



TOWN OF HARTFORD SELECTBOARD AGENDA

Tuesday, May 2, 2023, 6:00pm
Hartford Town Hall, 171 Bridge Street,
White River Junction, VT 05001

This meeting will be conducted in person at Town Hall

The meeting will also be available on Zoom <https://zoom.us/j/549799933> - Please mute your microphone.

[youtube.com/catv810](https://www.youtube.com/watch?v=catv810) – click “live now”. If you're calling in from phone dial:(415) 762-9988 Type in the Room ID: 549-799-933 followed by # Press # a second time and Press *9 to raise your hand for public comment

- I. Call to Order the Selectboard Meeting (6:00)**
- II. Pledge of Allegiance**
- III. Local Liquor Control Board: None**
- IV. Local Cannabis Control Board: None**
- V. Order of Agenda**
- VI. Selectboard**
 - 1. Public Comment (6:05)**
 - 2. Selectboard Comments and Announcements**
 - 3. Appointments:**

Openings - Process Discussion
 - 4. Town Manager and Significant Activity Report**
 - 5. Board Reports, Motions & Ordinances**
 - a. GovHR Compensation Study Presentation (6:30)
 - b. Arbor Day Proclamation (7:00)
 - c. Older Americans Month Proclamation (7:10)
 - d. Personnel Policy: Adoption of Amendment (7:15)
 - e. Town Hall Condenser Warranty (7:20)
 - f. FYE 2023 Ambulance Write Off (7:30)
 - g. Financial Plan TA 60 (7:45)
 - h. Re-Allocation of ARPA Funds (7:55)
 - i. Fairview Terrace Water Main Replacement Award of Contract and Approval of Engineers Amendment (8:05)
 - j. Quechee Main Street Box Culvert Award of Contract and Approval of Engineers Amendment (8:15)
 - k. Solid Waste Feasibility / Assessment Award of Contract (8:25)
 - l. South Main Street Noise Complaint (8:35)
 - m. Adopt 2023 Local Emergency Plan (8:40)
 - n. Community Safety Review RFP Discussion (8:45)

*1st meeting of 3, next discussion 5/16/23, finalize 5/30/23

VII. Commission Reports (9:15)

VIII. Consent Agenda (9:25)

Approve Payroll Ending: 4/29/2023

Approve Meeting Minutes of: 4/18/2023

Approve A/P Manifest of: 4/28/2023 and 5/2/2023

Approve Selectboard Meetings **Already Approved:** 5/16/2023, 5/30/2023

IX. Executive Session (9:30) Pending litigation 1 VSA 313(a)(1); Evaluation of public employee(s) 1 VSA 313(a)(3)

X. Adjourn the Selectboard Meeting

All Meetings of the Hartford Selectboard are open to the public. Persons who are seeking action by the Selectboard are asked to submit their request and/or materials to the Selectboard Chair or Town Manager's office no later than 5pm on the Tuesday two weeks prior to the meeting date. Requests received after that date will be addressed at the discretion of the Chair. Individuals wishing to address the board should do so during the Public Comment period.

Please Note: The Hartford Selectboard offers public viewing of meetings live at Town Hall, and additionally as a courtesy generally on YouTube, Channel 1085, and Zoom. If a member of the public has technical difficulties accessing this meeting remotely, please alert us by emailing Selectboard@hartford-vt.org.

Significant Activity Report

May 2, 2023

Parks & Recreation Department

Program and Park Highlights

- Between April 1st and April 26th, we have taken in 202 registrations and collected over \$16,000 in revenue. Facility usage and permits for this period of time includes 125 reservations for a total of 557 hours of usage.
- The Department has started its review of 32 total applications for the Administrative Assistant Position with the Parks & Recreation Department. We look to narrow this down to 10 or less applicants for interviews.
- Several After School Programs continue with good participation numbers. Improve Comedy 13, Dungeons and Dragons 13, Lego Club with 16 and our Adventure Club has 8 signed up for our first outing. April Ventures Camp was a great success over the April Vacation with 36 youth participating. Recreation Specialist, Tatum Barnes continues to do a fantastic job with our camps and after school programs. We are grateful to have Tatum on our team and very impressed with his hard work and dedication to Parks & Recreation.
- Youth Baseball/Softball, including our Quickball Program is in full swing with 158 youth participating this spring.
- Little Sticks Lacrosse and Spring Youth Soccer started with 32 participants in each program for a total of 64 participants.
- Jay McDonough and Tatum Barnes will be attending a certified Archery Training on Saturday, April 29th. The certification through USA Archery will provide instruction certification so they are both able to teach archery programs for Parks & Recreation.
- Pool hours for the upcoming outdoor pool season will be posted soon. We plan to start selling memberships in the first week of May.
- Seasonal staff hiring is ongoing. We have filled a majority of the positions at Camp Ventures and the Sherman Manning Aquatic Facility but are still looking to fill a few more positions. Additionally, we are seeking to fill a few positions in the parks.
- The Department is working with the Hartford Tree Board on their upcoming Tree and Shrub Sale May 6th. This will also be the Town of Hartford's Celebration of Arbor Day. In addition, the park staff assisted with invasive cleanup of knot weed along with boarder of Lyman Point Park. This is part of a project to combat the invasives and plant new cottonwood trees.
- At the last Parks & Recreation Commission Meeting, members of the committee began discussing questions for an upcoming survey for a community center. They were also asked to identify individuals in the community that might be interested in the project and to bring those names to our next monthly meeting.
- We have ordered 3 new AED's to be incorporated into our off-site programming.
- The WABA Staff have completed the ice removal from the arena. They continue to clean up the slab floor in preparation of the school's usage along with our spring sports programs. Additionally, we will be repainting inside the facilities locker rooms, lobby and viewing areas.

- Timber Tender completed spring pruning of several town owned trees. Additionally, they removed 3 trees near the Coop Municipal Lot which were dead. The Tree Board plans to replace the trees with a Tree Canopy Grant through the State.
- The Department has a 1 full time vacancy of the Administrative Assistant. We are in the process of filling seasonal vacancies for the Sherman Manning Aquatic Facility (12) and the Ventures Summer Camp (14). Currently we have several applications, and we are working through them and conducting interviews. We will have a good handle on how we are doing with positions later in April.
- Eggs In the Park has started. This scavenger hunt community activity provides an adventurous exploration of our parks while searching for bright colorful eggs. Each located egg will have a trivia question you need to solve.
- The staff are preparing for the Annual Egg Scramble scheduled for Saturday, April 8th at DBS. The Spring Egg Scramble is our version of the perfect Egg Hunt. Rain, snow or shine, the scramble takes place. Several age groups are planned between 9am-11am. This is a free event sponsored by 802 Credit Union. We will be accepting donations of non-perishable food that will be taken to the Upper Valley Haven.
- Spring sports registrations have begun for youth baseball/softball, and quickball.
- UVAC Learn to Swim continues through April 5th.
- Table Top Tuesday – D&D and Adventure Club registrations are open for the spring after school program season.
- Park gates will likely open very soon as the weather continues to cooperate. Park guidelines for use and other important park use materials will be pushed out over social media and our web page as we begin opening the parks.

Department of Public Works

Quechee Wastewater:

Dig safe mark outs and check on work at Quechee Club.

Work on SBR actuators.

24000 gas sludge to WRJ.

Maintenance/repair UV system.

Replace actuator on fine screen.

Data entry for state reports.

Mark manholes for grading.

Change out leach field plugs - divert to "dry" fields.

Phone meeting with Aqua Aerobic to discuss new filter media pilot program.

White River Wastewater:

Changed oil, replaced belts, replaced inner and outer air filters on SBR blowers.

Changed hydraulic oil and filter on Centrisys. (Dewatering Equipment)

Dewatered 250,000 gallons of sludge.

Dewatered 24,000 gallons of sludge brought in from Quechee treatment plant.

Hauled all dewatered biosolids and grit to Lebanon land fill.

Worked with Quechee crew cleaning sludge drying beds.
Hauled two loads of Quechee sludge from drying beds to Lebanon land fill.
Performed routine maintenance at all ten wastewater pump stations.
"A" Street helped Water Dept. with water break.
Patched leaking roof at Wilder pump station.
Unplugged pumps at Bridge Street pump station. (Three times)
Checked problem sewer man-holes around town.
Call on 193 Air Port Road checked sewer main.
Checked on slip lining sewer main on Wilder Street. (Root Problems) 4/24/2023.
Call out 7 Garland Row 4/23/2023 (No way for the Town of Hartford Operators to service sewer main).
Checking on Stearns Septic jetting 7 Garland Row. (Jetting from Inside home owners house) 4/24/2023.
Abbey Lane sewer back up from jetting Garland Row. 4/24/2023.
Jetting Abbey Lane 4/24/2023.
Wet Weather CSO checks and paper work, 1.70" rain on 4/23/2023.
Dry weather CSO checks and paper work for the month of April.
Call on 48 Bullard Street, checked sewer main.

Highway:

Grading roads.
Street sweeping, Wilder is completed.
Fixing washouts all over Town.
Servicing equipment.
Picking up trees that don't fit in chipper.
Chipping brush.
Digging out culverts and jetting.
Repairing winter damage to roads.
Raised stop sign at intersection of Gates and South Main Street.

Water:

Finished up flushing Wilder and Quechee Village.
Witnessed contractor replacing filter media for filters 2 and 3.
Received samples back from Endyne to put filters 2 and 3 back online.
Fixed leak on A Street.
Fixed leak on Maple Street.
Fixed curb on Cascadnac Avenue.
Assisted contractor with leak on private condo at Hemlock Ridge.
Witnessed new connection for the Quechee Club project.
Started flushing hydrants in White River Junction Village.
Wilder Treatment Plant SCADA has been completed.
Received bid for replacing W-6 work truck.

Hartford Police Department

On 04/20/2023 at 1700 hours, the Hartford Police Department and Hartford Fire Department responded to the 150 Block of Latham Works Lane in Hartford, VT, for a report of a woman being hit by a train. Arriving Police/Fire units located a conscious female, breathing and alert, with injuries. The Hartford Fire Department transported the female to DHMC. The female is reportedly in stable condition at DHMC.

VIRTRA Simulator has arrived. The VIRTRA simulator is to be used for training purposes by members of the police department. The simulator will help prepare law enforcement officers for real-life incidents. This real-world judgmental use of force and de-escalation training simulator has surreal scenarios that provide an in-depth look into human performance. The simulator will be used to supplement and enhance in-service training, which is currently being scheduled.

Administrative Assistant Diane Perry has submitted her retirement letter. Her last day is May 19, 2023. Diane has been with the Town of Hartford for many years and has been with the police department since July 2014. Steps are underway to hire a new Administrative Assistant.

Various meetings with Hartford Community Coalition, Turning Point, Clara Martin Center, WISE, Vermont Police Academy, and HCRS to build relationships and collaboration.

Chief Greg Sheldon

Nature of Incident & Total Incidents

911 Hangup Call 28

Agency Assistance 30

Animal Bite 2

Animal Noise 2

Animal Problem 15

Assault 1

ATV Accident 1

Bleeding 1

Burglary 2

Burglary Alarm 30

Citizen Assist 32

Citizen Dispute 7

Court Time 3

CPR 2

Traffic Accident with Damage 17

Traffic Accident with Injuries 1

Custodial Dispute 1

Directed Patrol 277

Disorderly Conduct/Noise 2

Controlled Substance Problem 5

DUI Alcohol or Drugs 1

Falls 1

Family Fight/Domestic 4

Foot Patrol 22

Found Property 6

Fraud 3

Harassment 1

Dumping 2
Information Report 8
Intoxicated Person 1
Juvenile Problem 13
Lift Assist 1
Lock Down Drill 1
Loitering 2
Lost Person 1
Lost Property 1
Medical Emergency 2
Mental Health Emergency 4
Motor Vehicle Complaint 22
Noise Disturbance 6
Overdose 4
Paperwork Service 7
Parking Problem 2
Phone Problem /Harassment 2
Property/Home Watch 1
Public Speaking 2
Restraining Order 1
Runaway Juvenile 1
Sex Offender Registry 26
Sexual Assault 2
Social Media 3
Stalking 2
Attempted Suicide 1
Suicide Threat 5
Suspicious Person 21
Suspicious Person/Circumstance 54
Theft 10
Theft of Motor Vehicle 2
Threatening 3
Traffic Hazard 10
Traffic Violation 2
Train Accident 1
Training 3
Trash or Dumpster Fire 1
Trespassing 9
Unresponsive Person 3
Unlawful Mischief 7
VIN Number Inspection 1
Wanted Person 8
Welfare Check 19

Total Incidents for This Report: 774

Fire Department

Incident Log:

Calls for Service 4/1/23-4/27/23	163		
Incident Type Categories			
Fires	5		
Overpressure Rupture/Explosion	0		
Rescue/Medical	115		
Hazardous Conditions	1		
Service Calls	17		
Good Intent	8		
False Alarm	17		
Weather Emergency	0		
Special Incident/Other	0		

Congratulations to all our probationary firefighters for completing the Advanced Emergency Medical Technician course. All firefighters passed the National Registry skills assessment portion of testing and are working to complete field training to take their licensing examination.

Members of the department completed annual swift water rescue training with Hanover and Lebanon at Sumner Falls.

Shifts conducted fire drills at our elementary schools.

The department participated in an emergency tabletop exercise at the WRJ Postal Facility

The fire prevention office completed numerous inspections during this period: liquor licensing, follow-up inspections, joint health inspections and new construction inspections.

Town Clerk

1. The local process for liquor license renewals is complete. A huge thank you to Sherry West, Assistant Clerk, who worked diligently with applicants, town staff and the Department of Liquor and Lottery to get through the renewal season using the new DLL online licensing portal.
2. The deadline for licensing dogs was April 1st; because the 1st fell on a Saturday, we delayed assessing late charges to Tuesday, April 4th. For dogs spayed/neutered, the late fee is \$2.00 (total due including late fee is \$11); for unaltered dogs, the late fee is \$4 (total due including the fee is \$13). As of April 26th, 703 dogs have been licensed in Hartford. This is below the total number licensed in 2022. We encourage ALL Hartford dog owners to license their dogs each year as required by VT Law. We will begin follow up with 2022 license holders in the coming weeks.
3. The Clerk is working with our restoration vendor to update the priority list of projects and pricing we had done in late 2018. The pandemic slowed down our progress on restoration projects and our former rep. retired. The Clerk plans to establish a more consistent restoration schedule going forward. The vendor rep. took several projects for preservation/restoration when he visited on April 11th.

