAGER'S APPROVAL:

Kelly McMichael Ruiz

Quotation

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Attn: Zach Blodgett

July 22, 2026

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(Plates are 2'x2' uncoated cast iron)

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CITY COUNCIL Agenda Item Cover Sheet

Date: August 12, 2026

Consent __ **Discussion** X

SUBJECT: City Manager 6 Month Evaluation

SUBMITTING DEPARTMENT: City Council / Human Resources

RECOMMENDED ACTION: Council to complete the 6 month evaluation for the City Manager.
(Proposed Executive Session per 1 V.S.A. § 313(3).)

RELATED COUNCIL GOAL/PRIOR ACTION (Highlight as many as needed):

1. Housing
2. Infrastructure
3. Economic Development
4. Good Governance

EXPENDITURE REQUIRED: No

SOURCE OF FUNDS: N/A

LEGAL REQUIREMENTS: Executive Session 1 V.S.A. § 313(3) the appointment or employment or evaluation of a public officer or employee, provided that the public body shall make a final decision to hire or appoint a public officer or employee in an open meeting and shall explain the reasons for its final decision during the open meeting;

BACKGROUND INFORMATION AND SUPPORTING DOCUMENTS:

Approved materials at the City Council meeting on July 8, 2026:
Performance Evaluation, Review Form, Council Review Form:
<https://montpeliervt.portal.civicclerk.com/event/8555/overview>

INTERESTED PARTIES: City Council

CITY MANAGER'S APPROVAL:

Kelly McMichael-King