4. The Clerk continues to explore possible vendors to establish an online system for Land Record access. The Clerk has reached out to other Clerks statewide regarding their experiences with several different vendors who provide service to Clerks' offices in Vermont. The Secretary of State's Office has coordinated with PRIA (Property Record Industry Association) to host four vendor demos; The Clerk will attend all the virtual demos (two in April; two early May). Part of the focus of the demos will be related to online recording likely to be in place in the next couple years driven by legislation passed last year. Based upon the response from VT Clerks and the demos, the Clerk will arrange to meet with reps from the various vendors and consult with our IT team to develop a plan forward.
5. The Clerk attended the following meetings in April: 1). The Secretary of State Clerk Advisory Council (virtually on April 18th); 2). VLCT Open Meeting Law Training (virtually, April 19th)-several BCA members attended as well; 3). Land Records Vendor Demo-Tyler Technologies (virtually, April 20th) & Cott Systems (virtually, April 21st) 4). Hartford Board of Abatement held three Abatement Hearings at Town Hall on April 24th.

ASSESSING DEPT

Assessor

- Conducted property inspections throughout town for building permits
- Provided personal testimony to Senate Government Operations Committee on House Bill 480 regarding reappraisals moving to cyclical 6 years and possible changes to a state CAMA system

Assistant Assessor

- Used the State's new system to process homestead declarations (2470 total) and Current Use Applications (76 total);
- Provided personal testimony to Senate Government Operations Committee on House Bill 480 regarding reappraisals moving to cyclical 6 years and possible changes to a state CAMA system;
- Working close with State's new system (AXIOMATIC) and legacy program (NEMRC) regarding conversion and production of the 2023 Grand List

Environmental Sustainability Coordinator

-The offices, meeting rooms, and bathrooms on the first floor of Town Hall were recently wired with dedicated outlets for space heaters and air conditioning units. This should avoid overloading circuits and causing blown fuses that disrupt meetings and put sensitive electronics at risk. Each of the dedicated outlets now have stickers to identify them.

-The contract to replace the Town Hall first-floor condenser has been executed and work on that replacement will start soon.

- 2 bids in response to the RFP to update the Bugbee Senior Center were submitted by the deadline of April 12th. Hartford staff have been reviewing these bids and expect to make a recommendation to the Selectboard at the May 16th meeting.

-The Hartford Energy Commission's 2023 Window Dressers Build is coming together. This year they are partnering with the Energy Committees from Sharon and Hartland. They have identified a leadership team and are currently scouting the area for a location to hold this year's build.

-Vermont Adult Learning's heat pump installation training happened April 10-19. Six students attended two weeks of classes at the Hartford Area Career & Technical Center and earned their OSHA 10 hour and related EPA certifications. The class is capped at 8 students and there is already another six students signed up to take the class this June at HACTC.

-The Charge Point Chargers in the South Main St. parking lot are now functioning after having a refurbished part installed recently.

Department of Planning and Development

- TIF District Program –Extensions to the District's deadlines to incur debt and to collect tax increment are pending final approval from the State Legislature.
- Town Plan Housing Chapter Update – Held the second community discussion on the chapter update, which focused on housing goals and strategies to response. The third housing community discussion will be scheduled for June. Look for more information on this at the *Home for Hartford* Page on the Town Website.
- Homes For Hartford Multimedia Station - In partnership with the staff of Junction Arts and Media center (JAM, formerly CATV), we launched the *Homes for Hartford* Town Plan Update multimedia station at JAM's center in Downtown White River Junction. This is another way for the community to join the conversation about the current and future of housing needs in Town. The Multimedia Station will rotate to different locations in Town over the next several months.
- Home Creators Expo on May 6th – We are in the final stretch of planning this free Expo focused on the "To Dos on ADUs" (Accessory Dwelling Units) with an array of workshops and resource experts. It will have information for people who know nothing about ADU's to those wanting technical information on how to go about building one. The event will be at the HACTC from 10:00 AM to 3:00 PM. Look for more information on the Town website, social media and around Town. Our partnership with Vital Communities, Two Rivers Ottauquechee Regional Commission and the Hartford Area Career and Technology Center (HACTC) has made this event possible.
- Annual Green-Up Day, May 6th - Preparations for *Green-Up Day* are well underway. Many residents, businesses and organizations already have signed up and picked up their Green-Up bags at the Hartford Town Hall and Quechee Library, which will continue through May 6th from 8:30 a.m. to Noon. Dumpsters will be available at the Town Hall and Quechee Green from May 3rd through May 8th.

- Ongoing Planning and Development: Spring is here and the number of people inquiring about Zoning/Building Permit applications are on a rapid rise. In the month of May, 24 building/zoning applications were reviewed and issued. One of these was for the conversion of a hotel on Ballardvale Drive to 42 units of housing. Staff also continued conducting inspections of completed projects for issuance of Certificates of Occupancy. A few recent developments approved by the Planning Commission and/or Zoning Board of Adjustment include conversion of a single-unit dwelling to a two-unit dwelling on South Main Street, and construction of a new self-storage facility on RT 14.

IT

- Giving walkthroughs to camera vendors for camera RFP at public safety
- setting up isolated network for HVAC technicians
- Consolidated/retired depreciated machines in Town Hall
- Personnel audit of old/retired accounts
- Met and solicited feedback on new website design from every department, as well as IT's notes as well for new design. Meeting to go over new design pitch next week
- Prepared and developed plan for website content migration and cutover
- Certificate installation on CAD server
- VPN Server migration for Public Safety, HPD & HFD MDT's, as well as outside agencies

Finance Dept

Participating in Calendar Year 2022 Work Comp Audit

Preparing for Fiscal Year 2023 audit testing the week of May 1st

Completing quarterly / annual reports to external parties

Assisting staff with executing the approved ARPA funds

Assisting staff with grant review requests and reporting

Bank Reconciliations and Monthly Financial Reporting

Exploring the availability of utilizing credit card machines at department windows for the ease of payment



Town of Hartford, VT
COMPENSATION STUDY

DRAFT FINAL REPORT

April 2023



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I. INTRODUCTION

GovHR USA, LLC (GovHR) is pleased to have had the opportunity to work with the Town of Hartford on this Compensation Study. Human resource management is a significant concern as governmental services continue to increase in cost and complexity, and the resources to fund local governments are constrained. Day-to-day operations present challenging administrative problems in planning, organizing, and directing human resource functions in order to achieve maximum efficiency and effectiveness in the delivery of municipal services. A properly developed and administered Classification and Compensation Plan forms the foundation for meeting these challenges. It helps to ensure that the Town can not only recruit the best and brightest employees but can also retain those employees, even in a competitive marketplace. By retaining qualified, experienced employees the Town avoids the costs of re-recruitments and lost productivity, while maximizing the benefits of the investments it has made in employees and the institutional and community knowledge acquired by those employees over their tenures.

GovHR understands the high expectations that have been established in Hartford for service delivery and competitiveness in recruiting and retaining excellent employees. These factors have been taken into consideration in the analysis and reflected in the Study results.

A. Scope of Work

The scope of work called for GovHR to carry out the following:

Meetings & Compensation Survey

Below is a list of tasks included in this component of the Study (listed in the order that the work was performed):

- **Study preparation and project meetings.** Met with Town Administration to discuss Study methods and expectations, and to review the current Classification and Compensation Plan and organizational structure. Determined problem areas, answered questions, and reviewed the scope and schedule of work.
- **Determined comparable communities and collected compensation data.** GovHR, along with the Town, determined a logical survey sample of “like” communities that impact the compensation market of Hartford. Then, GovHR designed and sent out the survey for the benchmark positions and benefits covered in the Study.

Salary and Benefit Survey

The following tasks were included in this component of the Study:

- Tabulated, summarized, and analyzed comparative compensation information obtained from the comparable communities. Prepared pay tabulations that compared the salary ranges of the Town of Hartford to the salary ranges of its comparable communities. Prepared comparison calculations at the 50th, 60th, 65th, 75th and 80th percentiles. Displayed data for each jurisdiction and for each position and summarized the data in table form. Based on discussions with the Town and the gathered data, developed salary ranges that would establish Hartford as a payer at either the 50th and 65th percentile of the salary data from the comparable communities.
- Based on the above data, developed, and recommended new salary schedules and recommended new Job Titles for some positions.
- Analyzed and summarized the benefit information.

Draft and Final Report Preparation

- A preliminary analysis of the data and recommended Classification and Compensation Plan was shared with the Town. Feedback from Town Administration was reviewed and incorporated into the recommendations.
- This draft report has been prepared by GovHR and sent electronically to the Town.
- A presentation of these draft findings will be conducted for the Leadership Team and the Selectboard.
- Once the presentation is made and review comments are returned by the Town a final report will be prepared and transmitted electronically.

II. SALARY AND BENEFIT DATA

The Town initiated this Study with the objective of assuring that its Compensation Plan is both internally equitable and externally competitive. To achieve external competitiveness, a market survey of comparable jurisdictions was conducted. The following explains the labor market review and collection of salary data.

A. Selection of Comparable Jurisdictions for Data Purposes

Selecting jurisdictions for the comparison group is an important element in a Classification and Compensation Study. When selecting jurisdictions to serve as comparables, it is important to use particular criteria to evaluate the other jurisdictions to assure that those chosen as comparables will be the most similar to Hartford.

To determine which municipalities should be used for survey purposes, GovHR first considered all Vermont communities within Windsor, Orange, Addison, Rutland, Washington and Windham counties with a population of more than 2,500 and with a per capita income greater than \$13,500. Then, the following comparison criteria were applied to each community:

<u>Criterion</u>	<u>Total Possible Points</u>
1. Per Capita Income	20
2. Population	20
3. Equalized Property Values	20
4. Total Budgeted GF + PW/Hwy Expenditures	15
5. Proximity to Hartford	15
6. Q1 2021 State Retail Sales and Use Tax	10
Total: 100	

The six (6) categories listed above were selected to mirror important criteria that reflected the following:

- 1) Similar Financial Conditions: 50% of the criteria involved financial benchmarks.
- 2) Population: 33.3% of the criteria involved a population comparison.
- 3) Proximity: 16.6% of the criteria involved the proximity of the communities to Hartford.

Within each of the six (6) categories, ranges of compatibility were established. For example, the closer a community was to matching the Hartford's estimated population, the closer the community would be to receiving the maximum of twenty (20) points. A community whose population was significantly larger or smaller than Town's population would receive fewer or even zero (0) points. Thus, a municipality achieving a total of one hundred (100) points would be considered most comparable to the Town of Hartford. A community with zero (0) points was therefore determined to be the least comparable to Hartford. A more detailed explanation of the methodology used to determine the comparable communities is included in Appendix A.

A cutoff of sixty (60) points was established to select the communities most similar to Hartford across the six (6) categories. After applying the six (6) criteria, fifteen (15) communities achieved sixty (60) or more compatibility points on the comparison scale with the Town of Hartford. Additionally, the communities of Claremont, New Hampshire and Enfield, New Hampshire were included based proximity and competitiveness within the job market. The full list of the fifteen (15) comparables, plus the two (2) New Hampshire communities, is below:

Barre*	Milton*	Springfield*
Bennington*	Montpelier*	Willison
Brattleboro*	Norwich	Winooski*
Colchester	Rutland (City)*	
Essex	Shelburne	Claremont, New Hampshire*
Middlebury*	South Burlington*	Enfield, New Hampshire*

The communities in the tables above that are identified with an asterisk * either participated in the survey, or their data was collected through additional external surveys, mentioned below.

B. Salary Survey

The Consultants then prepared, and the Town distributed, a salary survey to the seventeen (17) comparable communities. Of those seventeen (17), three (3) of the communities responded to the survey. As a result, salary data for another nine (9) of the comparable communities was compiled using the 2022 Vermont League of Cities and Towns Compensation Report. Next, data was obtained from the FY2022 Market Survey conducted by the Town of Lebanon, New Hampshire. The communities included in that survey were as follows:

Concord	Bedford, New Hampshire	Keene, New Hampshire
Dover	Derry, New Hampshire	Laconia, New Hampshire
Manchester	Durham, New Hampshire	Lebanon, New Hampshire
Rochester	Hooksett, New Hampshire	Nashua, New Hampshire
	Hudson, New Hampshire	Portsmouth, New Hampshire

Using this combination of survey resources, data was assembled from twenty-six (26) communities. Finally, private sector market data from the Economic Research Institute was included in the analysis.

Table 1 is a summary of all the survey data that was collected. The detailed salary survey data for each position is contained in Appendix B. It is important to make a few of observations regarding Table 1 and Appendix B.

- 1) The salary data is information that was available as of November 2022. The new recommended salary ranges for the Town were developed using this salary data.
- 2) Some of the comparable municipalities provided salary range minimums and maximums for comparison purposes, while others (those that don't utilize salary ranges as part of their pay plans) provided actual salaries for surveyed positions. The salary range minimums and maximums were analyzed to determine the 50th, 60th, 65th, 75th and 80th percentiles to identify wage ranges for "average" and "above average" payers. Any actual salaries provided by the comparable municipalities were analyzed in instances when there was not enough salary range information. Salary ranges are typically considered a better gauge of market salaries than an actual salary and are thus preferred to conduct analysis.
- 3) Data contained within Appendix B has been thoroughly reviewed. If the Consultants, in concurrence with Town Administration, determined the data was not relevant, it was removed. Thus, if a specific position within the salary survey has two worksheets associated with it in Appendix B, then data was removed. The second data sheet will have the word "*edited*" after the title of the position surveyed. If a specific data point was removed, it is highlighted on the first and second worksheets and then removed on the second worksheet associated with the position.

C. Appraisal and Use of Salary Data

While comparing Hartford's current salaries to those paid by other employers in the comparable communities, it must be noted that variations in compensation may be due to several factors, including:

- 1) Organizational size and economic conditions can have an impact on positions. In smaller organizations, employees are often asked to "wear many hats" and therefore take on more duties and responsibilities than would normally be required of a certain position. In addition, the economic downturn forced organizations to "do more with less", compelling staff to take on more duties and responsibilities than they have in the past. Therefore, it becomes increasingly harder to compare "like" positions within organizations.
- 2) Some employers place a different relative worth on certain groups of employees. For example, some employers are forced to place a higher value on certain employees or groups of employees because of the market, and therefore, pay them more. Overall, the policies and value judgments of different employers in compensating the same kind of work can vary widely. There is rarely a single prevailing rate for any particular kind of work, even within the same labor market.
- 3) It can be difficult to make exact comparisons among the different employers of the duties and responsibilities of ostensibly similar jobs.

Nevertheless, comparative salary data is widely recognized as a good measure of the appropriate compensation rates with respect to the prevailing market. This data is also useful as an indication of prevailing opinions concerning the compensation relationships that should exist among different classifications of work.

D. The Benefits Survey and Findings

The benefits portion of the survey collected data related to a variety of benefits. A review of the benefits offered in Hartford versus the comparable communities shows that the Town's benefits are competitive with the other entities surveyed. A summary of the results, along with some noted differences is provided below:

Health Insurance Premiums and Buyout:

The municipalities that participated in the survey paid between 88 – 100% of the premium for employee-only health coverage and between 80 – 90% for family health insurance coverage. Overall, the average percentage of premium paid by the employer for **employee-only** coverage is 94%, and 89% for family coverage. Hartford pays 85% of the premium for both options.

Most of the municipalities also offered an insurance buy-out option for employees who choose not to take insurance. Buyout amounts ranged from \$100 up to \$5,200 depending upon the level of coverage and terms of collective bargaining agreements. Hartford provides a \$1,000 buyout for employee-only coverage and \$3,750 for family coverage.

Dental and Vision Insurance:

There was very limited data collected related to employer paid dental and vision insurance. However, the few communities which responded indicated that they paid for 100% of the premiums both employee-only and family dental coverage. This is consistent with Hartford's contribution rates.

Life Insurance:

Again, there was very limited data collected related to employer paid life insurance. However, the few communities which responded indicated that they paid for 100% of the premiums some level of employee life insurance. This is consistent with Hartford's contribution rates.

VMERS:

Most of the surveyed communities listed participation in multiple levels of VMERS.

Paid Time Off:

The average number of **sick days** provided by the responding municipalities is 11.4 days per year. Hartford provides 12 days per year. Most of the municipalities also allowed for sick days to be carried over and accumulated from one year to the next.

The number of **holidays** provided each year ranged from eleven (11) to fourteen (14). Hartford provides thirteen (13) paid holidays per year.

For comparison purposes, **vacation time** was broken down into the following milestones: 0-5 Years of Service; 6-10 Years of Service; 11-15 Years of Service; 16-20 Years of Service; and 21+ Years of Service. Hartford provides vacation benefits which are consistent with the averages for all milestone years of service, or they are slightly lower. For example, within the 6-10 Years of Service category, the average vacation days provided is 16.1, and Hartford provides 15.

Several communities also indicated that employees were permitted to roll over unused vacation time from one year to the next. Roll over practices varied from a maximum of one week, up to a maximum of thirty days.

Appendix C contains tables summarizing the detailed data related to the benefits survey.

III. COMPENSATION PLAN DEVELOPMENT AND RECOMMENDATIONS

A. Development of the Compensation Plan

A basic element in any human resources management program is adequate and equitable employee compensation. A Compensation Plan of this nature is essential if qualified employees are to be recruited and retained. The Plan presented in this report is designed to accomplish the Study goals by:

- 1) Providing for equal compensation for work of equivalent job content and responsibility.
- 2) Facilitating adjustments to compensation levels based on changing economic and employment conditions that impact these interrelationships.
- 3) Establishing compensation ranges that compare favorably with those of other equivalent jurisdictions within the appropriate labor market.

In preparing this Plan, the Study only looked at base compensation. The compensation associated with longevity or other fringe benefits was not analyzed or factored into the Compensation Plan.

B. Defined Increment and Open Range Merit Plan

A Defined Increment Plan is a pay plan that has salary ranges with a minimum and a maximum with defined percentage increments (e.g., 3%) in between. If an employee has a satisfactory performance evaluation, he/she systematically advances through the compensation range. The performance evaluation and resulting salary increment increase occurs annually.

An Open Range Merit Plan also has salary ranges with minimums and maximums, but without defined percentage increments in between. Employees are advanced through the compensation range based on an annual satisfactory performance evaluation, with the percentage of their increase determined annually by Town Administration.

The Town will determine the pay plan to be implemented as a result of this Study.

C. Pay Philosophy

An important component in the process of developing a Compensation Plan is understanding and applying the pay philosophy of the Town. In Hartford, the Town is considering data at a pay philosophy of either the 50th or 65th percentile.

D. Proposed Compensation Plan and Structure

The Compensation Plans consist of up to ten (10) grades, depending on the group, broken down into the following four (4) bands:

Administrative and Technical Staff

Supervisors and Advanced Technical Staff

Directors and Senior Managers

Town Manager

There is a 5 – 15% gradation between all Grades, and a range spread between 30 – 40% from minimum to maximum. Grades have been broken out into the following groupings:

Non-Union: Grades 1 - 10

Police: Grades P-1 – P-5

Fire: Grades F-1 – F-3

Public Works: Grades PW-1 – PW-7

Note 1: Different compensation grades may have different ranges from minimum to maximum compensation. It is appropriate for the lower grades in a Compensation Plan to have a smaller spread from minimum to maximum as it is likely that new employees would start at the minimum compensation of the range. Conversely, it is more likely that more experienced employees or Department Head level employees may be hired at a rate above the minimum compensation of a range, thus it is necessary to have a greater spread from minimum to maximum compensation.

Note 2: Gradation refers to the relationship between the minimum compensation of one grade to the minimum compensation of the next grade. For example, within the Non-Union Grades, the starting

compensation for employees in Grade 2 is 5% higher than Grade 1, and so on. The gradation will vary depending upon the relationship between the salary data for the grade, the number of grades in the compensation band and the established compensation range.

For each set of Grades, Table 1 combines all of the classification and compensation data at the 50th and 65th percentile and Table 2 shows the compensation ranges for each grade.

E. Implementation and Administration of the Compensation Plan

Implementation of the Compensation Plan, as it affects individual employees, should be under the following pattern of adjustments:

- 1) Employees whose present compensation is below the minimum compensation of the range for their classification should be raised to the minimum of the range.
- 2) The compensation of employees whose present compensation is within the range for their classification should be slotted into the new Compensation Plan at their current pay rate.
- 3) The compensation of employees whose present compensation is above the maximum compensation of the range should be held at their present rate, without a reduction in compensation, until such time that further market analysis indicates commensurate alignment with the marketplace. However, the Town can consider lump sum increases for these employees, which does not impact base compensation levels, until the ranges adjust to include the individual employee compensation rates.

In other studies, GovHR has been asked for ideas on how to address the situation of long-term employees whose current compensation falls near the bottom (within 5 - 10%) of the proposed range. If this occurs, it illustrates that the position has been compensated at less than the market rate for someone with similar tenure. Thus, some communities elect to make additional adjustments for those employees at implementation. This program is discretionary for the Town to adopt and only occurs one time, at the implementation of the new Classification and Compensation Plan. If the Town wishes to consider such a program, an example is illustrated below:

Service	Adjustment
1 - 3 Years	0%

Over 3 and up to 8 Years	1%
Over 8 and up to 15 Years	2%
Over 15 Years	3%

F. Future Administration of the Compensation Plan

To maintain competitive salary levels there should be an annual review of the Town's salary ranges. The seventeen (17) communities used in the survey group for this Study have been determined to be comparable jurisdictions to the Town. Therefore, Hartford can continue to use these jurisdictions as a comparable salary survey group for annual salary comparison purposes, until it is determined that they are no longer valid comparables. As mentioned earlier, the salary levels for these comparables are current as of November 2022. It is GovHR's recommendation that an annual survey of these communities be conducted to determine the percentage increase each organization in the comparable group is granting, either as an annual across-the-board increase to their employees or as a general adjustment to their compensation ranges. The Town may wish to provide an across-the-board increase to all employees based on the information received from the comparable communities. If this is the case, then the increases would be granted separately from any merit increase that would be awarded as a result of a successful performance evaluation.

It is the further recommendation of GovHR that the compensation ranges for each grade be increased by the average percentage increase of the comparable group, even if an across-the-board increase is not given to all employees. Employees would continue to advance through the compensation ranges (provided that the employee is not at the maximum of the compensation range) by virtue of a merit increase granted for satisfactory or above satisfactory performance of their job duties. Finally, it is recommended that the Town review the compatibility of the municipalities after five (5) years.

Appreciation

GovHR has appreciated the opportunity to work with the Town of Hartford on this Compensation Study. A special thank you to the Director of Human Resources/Executive Assistant to the Town Manager for the significant amount of work and support dedicated to the project.

Table 1 - Hartford, VT
Proposed Pay Ranges, Non-Union Ranges

Job Title	Current Grade	New Grade	50th Percentile Salary Survey Data		65th Percentile Salary Survey Data		Current Salary Range		Current Salary	Proposed Salary Range 50th Percentile		Proposed Salary Range 65th Percentile	
Town Manager													
Town Manager*		10	108,033	144,044	109,417	145,889			115,003	108,000	151,200	110,000	154,000
Directors and Senior Managers													
Police Chief	26	9	96,834	130,322	98,962	133,466	100,838	150,862	115,000	92,202	129,083	94,622	132,471
Public Works Director	24		96,834	130,426	98,962	134,876	82,763	123,843	105,000				
Fire Chief/Paramedic	24		96,834	130,426	97,704	131,375	82,763	123,843	118,456				
Finance Director	24		96,262	129,958	97,292	133,253	82,763	123,843	113,298				
Director of Parks and Recreation	24	8	80,829	109,158	86,807	120,378	82,763	123,843	110,780	83,820	117,348	86,020	120,428
Human Resources Director/Exec Assist	24		79,622	111,478	84,192	118,510	82,763	123,843	90,709				
Information Technology Director	24		80,829	109,158	84,498	120,615	82,763	123,843	94,827				
Planning and Development Director	22		86,528	122,096	86,902	127,787	67,954	101,670	111,072				
Assessor*	22	7	67,467	89,956	68,264	91,019	67,954	101,670	79,580	76,200	106,680	78,200	109,480
Assistant Public Works Director	24		84,989	121,670	86,954	122,928	82,763	123,843	86,756				
Town Clerk	22		71,625	104,291	74,776	106,181	67,954	101,670	79,581				
Deputy Police Chief	26		84,302	116,563	85,538	119,109	100,838	150,862	108,056				
Deputy Fire Chief	23		82,566	120,744	85,925	122,096	74,963	112,174	103,106				
Supervisors and Advanced Technical													
Chief Dispatcher*	23	6	62,562	83,416	70,177	93,570	74,963	112,174	85,883	66,701	93,382	70,009	94,512
Police Lieutenant*	23		80,848	107,797	84,930	113,240	74,963	112,174	91,832				
Project Manager*	21		71,622	95,496	73,315	97,753	61,547	92,082	80,933				
Chief WW Plant Operator*	19	5	68,550	91,400	69,677	92,903	53,061	79,414	69,514	63,525	88,935	66,675	90,011
Highway Supervisor/Foreman*	19		63,788	85,051	65,212	86,949	53,061	79,414	74,277				
Zoning Administrative Officer*	19		60,203	80,270	62,613	83,483	53,061	79,414	90,750				
Community Development Planner*	18		60,596	80,795	61,967	82,622	50,523	75,608	80,787				
Water System Foreman	17	4	58,178	76,170	61,622	76,787	48,090	71,926	64,376	60,500	84,700	63,500	85,725
Systems Administrator**	17						48,090	71,926	60,216				
Assistant Assessor	17		60,653	91,874	62,693	93,640	48,090	71,926	58,885				
Administrative and Technical													
No Positions in Grade		3								49,888	67,349	52,093	70,326
Superintendent of Parks and Facilities**	15	2					43,555	65,166	59,613	47,513	64,142	49,613	66,977
Superintendent of Recreation Programs	15						43,555	65,166	59,613				
Finance Clerk/Accounts Payable	15		40,373	53,851	40,510	54,238	43,555	65,166	64,043				
Finance Specialist*	13		48,199	64,265	49,957	66,610	39,478	59,030	61,734				
Assistant Town Clerk	13		50,939	75,483	54,627	76,475	39,478	59,030	49,421				
Recreation Specialist*	11	1	41,633	55,511	45,193	60,258			51,292	45,250	61,088	47,250	63,788
Administrative Assistant	13		47,278	68,162	49,356	68,536	39,478	59,030	48,318				
Administrative Assist (Fire Department)**	13						39,478	59,030	65,998				

*Actual salary data was used instead of range data.

**Not enough data was collected to analyze.

Table 1 - Hartford, VT
Proposed Pay Ranges, Police Union Ranges

Job Title	Current Grade	New Grade	50th Percentile Salary Survey Data		65th Percentile Salary Survey Data		Current Salary Range		Current Salary	Proposed Salary Range 50th Percentile		Proposed Salary Range 65th Percentile	
Police Union Positions - Supervisors and Advanced Technical													
Sergeant - Police	23	P-5	72,904	85,446	73,865	87,277	77,813	116,168		70,950	95,783	72,050	97,268
Corporal*	22	P-4	64,293	85,724	64,462	85,950	70,554	105,269		64,500	87,075	65,500	88,425
Senior Police Officer**	21						63,898	95,326					
Emergency Communications Spec IV (ECS)**	19						55,078	82,243	78,665				
Police Union Positions - Administrative and Technical													
Police Officer First Class**	19	P-3					55,078	82,243		55,055	74,324	60,500	81,675
Police Officer	18		54,382	72,509	54,524	72,698	52,436	78,249					
Emergency Communications Spec III (ECS)**	19						55,078	82,243	73,216				
Emergency Communications Spec II (ECS)**	18	P-2					52,436	78,249		50,050	67,568	55,000	74,250
Emergency Communications Spec I (ECS)*	17	P-1	45,317	60,422	49,593	66,123	49,920	74,464		45,500	61,425	50,000	67,500

*Actual salary data was used instead of range data.
**Not enough data was collected to analyze.

Table 1 - Hartford, VT
 Proposed Pay Ranges, Fire Union Ranges

Job Title	Current Grade	New Grade	50th Percentile Salary Survey Data		65th Percentile Salary Survey Data		Current Salary	Proposed Salary Range 50th Percentile		Proposed Salary Range 65th Percentile	
Fire Union - Supervisors and Advanced Technical											
Fire Captain/Paramedic	22	F-3	68,754	80,330	69,504	87,367	98,467	67,275	87,458	70,725	91,943
Fire Marshall/EMT	22	F-2	53,955	75,598	57,533	83,923	61,942	58,500	76,050	61,500	79,950
Lieutenant/Paramedic	21		61,984	73,341	63,088	74,389	74,464				
Fire Union - Technical											
Mechanic - Fire	n/a	F-1	46,467	64,678	46,867	65,860		48,500	63,050	50,000	65,000
Firefighter/Paramedic	18		46,280	61,901	47,603	62,541	68,848				

*Actual salary data was used instead of range data.
 **Not enough data was collected to analyze.

Table 1 - Hartford, VT
Proposed Pay Ranges, Public Works Union Positions

Job Title	Current Grade	New Grade	50th Percentile Salary Survey Data		65th Percentile Salary Survey Data		Current Salary Range		Current Salary	Proposed Salary Range 50th Percentile		Proposed Salary Range 65th Percentile	
Public Works Union - Supervisors and Advanced Technical													
WW Assistant Chief Operator**	7	PW-7					54,070	68,262	76,866	58,190	75,646	60,640	78,832
Water System Operator 3	7						54,070	68,262					
Maintenace Specialist (Mechanic)	6	PW-6	46,467	64,678	46,867	65,860	51,971	65,613	58,052	54,383	70,698	56,673	73,674
Wastewater Operator 3	6		51,896	65,312	53,936	68,345	51,971	65,613	70,740				
Highway Equipment Operator 2	5	PW-5					49,954	63,066	79,664	50,825	66,073	52,965	68,855
Park Maintenance Crew Lead	5						49,954	63,066	48,318				
Wastewater Operator 2	4	PW-4					48,061	60,619		47,500	61,750	49,500	64,350
Water System Operator 2	4						48,061	60,619	45,884				
Public Works Union - Technical													
Park Maintenance Laborer	3	PW-3	35,734	43,971	37,550	47,247	46,152	58,266	46,114	46,585	60,561	49,005	63,707
Water System Operator 1	3		46,654	58,011	47,216	60,089	46,152	58,266	45,884				
Wastewater Operator 1	3						46,152	58,266	49,264				
Highway Equipment Operator 1	2	PW-2	44,138	59,197	46,700	60,669	44,361	56,005	50,663	42,350	55,055	44,550	57,915
Solid Waste Attendant	1	PW-1	37,752	49,088	40,959	50,473	43,284	54,646	43,284	38,500	50,050	40,500	52,650

*Actual salary data was used instead of range data.

**Not enough data was collected to analyze.

Table 2 - Proposed Pay Ranges, Non Union Positions

50th Percentile - Proposed Pay Ranges Non Union Positions		
Administrative and Technical 5% Between Each Grade and a 35% Range Spread		
Grade	Minimum	Maximum
1	45,250	61,088
2	47,513	64,142
3	49,888	67,349

65th Percentile - Proposed Pay Ranges Non Union Positions		
Administrative and Technical 5% Between Each Grade and a 35% Range Spread		
Grade	Minimum	Maximum
1	47,250	63,788
2	49,613	66,977
3	52,093	70,326

Supervisors and Advanced Technical 5% Between Each Grade and a 35% Range Spread		
Grade	Minimum	Maximum
4	60,500	84,700
5	63,525	88,935
6	66,701	93,382

Supervisors and Advanced Technical 5% Between Each Grade and a 35% Range Spread		
Grade	Minimum	Maximum
4	63,500	85,725
5	66,675	90,011
6	70,009	94,512

Directors and Senior Managers 10% Between Each Grade and a 40% Range Spread		
Grade	Minimum	Maximum
7	76,200	106,680
8	83,820	117,348
9	92,202	129,083

Directors and Senior Managers 10% Between Each Grade and a 40% Range Spread		
Grade	Minimum	Maximum
7	78,200	109,480
8	86,020	120,428
9	94,622	132,471

Town Manager 40% Range Spread		
Grade	Minimum	Maximum
10	108,000	151,200

Town Manager 40% Range Spread		
Grade	Minimum	Maximum
10	110,000	154,000

Table 2 - Proposed Pay Ranges, Police Union Positions

50th Percentile - Proposed Pay Ranges Police Union Positions		
Administrative and Technical <i>10% Between Each Grade and a 35% Range Spread</i>		
Grade	Minimum	Maximum
P-1	45,500	61,425
P-2	50,050	67,568
P-3	55,055	74,324

65th Percentile - Proposed Pay Ranges Police Union Positions		
Administrative and Technical <i>10% Between Each Grade and a 35% Range Spread</i>		
Grade	Minimum	Maximum
P-1	50,000	67,500
P-2	55,000	74,250
P-3	60,500	81,675

Supervisors and Advanced Technical <i>10% Between Each Grade and a 35% Range Spread</i>		
Grade	Minimum	Maximum
P-4	64,500	87,075
P-5	70,950	95,783

Supervisors and Advanced Technical <i>10% Between Each Grade and a 35% Range Spread</i>		
Grade	Minimum	Maximum
P-4	65,500	88,425
P-5	72,050	97,268

Table 2 - Proposed Pay Ranges, Fire Union Positions

50th Percentile - Proposed Pay Ranges Fire Union Positions		
Technical 30% Range Spread		
Grade	Minimum	Maximum
F-1	48,500	63,050

65th Percentile - Proposed Pay Ranges Fire Union Positions		
Technical 30% Range Spread		
Grade	Minimum	Maximum
F-1	50,000	65,000

Supervisors and Advanced Technical 15% between each Grade and a 30% Range Spread		
Grade	Minimum	Maximum
F-2	58,500	76,050
F-3	67,275	87,458

Supervisors and Advanced Technical 15% between each Grade and a 30% Range Spread		
Grade	Minimum	Maximum
F-2	61,500	79,950
F-3	70,725	91,943

Table 2 - Proposed Pay Ranges, Public Works Union Positions

50th Percentile - Proposed Pay Ranges Public Works Union Positions		
<i>Technical</i>		
<i>10% Between Each Grade and a 30% Range Spread</i>		
<i>Grade</i>	<i>Minimum</i>	<i>Maximum</i>
PW-1	38,500	50,050
PW-2	42,350	55,055
PW-3	46,585	60,561

65th Percentile - Proposed Pay Ranges Public Works Union Positions		
<i>Technical</i>		
<i>10% Between Each Grade and a 30% Range Spread</i>		
<i>Grade</i>	<i>Minimum</i>	<i>Maximum</i>
PW-1	40,500	52,650
PW-2	44,550	57,915
PW-3	49,005	63,707

<i>Supervisors and Advanced Technical</i>		
<i>7% Between Each Grade and a 30% Range Spread</i>		
<i>Grade</i>	<i>Minimum</i>	<i>Maximum</i>
PW-4	47,500	61,750
PW-5	50,825	66,073
PW-6	54,383	70,698
PW-7	58,190	75,646

<i>Supervisors and Advanced Technical</i>		
<i>7% Between Each Grade and a 30% Range Spread</i>		
<i>Grade</i>	<i>Minimum</i>	<i>Maximum</i>
PW-4	49,500	64,350
PW-5	52,965	68,855
PW-6	56,673	73,674
PW-7	60,640	78,832

APPENDIX A

1. Per Capita Income: Maximum 20 Points						
40,306						
Factor	Minimum Range			Maximum Range		Points
1.50	26,871	40,306		40,306	60,459	20
2.00	20,153	26,870		60,460	80,612	15
2.50	16,122	20,152		80,613	100,765	11
3.00	13,435	16,121		100,766	120,918	7
All Others						0
2. Total Budgeted GF + PW/Highway Expenditures: Maximum 15 Points						
\$18.48 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	12.32	18.48		18.48	27.72	15
2.00	9.24	12.31		27.73	36.96	11
2.50	7.39	9.23		36.97	46.20	7
3.00	6.16	7.38		46.21	55.43	3
All Others						0
3. Proximity to Hartford: Maximum 15 Points						
Factor:						Points
1 to 30 miles:						15
31 to 50 miles:						11
51 to 70 Miles:						7
71 and more miles:						3
All Others						0
4. Population: Maximum 20 Points						
10,686						
Factor	Minimum Range			Maximum Range		Points
1.50	7,124	10,686		10,686	16,029	20
2.00	5,343	7,123		16,030	21,372	15
2.50	4,274	5,342		21,373	26,715	11
3.00	3,562	4,273		26,716	32,058	7
All Others						0
5. Equalized Property Values: Maximum 20 Points						
\$14.89 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	9.92	14.89		14.89	22.33	20
2.00	7.44	9.91		22.34	29.77	15
2.50	5.95	7.43		29.78	37.22	11
3.00	4.96	5.94		37.23	44.66	7
All Others						0
6. Q1 2021 State Retail Sales and Use Tax: Maximum 10 Points						
\$2.19 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	1.46	2.19		2.19	3.28	10
2.00	1.09	1.45		3.29	4.38	7
2.50	0.88	1.08		4.39	5.47	5
3.00	0.73	0.87		5.48	6.57	3
All Others						0

Initial screen:

Vermont communities in Windsor, Orange, Addison, Rutland, Bennington, Washington and Windham with a population of more than 2,500.

Sources:

(1) Vermont Secretary of State Website - State Archives and Records Administration Municipal Reports: https://vermont.access.preservica.com/IO_67ee72eb-f50b-45a4-8688-ba81d6c5529f/ If unavailable through the State Archives, the most recent report was reviewed on the municipality's website

(2) Excel Geography App: 2019 Estimated Population.

(3) Per Capita Income: Census Bureau Quick Facts or Census Reporter: <https://censusreporter.org>.

(4) Google Maps: Proximity

(5) Sales and Use Tax Q1 2022: <https://tax.vermont.gov/document/sales-and-use-tax-statistics-q1-2022-preliminary>

(6) 2020 Municipal Equalized Property Values: <https://tax.vermont.gov/document/pvr-annual-report-2020-data-mun-epv>

Note:

Each of the eight criterion contain ranges to assess comparability with the Town's data. For example, each of the four ranges for the Town's population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 15 (most similar to the Town), the Town's population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The Town's population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Town of Hartford, VT
Criteria Comparisons - Sorted by Rank

Municipality	Per Capita Income	Max. Points	Total Exp. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	EPV (millions)	Max. Points	Sales/Use Tax (millions)	Max. Points	Total Points
Town of Hartford	40,306	20	18.48	15	-	15	10,686	20	14.89	20	2.19	10	100
Rutland (City)	31,296	20	23.22	15	44.9	11	15,807	20	10.88	20	45.63	0	86
Montpelier	43,227	20	16.14	15	56.5	7	8,074	20	10.34	20	14.15	0	82
Brattleboro	29,348	20	20.06	15	62.7	7	12,184	20	11.90	20	22.84	0	82
Winooski	32,701	20	13.15	15	90.9	3	7,997	20	7.26	11	2.95	10	79
Bennington	28,318	20	14.72	15	97.6	3	15,333	20	10.10	20	38.53	0	78
Milton	41,706	20	9.29	11	98.5	3	10,723	20	12.84	20	10.89	0	74
Shelburne	41,706	20	9.84	11	93.7	3	7,717	20	17.11	20	20.61	0	74
Middlebury	30,130	20	11.90	11	63.2	7	9,152	20	9.64	15	27.21	0	73
Williston	46,708	20	8.71	7	83.3	3	10,103	20	22.33	20	93.31	0	70
Barre	27,985	20	13.02	15	54.7	7	8,491	20	5.39	7	30.22	0	69
Springfield	26,121	15	13.43	15	34.1	11	9,062	20	5.74	7	13.32	0	68
Colchester	36,940	20	13.48	15	90.8	3	17,524	15	25.47	15	100.31	0	68
Norwich	59,411	20	5.38	0	5.0	15	3,162	0	8.37	15	2.11	10	60
Essex	43,554	20	16.65	15	86.4	3	22,094	11	30.12	11	40.85	0	60
South Burlington	46,174	20	28.46	11	89.4	3	20,292	15	35.60	11	94.26	0	60
Manchester	49,185	20	6.26	3	76.6	3	4,484	11	11.81	20	31.99	0	57
Woodstock	46,555	20	6.73	3	14.3	15	3,005	0	9.81	15	6.31	3	56
Jericho	46,027	20	3.74	0	89.0	3	5,104	11	7.28	11	2.81	10	55
Waterbury	43,298	20	4.64	0	66.1	7	5,331	11	8.31	15	12.11	0	53
Rutland (Town)	40,311	20	1.07	0	47.1	11	3,924	7	8.88	15	35.52	0	53
Windsor	46,555	20	5.93	0	14.8	15	3,559	7	2.50	0	2.72	10	52
Hinesburg	51,224	20	4.80	0	91.7	3	4,698	11	6.68	11	4.33	7	52
Northfield	27,398	20	5.78	0	49.6	11	5,918	15	3.55	0	4.84	5	51
Randolph	29,407	20	7.37	3	35.2	11	4,774	11	4.46	0	4.45	5	50
Rockingham*	29,816	20	-	-	38.0	11	4,832	11	4.91	0	3.90	7	49
Chester	36,506	20	9.48	7	46.0	11	3,005	0	3.92	0	2.34	10	48
Essex Junction*	42,071	20	6.31	3	86.4	3	10,590	20	-	-	-	0	46
Royalton	37,403	20	2.47	0	22.4	15	2,750	0	2.78	0	2.24	10	45
Charlotte	61,824	15	2.62	0	85.2	3	3,912	7	9.78	15	0.90	5	45
Weathersfield	30,040	20	2.92	0	20.2	15	2,842	0	3.57	0	1.10	7	42
Thetford	41,267	20	3.18	0	17.1	15	2,775	0	3.84	0	1.36	7	42
Pittsford	29,282	20	2.89	0	50.5	11	2,862	0	3.78	0	1.86	10	41
Westminster	41,810	20	2.50	0	46.4	11	3,016	0	3.01	0	1.95	10	41
Brandon	31,861	20	3.23	0	56.8	7	4,129	7	3.50	0	3.54	7	41
Hartland	39,221	20	3.26	0	12.2	15	3,446	0	4.47	0	1.01	5	40
Bradford	30,523	20	2.59	0	28.0	15	2,790	0	2.36	0	4.72	5	40
Shaftsbury	41,316	20	2.40	0	90.2	3	3,598	7	3.34	0	1.10	7	37
Ferrisburgh	50,842	20	2.31	0	78.0	3	2,646	0	5.50	7	1.35	7	37
Poultney	28,333	20	2.40	0	67.7	7	3,020	0	3.42	0	2.12	10	37
Richmond	49,717	20	5.05	0	77.1	3	4,167	7	5.53	7	6.62	0	37
Bristol	32,902	20	2.11	0	71.4	3	3,782	7	3.68	0	4.49	5	35
East Montpelier	38,109	20	2.65	0	60.7	7	2,598	0	3.26	0	3.89	7	34
Pownal	30,451	20	2.54	0	104.0	3	3,258	0	2.63	0	1.89	10	33
Fair Haven	24,294	15	2.38	0	64.1	7	2,736	0	1.66	0	3.80	7	29
Vergennes	33,758	20	3.71	0	76.0	3	2,553	0	2.50	0	4.56	5	28
Westford	41,122	20	2.05	0	94.0	3	2,062	0	2.77	0	0.19	0	23
Underhill	45,706	20	3.01	0	87.0	3	3,129	0	4.48	0	0.26	0	23
Burlington	30,855	20	69.89	0	90.3	3	44,743	0	53.63	0	62.05	0	23
Putney	25,644	15	2.65	0	54.2	7	2,617	0	2.51	0	0.70	0	22

*No expenditures report available for Rockingham

*No Sales/Use Tax data or EPV available for Essex Junction

Town of Hartford, VT - Comparable Community Analysis
Sorted Alphabetical

Municipality	Per Capita Income	Max. Points	Total Exp. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	EPV (millions)	Max. Points	Sales/Use Tax (millions)	Max. Points	Total Points
Town of Hartford	40,306	20	18.48	15	-	15	10,686	20	14.89	20	2.19	10	100
Barre	27,985	20	13.02	15	54.7	7	8,491	20	5.39	7	30.22	0	69
Bennington	28,318	20	14.72	15	97.6	3	15,333	20	10.10	20	38.53	0	78
Bradford	30,523	20	2.59	0	28.0	15	2,790	0	2.36	0	4.72	5	40
Brandon	31,861	20	3.23	0	56.8	7	4,129	7	3.50	0	3.54	7	41
Brattleboro	29,348	20	20.06	15	62.7	7	12,184	20	11.90	20	22.84	0	82
Bristol	32,902	20	2.11	0	71.4	3	3,782	7	3.68	0	4.49	5	35
Burlington	30,855	20	69.89	0	90.3	3	44,743	0	53.63	0	62.05	0	23
Charlotte	61,824	15	2.62	0	85.2	3	3,912	7	9.78	15	0.90	5	45
Chester	36,506	20	9.48	7	46.0	11	3,005	0	3.92	0	2.34	10	48
Colchester	36,940	20	13.48	15	90.8	3	17,524	15	25.47	15	100.31	0	68
East Montpelier	38,109	20	2.65	0	60.7	7	2,598	0	3.26	0	3.89	7	34
Essex	43,554	20	16.65	15	86.4	3	22,094	11	30.12	11	40.85	0	60
Essex Junction*	42,071	20	6.31	3	86.4	3	10,590	20	-	-	-	0	46
Fair Haven	24,294	15	2.38	0	64.1	7	2,736	0	1.66	0	3.80	7	29
Ferrisburgh	50,842	20	2.31	0	78.0	3	2,646	0	5.50	7	1.35	7	37
Hartland	39,221	20	3.26	0	12.2	15	3,446	0	4.47	0	1.01	5	40
Hinesburg	51,224	20	4.80	0	91.7	3	4,698	11	6.68	11	4.33	7	52
Jericho	46,027	20	3.74	0	89.0	3	5,104	11	7.28	11	2.81	10	55
Manchester	49,185	20	6.26	3	76.6	3	4,484	11	11.81	20	31.99	0	57
Middlebury	30,130	20	11.90	11	63.2	7	9,152	20	9.64	15	27.21	0	73
Milton	41,706	20	9.29	11	98.5	3	10,723	20	12.84	20	10.89	0	74
Montpelier	43,227	20	16.14	15	56.5	7	8,074	20	10.34	20	14.15	0	82
Northfield	27,398	20	5.78	0	49.6	11	5,918	15	3.55	0	4.84	5	51
Norwich	59,411	20	5.38	0	5.0	15	3,162	0	8.37	15	2.11	10	60
Pittsford	29,282	20	2.89	0	50.5	11	2,862	0	3.78	0	1.86	10	41
Poultney	28,333	20	2.40	0	67.7	7	3,020	0	3.42	0	2.12	10	37
Pownal	30,451	20	2.54	0	104.0	3	3,258	0	2.63	0	1.89	10	33
Putney	25,644	15	2.65	0	54.2	7	2,617	0	2.51	0	0.70	0	22
Randolph	29,407	20	7.37	3	35.2	11	4,774	11	4.46	0	4.45	5	50
Richmond	49,717	20	5.05	0	77.1	3	4,167	7	5.53	7	6.62	0	37
Rockingham*	29,816	20	-	-	38.0	11	4,832	11	4.91	0	3.90	7	49
Royalton	37,403	20	2.47	0	22.4	15	2,750	0	2.78	0	2.24	10	45
Rutland (City)	31,296	20	23.22	15	44.9	11	15,807	20	10.88	20	45.63	0	86
Rutland (Town)	40,311	20	1.07	0	47.1	11	3,924	7	8.88	15	35.52	0	53
Shaftsbury	41,316	20	2.40	0	90.2	3	3,598	7	3.34	0	1.10	7	37
Shelburne	41,706	20	9.84	11	93.7	3	7,717	20	17.11	20	20.61	0	74
South Burlington	46,174	20	28.46	11	89.4	3	20,292	15	35.60	11	94.26	0	60
Springfield	26,121	15	13.43	15	34.1	11	9,062	20	5.74	7	13.32	0	68
Thetford	41,267	20	3.18	0	17.1	15	2,775	0	3.84	0	1.36	7	42
Underhill	45,706	20	3.01	0	87.0	3	3,129	0	4.48	0	0.26	0	23
Vergennes	33,758	20	3.71	0	76.0	3	2,553	0	2.50	0	4.56	5	28
Waterbury	43,298	20	4.64	0	66.1	7	5,331	11	8.31	15	12.11	0	53
Weathersfield	30,040	20	2.92	0	20.2	15	2,842	0	3.57	0	1.10	7	42
Westford	41,122	20	2.05	0	94.0	3	2,062	0	2.77	0	0.19	0	23
Westminster	41,810	20	2.50	0	46.4	11	3,016	0	3.01	0	1.95	10	41
Williston	46,708	20	8.71	7	83.3	3	10,103	20	22.33	20	93.31	0	70
Windsor	46,555	20	5.93	0	14.8	15	3,559	7	2.50	0	2.72	10	52
Winooski	32,701	20	13.15	15	90.9	3	7,997	20	7.26	11	2.95	10	79
Woodstock	46,555	20	6.73	3	14.3	15	3,005	0	9.81	15	6.31	3	56

*No expenditures report available for Rockingham

*No Sales/Use Tax data or EPV available for Essex Junction

Town of Hartford, VT - Comprable Community Analysis
 Top Comparables - 60+ Points

Municipality	Per Capita Income	Max. Points	Total Exp. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	EPV (millions)	Max. Points	Sales/Use Tax (millions)	Max. Points	Total Points
Town of Hartford	40,306	20	18.48	15	-	15	10,686	20	14.89	20	2.19	10	100
Rutland (City)	31,296	20	23.22	15	44.9	11	15,807	20	10.88	20	45.63	0	86
Montpelier	43,227	20	16.14	15	56.5	7	8,074	20	10.34	20	14.15	0	82
Brattleboro	29,348	20	20.06	15	62.7	7	12,184	20	11.90	20	22.84	0	82
Winooski	32,701	20	13.15	15	90.9	3	7,997	20	7.26	11	2.95	10	79
Bennington	28,318	20	14.72	15	97.6	3	15,333	20	10.10	20	38.53	0	78
Milton	41,706	20	9.29	11	98.5	3	10,723	20	12.84	20	10.89	0	74
Shelburne	41,706	20	9.84	11	93.7	3	7,717	20	17.11	20	20.61	0	74
Middlebury	30,130	20	11.90	11	63.2	7	9,152	20	9.64	15	27.21	0	73
Williston	46,708	20	8.71	7	83.3	3	10,103	20	22.33	20	93.31	0	70
Barre	27,985	20	13.02	15	54.7	7	8,491	20	5.39	7	30.22	0	69
Springfield	26,121	15	13.43	15	34.1	11	9,062	20	5.74	7	13.32	0	68
Colchester	36,940	20	13.48	15	90.8	3	17,524	15	25.47	15	100.31	0	68
Norwich	59,411	20	5.38	0	5.0	15	3,162	0	8.37	15	2.11	10	60
Essex	43,554	20	16.65	15	86.4	3	22,094	11	30.12	11	40.85	0	60
South Burlington	46,174	20	28.46	11	89.4	3	20,292	15	35.60	11	94.26	0	60

*Adding Claremont and Enfield, New Hampshire per Hartford's request

APPENDIX B

Town of Hartford, VT
Salary Survey Data, November 2022

Town Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Municipal Manager			108,243
Bennington (Town)	Municipal Manager			118,560
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Town Manager			115,000
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Town Manager			119,330
Milton (Town)	Municipal Manager			121,721
Montpelier (City)	Municipal Manager			146,723
Rutland (City)	Mayor	87,000	94,000	94,329
South Burlington (City)	Municipal Manager			138,715
Springfield (Town)	Municipal Manager			120,744
Winooski (City)	Municipal Manager			123,011
ERI Position Data	n/a			
Hartford, VT	Town Manager			115,003
Range Data				
Average				120,637.56
50th Percentile				120,036.80
60th Percentile				121,134.80
65th Percentile				121,574.45
70th Percentile				122,108.00
75th Percentile				122,688.50
80th Percentile				126,151.80
Actual Data				
Average		108,573.80	144,765.07	
50th Percentile		108,033.12	144,044.16	
60th Percentile		109,021.32	145,361.76	
65th Percentile		109,417.01	145,889.34	
70th Percentile		109,897.20	146,529.60	
75th Percentile		110,419.65	147,226.20	
80th Percentile		113,536.62	151,382.16	

Town of Hartford, VT
Salary Survey Data, November 2022

Assistant Town Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	Deputy City Manager	122,075	160,202	
Dover (Town)	Deputy City Manager	104,728	151,819	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	Deputy City Manager	87,942	129,958	
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT				
Range Data				
Average		104,915.20	147,326.40	
50th Percentile		104,728.00	151,819.20	
60th Percentile		108,197.44	153,495.68	
65th Percentile		109,932.16	154,333.92	
70th Percentile		111,666.88	155,172.16	
75th Percentile		113,401.60	156,010.40	
80th Percentile		115,136.32	156,848.64	
Actual Data				
Average		-	-	
50th Percentile		-	-	
60th Percentile		-	-	
65th Percentile		-	-	
70th Percentile		-	-	
75th Percentile		-	-	
80th Percentile		-	-	

Town of Hartford, VT
Salary Survey Data, November 2022

Human Resources Director/Executive Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Human Resources Admin Assistant			74,172
Bennington (Town)	n/a			
Brattleboro (Town)	Human Resources Director			74,737
Claremont, NH	Human Resources Director	43,202	65,707	
Concord (Town)	Human Resources Director	90,792	128,253	
Dover (Town)	Human Resources Director	78,416	113,797	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	Human Resources Director	86,944	131,768	
Hooksett, NH	Human Resources Director	61,922	86,694	
Keene, NH	Human Resources Director	98,197	122,366	
Lebanon, NH	Human Resources Director	80,829	109,158	
Middlebury (Town)	Executive Assistant to the Town Manager			52,416
Milton (Town)	n/a			
Montpelier (City)	Payroll Manager			83,782
Rutland (City)	Director of HR, Risk Mgmt & Gov Ops	73,587	84,848	83,594
South Burlington (City)	Human Resources Director			78,270
Springfield (Town)	Human Resources Director			64,126
Winooski (City)	Human Resources Director			78,790
ERI Position Data	Human Resources Director Mean			112,522
Hartford, VT	Human Resources Director/Executive Asst	82,763	123,843	90,708
Range Data				
Average		76,735.98	105,324.00	78,045.44
50th Percentile		79,622.40	111,477.60	78,270.00
60th Percentile		82,051.84	115,510.72	78,686.00
65th Percentile		84,192.16	118,510.08	79,750.80
70th Percentile		86,332.48	121,509.44	81,672.40
75th Percentile		87,906.00	123,838.00	83,594.00
80th Percentile		89,252.80	125,898.24	83,669.20
Actual Data				
Average		70,240.90	93,654.53	
50th Percentile		70,443.00	93,924.00	
60th Percentile		70,817.40	94,423.20	
65th Percentile		71,775.72	95,700.96	
70th Percentile		73,505.16	98,006.88	
75th Percentile		75,234.60	100,312.80	
80th Percentile		75,302.28	100,403.04	

Town of Hartford, VT
Salary Survey Data, November 2022

Human Resources Director/Executive Assistant (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Human Resources Admin Assistant			74,172
Bennington (Town)	n/a			
Brattleboro (Town)	Human Resources Director			74,737
Claremont, NH	Human Resources Director	43,202	65,707	
Concord (Town)	Human Resources Director	90,792	128,253	
Dover (Town)	Human Resources Director	78,416	113,797	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	Human Resources Director	86,944	131,768	
Hooksett, NH	Human Resources Director	61,922	86,694	
Keene, NH	Human Resources Director	98,197	122,366	
Lebanon, NH	Human Resources Director	80,829	109,158	
Middlebury (Town)	Executive Assistant to the Town Manager			
Milton (Town)	n/a			
Montpelier (City)	Payroll Manager			83,782
Rutland (City)	Director of HR, Risk Mgmt & Gov Ops	73,587	84,848	83,594
South Burlington (City)	Human Resources Director			78,270
Springfield (Town)	Human Resources Director			64,126
Winooski (City)	Human Resources Director			78,790
ERI Position Data	Human Resources Director Mean			112,522
Hartford, VT	Human Resources Director/Executive Asst	82,763	123,843	90,708
Range Data				
Average		76,735.98	105,324.00	81,249.13
50th Percentile		79,622.40	111,477.60	78,530.00
60th Percentile		82,051.84	115,510.72	79,750.80
65th Percentile		84,192.16	118,510.08	81,432.20
70th Percentile		86,332.48	121,509.44	83,113.60
75th Percentile		87,906.00	123,838.00	83,641.00
80th Percentile		89,252.80	125,898.24	83,706.80
Actual Data				
Average		73,124.21	97,498.95	
50th Percentile		70,677.00	94,236.00	
60th Percentile		71,775.72	95,700.96	
65th Percentile		73,288.98	97,718.64	
70th Percentile		74,802.24	99,736.32	
75th Percentile		75,276.90	100,369.20	
80th Percentile		75,336.12	100,448.16	

Town of Hartford, VT
Salary Survey Data, November 2022

Administrative Assistant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Administrative Assistant			51,924
Brattleboro (Town)	Administrative Assistant			41,674
Claremont, NH	n/a			
Concord (Town)	Administrative Assistant	43,160	62,504	
Dover (Town)	Administrative Assistant	47,278	68,578	
Durham NH	Administrative Assistant	49,587	63,107	
Enfield, NH	Administrative Assistant			41,600
Hanover, NH	Administrative Assistant	49,754	75,483	
Hooksett, NH	Administrative Assistant	34,632	68,162	
Keene, NH	Administrative Assistant	44,450	66,102	
Lebanon, NH	Administrative Assistant	54,018	72,925	
Middlebury (Town)	Administrative Assistant			58,406
Milton (Town)	Administrative Assistant			43,326
Montpelier (City)	Administrative Assistant			57,571
Rutland (City)	Executive Assistant to Mayor and City Atty			52,650
South Burlington (City)	n/a			
Springfield (Town)	Administrative Assistant			67,432
Winooski (City)	Administrative Assistant			51,494
ERI Position Data	Administrative Assistant 8YOS, Mean			48,261
Hartford, VT	Administrative Assistant	39,478	59,030	48,318
Range Data				
Average		46,125.49	68,122.97	51,433.84
50th Percentile		47,278.40	68,161.60	51,709.00
60th Percentile		48,663.68	68,411.20	52,214.40
65th Percentile		49,356.32	68,536.00	52,541.10
70th Percentile		49,620.48	69,447.04	54,126.30
75th Percentile		49,670.40	70,751.20	56,340.75
80th Percentile		49,720.32	72,055.36	57,738.08
Actual Data				
Average		46,290.46	61,720.61	
50th Percentile		46,538.10	62,050.80	
60th Percentile		46,992.96	62,657.28	
65th Percentile		47,286.99	63,049.32	
70th Percentile		48,713.67	64,951.56	
75th Percentile		50,706.68	67,608.90	
80th Percentile		51,964.27	69,285.70	

Town of Hartford, VT
Salary Survey Data, November 2022

Information Technology Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	Systems and IT Administrator	90,792	128,253	
Dover (Town)	n/a			
Durham NH	Systems and IT Administrator	75,608	102,440	
Enfield, NH	n/a			
Hanover, NH	Systems and IT Administrator	86,944	131,768	
Hooksett, NH	n/a			
Keene, NH	Systems and IT Administrator	78,790	98,197	
Lebanon, NH	Systems and IT Administrator	80,829	109,158	
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Systems and Network Admin			78,734
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Information Technology Director Mean			120,289
Hartford, VT	Information Technology Director	82,763	123,843	94,827
Range Data				
Average		82,592.64	113,963.20	99,511.50
50th Percentile		80,828.80	109,158.40	99,511.50
60th Percentile		83,274.88	116,796.16	103,667.00
65th Percentile		84,497.92	120,615.04	105,744.75
70th Percentile		85,720.96	124,433.92	107,822.50
75th Percentile		86,944.00	128,252.80	109,900.25
80th Percentile		87,713.60	128,955.84	111,978.00
Actual Data				
Average		89,560.35	119,413.80	
50th Percentile		89,560.35	119,413.80	
60th Percentile		93,300.30	124,400.40	
65th Percentile		95,170.28	126,893.70	
70th Percentile		97,040.25	129,387.00	
75th Percentile		98,910.23	131,880.30	
80th Percentile		100,780.20	134,373.60	

Town of Hartford, VT
Salary Survey Data, November 2022

Systems Administrator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	Systems and IT Administrator	48,256	73,382	
Concord (Town)	n/a			
Dover (Town)	Systems and IT Administrator	58,718	85,114	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Systems Administrator 1YOS, Mean			68,817
Hartford, VT	Systems Administrator	48,090	71,926	60,216
Range Data				
Average		53,487.20	79,248.00	68,817.00
50th Percentile		53,487.20	79,248.00	68,817.00
60th Percentile		54,533.44	80,421.12	68,817.00
65th Percentile		55,056.56	81,007.68	68,817.00
70th Percentile		55,579.68	81,594.24	68,817.00
75th Percentile		56,102.80	82,180.80	68,817.00
80th Percentile		56,625.92	82,767.36	68,817.00
Actual Data				
Average		61,935.30	82,580.40	
50th Percentile		61,935.30	82,580.40	
60th Percentile		61,935.30	82,580.40	
65th Percentile		61,935.30	82,580.40	
70th Percentile		61,935.30	82,580.40	
75th Percentile		61,935.30	82,580.40	
80th Percentile		61,935.30	82,580.40	

Town of Hartford, VT
Salary Survey Data, November 2022

Assessor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Assessor (Chief)			74,963
Brattleboro (Town)	Assessor			73,784
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Assessor			76,440
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	Assessor			82,505
South Burlington (City)	n/a			
Springfield (Town)	Assessor			64,355
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Assessor	67,954	101,670	69,659
Range Data				
Average				74,409.30
50th Percentile				74,963.00
60th Percentile				75,553.80
65th Percentile				75,849.20
70th Percentile				76,144.60
75th Percentile				76,440.00
80th Percentile				77,652.90
Actual Data				
Average		66,968.37	89,291.16	
50th Percentile		67,466.70	89,955.60	
60th Percentile		67,998.42	90,664.56	
65th Percentile		68,264.28	91,019.04	
70th Percentile		68,530.14	91,373.52	
75th Percentile		68,796.00	91,728.00	
80th Percentile		69,887.61	93,183.48	

Town of Hartford, VT
Salary Survey Data, November 2022

Assistant Assessor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Assessor (Admin Asst)			42,712
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	Deputy Assessor	67,454	97,760	
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Assessing Administrator			64,813
Hanover, NH	Deputy Assessor	60,653	91,874	
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	Deputy Assessor	59,405	80,184	
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Assistant Assessor	48,090	71,926	58,884
Range Data				
Average		62,504.00	89,939.20	53,762.40
50th Percentile		60,652.80	91,873.60	53,762.40
60th Percentile		62,013.12	93,050.88	55,972.48
65th Percentile		62,693.28	93,639.52	57,077.52
70th Percentile		63,373.44	94,228.16	58,182.56
75th Percentile		64,053.60	94,816.80	59,287.60
80th Percentile		64,733.76	95,405.44	60,392.64
Actual Data				
Average		48,386.16	64,514.88	
50th Percentile		48,386.16	64,514.88	
60th Percentile		50,375.23	67,166.98	
65th Percentile		51,369.77	68,493.02	
70th Percentile		52,364.30	69,819.07	
75th Percentile		53,358.84	71,145.12	
80th Percentile		54,353.38	72,471.17	

Town of Hartford, VT
Salary Survey Data, November 2022

Finance Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Admin Manager			86,174
Bennington (Town)	Finance Director			95,118
Brattleboro (Town)	Finance Director			85,876
Claremont, NH	Finance Director	62,254	94,702	
Concord (Town)	n/a			
Dover (Town)	Finance Director	97,406	141,211	
Durham NH	Finance Director	101,483	115,315	
Enfield, NH	Assistant Town Manager			94,646
Hanover, NH	Finance Director	95,971	145,454	
Hooksett, NH	Finance Director	79,768	111,675	
Keene, NH	Finance Director	107,224	133,619	
Lebanon, NH	Finance Director	96,262	129,958	
Middlebury (Town)	Finance Director			85,010
Milton (Town)	Finance Director			84,988
Montpelier (City)	Finance Director			98,675
Rutland (City)	Treasurer			84,494
South Burlington (City)	Finance Director			92,996
Springfield (Town)	Finance Director			95,264
Winooski (City)	Finance Director			91,979
ERI Position Data	Finance Director Mean			137,711
Hartford, VT	Finance Director	82,763	123,843	113,297
Range Data				
Average		91,481.37	124,562.29	94,410.84
50th Percentile		96,262.40	129,958.40	92,487.50
60th Percentile		96,948.80	132,154.88	93,986.00
65th Percentile		97,292.00	133,253.12	94,716.80
70th Percentile		98,221.76	135,137.60	94,976.40
75th Percentile		99,444.80	137,415.20	95,154.50
80th Percentile		100,667.84	139,692.80	95,234.80
Actual Data				
Average		84,969.76	113,293.01	
50th Percentile		83,238.75	110,985.00	
60th Percentile		84,587.40	112,783.20	
65th Percentile		85,245.12	113,660.16	
70th Percentile		85,478.76	113,971.68	
75th Percentile		85,639.05	114,185.40	
80th Percentile		85,711.32	114,281.76	

Town of Hartford, VT
Salary Survey Data, November 2022

Finance Specialist				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Finance Assistant (Payroll)			63,706
Bennington (Town)	Finance Assistant (Payroll)			51,140
Brattleboro (Town)	Finance Assistant (Treasury)			52,540
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Bookkeeper			56,805
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	n/a			
Milton (Town)	Finance Assistant			53,923
Montpelier (City)	n/a			
Rutland (City)	Assistant Treasurer			61,425
South Burlington (City)	n/a			
Springfield (Town)	Finance Assistant			53,185
Winooski (City)	n/a			
ERI Position Data	Bookkeeper 7YOS, Mean			48,457
Hartford, VT	Finance Specialist	39,478	59,030	61,734
Range Data				
Average				55,147.60
50th Percentile				53,554.00
60th Percentile				54,499.36
65th Percentile				55,507.99
70th Percentile				56,516.62
75th Percentile				57,959.85
80th Percentile				59,576.92
Actual Data				
Average		49,632.84	66,177.12	
50th Percentile		48,198.60	64,264.80	
60th Percentile		49,049.42	65,399.23	
65th Percentile		49,957.19	66,609.59	
70th Percentile		50,864.96	67,819.94	
75th Percentile		52,163.87	69,551.82	
80th Percentile		53,619.23	71,492.30	

Town of Hartford, VT
Salary Survey Data, November 2022

Finance Clerk/Accounts Payable				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Bookkeepers			50,257
Bennington (Town)	n/a			
Brattleboro (Town)	Finance Assistant (AP/Payroll Coord)			48,089
Claremont, NH	n/a			
Concord (Town)	Accounting Clerk	37,253	53,851	
Dover (Town)	Accounting Clerk	35,402	51,293	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	Accounting Clerk	40,602	56,846	
Keene, NH	Accounting Clerk	42,432	52,894	
Lebanon, NH	Accounting Clerk	40,373	54,496	
Middlebury (Town)	Accounting Clerk			48,945
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	Accounting Clerk			49,647
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	Bookkeeper			49,836
ERI Position Data	Accounts Payable Spec 5YOS, Mean			50,674
Hartford, VT	Finance Clerk/Accounts Payable	43,555	65,166	64,043
Range Data				
Average		39,212.16	53,876.16	49,574.67
50th Percentile		40,372.80	53,851.20	49,741.50
60th Percentile		40,464.32	54,109.12	49,836.00
65th Percentile		40,510.08	54,238.08	49,941.25
70th Percentile		40,555.84	54,367.04	50,046.50
75th Percentile		40,601.60	54,496.00	50,151.75
80th Percentile		40,967.68	54,966.08	50,257.00
Actual Data				
Average		44,617.20	59,489.60	
50th Percentile		44,767.35	59,689.80	
60th Percentile		44,852.40	59,803.20	
65th Percentile		44,947.13	59,929.50	
70th Percentile		45,041.85	60,055.80	
75th Percentile		45,136.58	60,182.10	
80th Percentile		45,231.30	60,308.40	

Town of Hartford, VT
Salary Survey Data, November 2022

Town Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Municipal Clerk/Treasurer			66,476
Bennington (Town)	Town Clerk			92,706
Brattleboro (Town)	Town Clerk			73,784
Claremont, NH	City Clerk/Tax Collector	43,202	65,707	
Concord (Town)	City Clerk/Tax Collector	90,792	128,253	
Dover (Town)	City Clerk/Tax Collector	72,946	105,643	
Durham NH	City Clerk/Tax Collector	64,542	82,139	
Enfield, NH	Town Clerk			62,965
Hanover, NH	City Clerk/Tax Collector	70,304	106,621	
Hooksett, NH	City Clerk/Tax Collector	54,808	82,555	
Keene, NH	City Clerk/Tax Collector	98,176	122,346	
Lebanon, NH	City Clerk/Tax Collector	76,274	102,939	
Middlebury (Town)	Town Clerk			75,795
Milton (Town)	Town Clerk			58,843
Montpelier (City)	Municipal Clerk			72,446
Rutland (City)	City Clerk			83,129
South Burlington (City)	Municipal Clerk			106,225
Springfield (Town)	Town Clerk			83,387
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Town Clerk	67,954	101,670	79,580
Range Data				
Average		71,380.40	99,525.40	77,575.53
50th Percentile		71,624.80	104,291.20	74,789.60
60th Percentile		73,611.20	105,838.72	78,728.52
65th Percentile		74,776.00	106,180.88	82,028.51
70th Percentile		75,940.80	106,523.04	83,206.05
75th Percentile		79,903.20	110,552.00	83,322.38
80th Percentile		84,984.64	116,055.68	85,250.72
Actual Data				
Average		69,817.98	93,090.64	
50th Percentile		67,310.64	89,747.52	
60th Percentile		70,855.67	94,474.22	
65th Percentile		73,825.65	98,434.21	
70th Percentile		74,885.45	99,847.26	
75th Percentile		74,990.14	99,986.85	
80th Percentile		76,725.65	102,300.86	

Town of Hartford, VT
Salary Survey Data, November 2022

Assistant Town Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Assistant Clerk			50,533
Bennington (Town)	Assistant Clerk			48,464
Brattleboro (Town)	Assistant Clerk			39,291
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Assistant Town Clerk			42,598
Hanover, NH	Assistant City Clerk	49,754	75,483	
Hooksett, NH	n/a			
Keene, NH	Assistant City Clerk	63,232	78,790	
Lebanon, NH	Assistant City Clerk	50,939	69,514	
Middlebury (Town)	Assistant Town Clerk			53,040
Milton (Town)	Assistant Clerk			47,216
Montpelier (City)	Deputy Clerk			66,892
Rutland (City)	Deputy City Clerk			70,103
South Burlington (City)	Assistant Clerk			45,932
Springfield (Town)	Assistant Clerk			52,020
Winooski (City)	Assistant Clerk			49,275
ERI Position Data	n/a			
Hartford, VT	Assistant Town Clerk	39,478	59,030	49,420
Range Data				
Average		54,641.60	74,595.73	51,396.74
50th Percentile		50,939.20	75,483.20	49,275.00
60th Percentile		53,397.76	76,144.64	50,533.00
65th Percentile		54,627.04	76,475.36	51,276.50
70th Percentile		55,856.32	76,806.08	52,020.00
75th Percentile		57,085.60	77,136.80	52,530.00
80th Percentile		58,314.88	77,467.52	53,040.00
Actual Data				
Average		46,257.06	61,676.08	
50th Percentile		44,347.50	59,130.00	
60th Percentile		45,479.70	60,639.60	
65th Percentile		46,148.85	61,531.80	
70th Percentile		46,818.00	62,424.00	
75th Percentile		47,277.00	63,036.00	
80th Percentile		47,736.00	63,648.00	

Town of Hartford, VT
Salary Survey Data, November 2022

Planning and Development Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Director Planning/Zoning/Assessing			68,244
Bennington (Town)	Director of Permits and Planning			100,048
Brattleboro (Town)	Planning Director			81,203
Claremont, NH	Director of Planning and Zoning	62,254	94,702	
Concord (Town)	Director of Planning and Zoning	82,264	119,122	
Dover (Town)	Director of Planning and Zoning	84,302	122,096	
Durham NH	Director of Planning and Zoning	86,528	110,136	
Enfield, NH	Land Use/Community Develop Admin			66,402
Hanover, NH	Director of Planning and Zoning	86,944	131,768	
Hooksett, NH	n/a			
Keene, NH	Director of Planning and Zoning	102,606	128,419	
Lebanon, NH	Director of Planning and Zoning	96,262	129,958	
Middlebury (Town)	Director of Planning and Zoning			75,275
Milton (Town)	Planning Director			65,436
Montpelier (City)	Planning and Development Director			98,675
Rutland (City)	Planning and Zoning Administrator			82,154
South Burlington (City)	Planning and Zoning Director			119,600
Springfield (Town)	n/a			
Winooski (City)	CED Director			73,340
ERI Position Data	Planning/Development Director Mean			134,009
Hartford, VT	Planning and Development Director	67,954	101,670	111,072
Range Data				
Average		85,880.23	119,457.37	87,671.43
50th Percentile		86,528.00	122,096.00	81,203.00
60th Percentile		86,777.60	125,889.92	82,153.50
65th Percentile		86,902.40	127,786.88	90,414.25
70th Percentile		88,807.68	128,727.04	98,675.00
75th Percentile		91,603.20	129,188.80	99,361.50
80th Percentile		94,398.72	129,650.56	100,048.00
Actual Data				
Average		78,904.28	105,205.71	
50th Percentile		73,082.70	97,443.60	
60th Percentile		73,938.15	98,584.20	
65th Percentile		81,372.83	108,497.10	
70th Percentile		88,807.50	118,410.00	
75th Percentile		89,425.35	119,233.80	
80th Percentile		90,043.20	120,057.60	

Town of Hartford, VT
Salary Survey Data, November 2022

Planning and Development Director (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Director Planning/Zoning/Assessing			68,244
Bennington (Town)	Director of Permits and Planning			100,048
Brattleboro (Town)	Planning Director			81,203
Claremont, NH	Director of Planning and Zoning	62,254	94,702	
Concord (Town)	Director of Planning and Zoning	82,264	119,122	
Dover (Town)	Director of Planning and Zoning	84,302	122,096	
Durham NH	Director of Planning and Zoning	86,528	110,136	
Enfield, NH	Land Use/Community Develop Admin			
Hanover, NH	Director of Planning and Zoning	86,944	131,768	
Hooksett, NH	n/a			
Keene, NH	Director of Planning and Zoning	102,606	128,419	
Lebanon, NH	Director of Planning and Zoning	96,262	129,958	
Middlebury (Town)	Director of Planning and Zoning			75,275
Milton (Town)	Planning Director			
Montpelier (City)	Planning and Development Director			98,675
Rutland (City)	Planning and Zoning Administrator			82,154
South Burlington (City)	Planning and Zoning Director			119,600
Springfield (Town)	n/a			
Winooski (City)	CED Director			73,340
ERI Position Data	Planning/Development Director Mean			134,009
Hartford, VT	Planning and Development Director	67,954	101,670	111,072
Range Data				
Average		85,880.23	119,457.37	92,505.30
50th Percentile		86,528.00	122,096.00	82,153.50
60th Percentile		86,777.60	125,889.92	95,370.70
65th Percentile		86,902.40	127,786.88	98,949.60
70th Percentile		88,807.68	128,727.04	99,498.80
75th Percentile		91,603.20	129,188.80	100,048.00
80th Percentile		94,398.72	129,650.56	107,868.80
Actual Data				
Average		83,254.77	111,006.36	
50th Percentile		73,938.15	98,584.20	
60th Percentile		85,833.63	114,444.84	
65th Percentile		89,054.64	118,739.52	
70th Percentile		89,548.92	119,398.56	
75th Percentile		90,043.20	120,057.60	
80th Percentile		97,081.92	129,442.56	

Town of Hartford, VT
Salary Survey Data, November 2022

Community Development Planner				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Director of Community Development			67,329
Brattleboro (Town)	Planner (Tech)			47,560
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Zoning Assistant			52,603
Milton (Town)	Planner			54,080
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Planner			69,867
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Planner Urban 10YOS, Mean			74,705
Hartford, VT	Community Development Planner	53,061	79,414	80,787
Range Data				
Average				61,024.03
50th Percentile				60,704.50
60th Percentile				67,329.00
65th Percentile				67,963.50
70th Percentile				68,598.00
75th Percentile				69,232.50
80th Percentile				69,867.00
Actual Data				
Average		54,921.63	73,228.84	
50th Percentile		54,634.05	72,845.40	
60th Percentile		60,596.10	80,794.80	
65th Percentile		61,167.15	81,556.20	
70th Percentile		61,738.20	82,317.60	
75th Percentile		62,309.25	83,079.00	
80th Percentile		62,880.30	83,840.40	

Town of Hartford, VT
Salary Survey Data, November 2022

Community Development Planner (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Director of Community Development			67,329
Brattleboro (Town)	Planner (Tech)			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Zoning Assistant			52,603
Milton (Town)	Planner			54,080
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Planner			69,867
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Planner Urban 10YOS, Mean			74,705
Hartford, VT	Community Development Planner	53,061	79,414	80,787
Range Data				
Average				63,716.84
50th Percentile				67,329.00
60th Percentile				68,344.20
65th Percentile				68,851.80
70th Percentile				69,359.40
75th Percentile				69,867.00
80th Percentile				70,834.60
Actual Data				
Average		57,345.16	76,460.21	
50th Percentile		60,596.10	80,794.80	
60th Percentile		61,509.78	82,013.04	
65th Percentile		61,966.62	82,622.16	
70th Percentile		62,423.46	83,231.28	
75th Percentile		62,880.30	83,840.40	
80th Percentile		63,751.14	85,001.52	

Town of Hartford, VT
Salary Survey Data, November 2022

Zoning Administrative Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Zoning Administrator			52,942
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Assistant Zoning Administrator			55,973
Milton (Town)	Zoning Administrator			59,737
Montpelier (City)	Zoning Administrator			66,892
Rutland (City)	Building Inspector			75,992
South Burlington (City)	n/a			
Springfield (Town)	Plannning Administrator			69,867
Winooski (City)	Plannning Administrator			75,046
ERI Position Data	n/a			
Hartford, VT	Zoning Administrative Officer	53,061	79,414	90,750
Range Data				
Average				65,206.90
50th Percentile				66,892.00
60th Percentile				68,677.00
65th Percentile				69,569.50
70th Percentile				70,902.80
75th Percentile				72,456.50
80th Percentile				74,010.20
Actual Data				
Average		58,686.21	78,248.28	
50th Percentile		60,202.80	80,270.40	
60th Percentile		61,809.30	82,412.40	
65th Percentile		62,612.55	83,483.40	
70th Percentile		63,812.52	85,083.36	
75th Percentile		65,210.85	86,947.80	
80th Percentile		66,609.18	88,812.24	

Town of Hartford, VT
Salary Survey Data, November 2022

Public Works Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Director DPW			99,112
Bennington (Town)	Director DPW			91,915
Brattleboro (Town)	n/a			
Claremont, NH	Director of Public Works	62,254	94,702	
Concord (Town)	Director of Public Works	100,235	138,133	
Dover (Town)	Director of Public Works	97,406	141,211	
Durham NH	Director of Public Works	100,610	128,066	
Enfield, NH	Public Works Director			94,600
Hanover, NH	Director of Public Works	91,354	138,445	
Hooksett, NH	Director of Public Works	87,755	122,866	
Keene, NH	Director of Public Works	105,040	130,894	
Lebanon, NH	Director of Public Works	96,262	129,958	
Middlebury (Town)	Director of Public Works Operations			96,346
Milton (Town)	n/a			
Montpelier (City)	DPW Operations			101,920
Rutland (City)	DPW Commissioner			122,714
South Burlington (City)	n/a			
Springfield (Town)	Director			93,912
Winooski (City)	Director			102,398
ERI Position Data	n/a			
Hartford, VT	Public Works Director	82,763	123,843	105,000
Range Data				
Average		92,614.60	128,034.40	100,364.51
50th Percentile		96,834.40	130,426.40	97,728.80
60th Percentile		97,972.16	132,342.08	99,673.60
65th Percentile		98,962.24	134,875.52	100,656.40
70th Percentile		99,952.32	137,408.96	101,639.20
75th Percentile		100,328.80	138,210.80	102,039.50
80th Percentile		100,459.84	138,320.00	102,206.80
Actual Data				
Average		90,328.06	120,437.42	
50th Percentile		87,955.92	117,274.56	
60th Percentile		89,706.24	119,608.32	
65th Percentile		90,590.76	120,787.68	
70th Percentile		91,475.28	121,967.04	
75th Percentile		91,835.55	122,447.40	
80th Percentile		91,986.12	122,648.16	

Town of Hartford, VT
Salary Survey Data, November 2022

Assistant Public Works Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Assistant Director			80,225
Bennington (Town)	Assistant Director			87,984
Brattleboro (Town)	n/a			
Claremont, NH	Assistant Director/Public Works	54,475	82,867	
Concord (Town)	Assistant Director/Public Works	90,792	128,253	
Dover (Town)	Assistant Director/Public Works	84,302	122,096	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	Assistant Director/Public Works	82,763	125,424	
Hooksett, NH	n/a			
Keene, NH	Assistant Director/Public Works	93,954	121,243	
Lebanon, NH	Assistant Director/Public Works	85,675	116,085	
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	Deputy Director			83,865
ERI Position Data	n/a			
Hartford, VT	Assistant Public Works Director	82,763	123,843	86,756
Range Data				
Average		81,993.60	115,994.67	84,024.67
50th Percentile		84,988.80	121,669.60	83,865.00
60th Percentile		85,675.20	122,096.00	84,688.80
65th Percentile		86,954.40	122,928.00	85,100.70
70th Percentile		88,233.60	123,760.00	85,512.60
75th Percentile		89,512.80	124,592.00	85,924.50
80th Percentile		90,792.00	125,424.00	86,336.40
Actual Data				
Average		75,622.20	100,829.60	
50th Percentile		75,478.50	100,638.00	
60th Percentile		76,219.92	101,626.56	
65th Percentile		76,590.63	102,120.84	
70th Percentile		76,961.34	102,615.12	
75th Percentile		77,332.05	103,109.40	
80th Percentile		77,702.76	103,603.68	

Town of Hartford, VT
Salary Survey Data, November 2022

Project Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	Facility Manager Projects			79,580
Rutland (City)	City Associate Engineer			78,975
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Project Manager Civil 4YOS, Mean			85,850
Hartford, VT	Project Manager	61,547	92,082	80,932
Range Data				
Average				81,468.33
50th Percentile				79,580.00
60th Percentile				80,834.00
65th Percentile				81,461.00
70th Percentile				82,088.00
75th Percentile				82,715.00
80th Percentile				83,342.00
Actual Data				
Average		73,321.50	97,762.00	
50th Percentile		71,622.00	95,496.00	
60th Percentile		72,750.60	97,000.80	
65th Percentile		73,314.90	97,753.20	
70th Percentile		73,879.20	98,505.60	
75th Percentile		74,443.50	99,258.00	
80th Percentile		75,007.80	100,010.40	

Town of Hartford, VT
Salary Survey Data, November 2022

Chief WW Plant Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	Chief WSUT			75,774
Brattleboro (Town)	Chief SUT			69,492
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Wastewater Superintendent			79,997
Milton (Town)	n/a			
Montpelier (City)	Chief Water/Sewer			76,560
Rutland (City)	n/a			
South Burlington (City)	Chief SUT			84,718
Springfield (Town)	Chief SUT			67,059
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Chief WW Plant Operator	53,061	79,414	69,513
Range Data				
Average				75,599.97
50th Percentile				76,167.00
60th Percentile				76,560.00
65th Percentile				77,419.20
70th Percentile				78,278.40
75th Percentile				79,137.60
80th Percentile				79,996.80
Actual Data				
Average		68,039.97	90,719.96	
50th Percentile		68,550.30	91,400.40	
60th Percentile		68,904.00	91,872.00	
65th Percentile		69,677.28	92,903.04	
70th Percentile		70,450.56	93,934.08	
75th Percentile		71,223.84	94,965.12	
80th Percentile		71,997.12	95,996.16	

Town of Hartford, VT
Salary Survey Data, November 2022

Assistant Chief WW Plant Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	Assistant Chief (DPW)			65,270
Rutland (City)	Assistant Chief Operator			83,886
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Assistant Chief WW Plant Operator	54,070	68,262	76,866
Range Data				
Average				74,578.20
50th Percentile				74,578.20
60th Percentile				76,439.84
65th Percentile				77,370.66
70th Percentile				78,301.48
75th Percentile				79,232.30
80th Percentile				80,163.12
Actual Data				
Average		67,120.38	89,493.84	
50th Percentile		67,120.38	89,493.84	
60th Percentile		68,795.86	91,727.81	
65th Percentile		69,633.59	92,844.79	
70th Percentile		70,471.33	93,961.78	
75th Percentile		71,309.07	95,078.76	
80th Percentile		72,146.81	96,195.74	

Town of Hartford, VT
Salary Survey Data, November 2022

Plant Operator I				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Operator (SUT)			58,718
Bennington (Town)	Operator (SUT)			53,206
Brattleboro (Town)	Operator (SUT)			55,182
Claremont, NH	Water/Wastewater Operator Grade 1	46,280	47,320	46,800
Concord (Town)	Water/Wastewater Operator (Skilled)	47,611	68,973	58,292
Dover (Town)	Water/Wastewater Operator (Skilled)	58,718	85,114	71,916
Durham NH	Water/Wastewater Operator (Skilled)	54,163	68,682	61,422
Enfield, NH	Water/Sewer System Operator			56,243
Hanover, NH	n/a			
Hooksett, NH	Water/Wastewater Operator (Skilled)	38,563	58,011	48,287
Keene, NH	Water/Wastewater Operator (Skilled)	72,155	89,918	81,037
Lebanon, NH	Water/Wastewater Operator (Skilled)	54,662	65,312	59,987
Middlebury (Town)	WWTP Operator 1	51,896	63,565	
Milton (Town)	n/a			
Montpelier (City)	Operator (SUT)			62,150
Rutland (City)	Assistant Chief Operator			62,317
South Burlington (City)	Operator (SUT)			61,430
Springfield (Town)	Operator (SUT)			49,514
Winooski (City)	Operator (SUT)			69,014
ERI Position Data	WW Treat Plant Operator 7YOS, Mean			58,933
Hartford, VT	Plant Operator I	46,152	58,266	49,264
Range Data				
Average		53,006.20	68,361.80	59,673.45
50th Percentile		53,029.60	66,996.80	58,933.00
60th Percentile		54,263.04	68,739.84	60,848.32
65th Percentile		54,437.76	68,841.76	61,425.44
70th Percentile		54,612.48	68,943.68	61,574.00
75th Percentile		55,676.40	73,008.00	62,150.00
80th Percentile		57,096.00	78,657.28	62,283.44
Actual Data				
Average		53,706.10	71,608.14	
50th Percentile		53,039.70	70,719.60	
60th Percentile		54,763.49	73,017.98	
65th Percentile		55,282.90	73,710.53	
70th Percentile		55,416.60	73,888.80	
75th Percentile		55,935.00	74,580.00	
80th Percentile		56,055.10	74,740.13	

Town of Hartford, VT
Salary Survey Data, November 2022

Plant Operator I (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Operator (SUT)			58,718
Bennington (Town)	Operator (SUT)			53,206
Brattleboro (Town)	Operator (SUT)			55,182
Claremont, NH	Water/Wastewater Operator Grade 1	46,280	47,320	46,800
Concord (Town)	Water/Wastewater Operator (Skilled)	47,611	68,973	58,292
Dover (Town)	Water/Wastewater Operator (Skilled)	58,718	85,114	71,916
Durham NH	Water/Wastewater Operator (Skilled)	54,163	68,682	61,422
Enfield, NH	Water/Sewer System Operator			56,243
Hanover, NH	n/a			
Hooksett, NH	Water/Wastewater Operator (Skilled)	38,563	58,011	48,287
Keene, NH	Water/Wastewater Operator (Skilled)			
Lebanon, NH	Water/Wastewater Operator (Skilled)	54,662	65,312	59,987
Middlebury (Town)	WWTP Operator 1	51,896	63,565	
Milton (Town)	n/a			
Montpelier (City)	Operator (SUT)			62,150
Rutland (City)	Assistant Chief Operator			62,317
South Burlington (City)	Operator (SUT)			61,430
Springfield (Town)	Operator (SUT)			49,514
Winooski (City)	Operator (SUT)			69,014
ERI Position Data	WW Treat Plant Operator 7YOS, Mean			58,933
Hartford, VT	Plant Operator I	46,152	58,266	49,264
Range Data				
Average		50,270.63	65,282.29	58,338.24
50th Percentile		51,896.00	65,312.00	58,825.50
60th Percentile		53,256.32	67,333.76	59,987.20
65th Percentile		53,936.48	68,344.64	61,063.60
70th Percentile		54,263.04	68,739.84	61,426.20
75th Percentile		54,412.80	68,827.20	61,610.00
80th Percentile		54,562.56	68,914.56	62,150.00
Actual Data				
Average		52,504.41	70,005.89	
50th Percentile		52,942.95	70,590.60	
60th Percentile		53,988.48	71,984.64	
65th Percentile		54,957.24	73,276.32	
70th Percentile		55,283.58	73,711.44	
75th Percentile		55,449.00	73,932.00	
80th Percentile		55,935.00	74,580.00	

Town of Hartford, VT
Salary Survey Data, November 2022

Highway Supervisor/Foreman				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Road Foreperson			63,440
Bennington (Town)	Road Foreperson			74,193
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Highway Supervisor/Foreman			70,876
Hanover, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Highway Division Chief			72,634
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	Highway Operations Manager			76,960
South Burlington (City)	Road Foreperson			68,702
Springfield (Town)	Road Foreman			59,259
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Highway Supervisor/Foreman	53,061	79,414	74,276
Range Data				
Average				69,437.66
50th Percentile				70,876.00
60th Percentile				71,930.56
65th Percentile				72,457.84
70th Percentile				72,945.48
75th Percentile				73,413.30
80th Percentile				73,881.12
Actual Data				
Average		62,493.89	83,325.19	
50th Percentile		63,788.40	85,051.20	
60th Percentile		64,737.50	86,316.67	
65th Percentile		65,212.06	86,949.41	
70th Percentile		65,650.93	87,534.58	
75th Percentile		66,071.97	88,095.96	
80th Percentile		66,493.01	88,657.34	

Town of Hartford, VT
Salary Survey Data, November 2022

Equipment Operator I				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Equipment Operator			51,890
Bennington (Town)	n/a			
Brattleboro (Town)	Equipment Operator			48,749
Claremont, NH	Heavy Equipment Operator	44,138	45,198	44,668
Concord (Town)	Heavy Equipment Operator	42,806	62,067	52,437
Dover (Town)	Heavy Equipment Operator	40,914	59,197	50,055
Durham NH	Heavy Equipment Operator	47,299	53,893	50,596
Enfield, NH	Equipment Operator			47,341
Hanover, NH	Heavy Equipment Operator	43,576	65,957	54,766
Hooksett, NH	Heavy Equipment Operator	39,541	62,088	50,814
Keene, NH	Heavy Equipment Operator	46,550	54,600	50,575
Lebanon, NH	Heavy Equipment Operator	50,398	60,320	55,359
Middlebury (Town)	n/a			
Milton (Town)	Equipment Operator			45,635
Montpelier (City)	n/a			
Rutland (City)	Heavy Equipment Operator	49,421	58,198	
South Burlington (City)	Equipment Operator			56,149
Springfield (Town)	n/a			
Winooski (City)	Equipment Operator			46,960
ERI Position Data	Equipt Operator Heavy 1YOS, Mean			46,005
Hartford, VT	Equipment Operator I	44,361	56,005	50,663
Range Data				
Average		44,960.36	57,946.49	50,133.33
50th Percentile		44,137.60	59,196.80	50,575.20
60th Percentile		46,067.84	60,095.36	50,683.36
65th Percentile		46,700.16	60,669.44	50,921.96
70th Percentile		46,999.68	61,368.32	51,674.88
75th Percentile		47,299.20	62,067.20	52,163.40
80th Percentile		48,147.84	62,075.52	52,902.72
Actual Data				
Average		45,120.00	60,160.00	
50th Percentile		45,517.68	60,690.24	
60th Percentile		45,615.02	60,820.03	
65th Percentile		45,829.76	61,106.35	
70th Percentile		46,507.39	62,009.86	
75th Percentile		46,947.06	62,596.08	
80th Percentile		47,612.45	63,483.26	

Town of Hartford, VT
Salary Survey Data, November 2022

Mechanic				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Mechanic			56,035
Bennington (Town)	n/a			
Brattleboro (Town)	Mechanic			57,040
Claremont, NH	Mechanic	46,280	47,341	46,810
Concord (Town)	Mechanic	46,904	68,494	57,699
Dover (Town)	Mechanic	40,914	59,197	50,055
Durham NH	Mechanic	50,710	64,043	57,377
Enfield, NH	Mechanic			59,259
Hanover, NH	Mechanic	43,576	65,957	54,766
Hooksett, NH	Mechanic	43,451	68,182	55,817
Keene, NH	Mechanic	48,630	57,096	52,863
Lebanon, NH	Mechanic	54,662	65,312	59,987
Middlebury (Town)	Auto Mechanic & Auto Mechanic II	46,654	71,240	58,947
Milton (Town)	Mechanic			49,118
Montpelier (City)	n/a			
Rutland (City)	Operator Mechanic	43,763	60,445	
South Burlington (City)	Mechanic			56,784
Springfield (Town)	Chief Mechanic			59,724
Winooski (City)	n/a			
ERI Position Data	Mechanic 6YOS, Mean			51,438
Hartford, VT	Mechanic	51,971	65,613	58,052
Range Data				
Average		46,554.56	62,730.72	55,232.54
50th Percentile		46,467.20	64,677.60	56,409.50
60th Percentile		46,754.24	65,569.92	57,040.00
65th Percentile		46,866.56	65,860.08	57,292.60
70th Percentile		47,421.92	66,624.48	57,538.00
75th Percentile		48,198.80	67,626.00	58,011.20
80th Percentile		49,046.40	68,244.80	58,947.20
Actual Data				
Average		49,709.28	66,279.05	
50th Percentile		50,768.55	67,691.40	
60th Percentile		51,336.00	68,448.00	
65th Percentile		51,563.34	68,751.12	
70th Percentile		51,784.20	69,045.60	
75th Percentile		52,210.08	69,613.44	
80th Percentile		53,052.48	70,736.64	

Town of Hartford, VT
Salary Survey Data, November 2022

Water System Foreman				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Chief WUT			65,166
Bennington (Town)	n/a			
Brattleboro (Town)	Chief WUT			66,747
Claremont, NH	Utilities Foreman	48,381	49,442	48,911
Concord (Town)	Utilities Foreman	52,582	76,170	64,376
Dover (Town)	Utilities Foreman	63,107	91,603	77,355
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	Utilities Foreman	62,005	88,462	75,234
Keene, NH	Utilities Foreman	55,474	65,146	60,310
Lebanon, NH	Utilities Foreman	64,022	76,856	70,439
Middlebury (Town)	Water Division Chief	58,178	71,240	70,533
Milton (Town)	Assistant Chief (WSUT)			59,300
Montpelier (City)	n/a			
Rutland (City)	Water Treatment Manager			83,886
South Burlington (City)	n/a			
Springfield (Town)	Chief WUT			70,116
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Water System Foreman	48,090	71,926	64,376
Range Data				
Average		57,678.40	74,131.20	67,697.75
50th Percentile		58,177.60	76,169.60	68,431.50
60th Percentile		60,473.92	76,581.44	70,309.92
65th Percentile		61,622.08	76,787.36	70,453.24
70th Percentile		62,225.28	79,177.28	70,504.72
75th Percentile		62,556.00	82,659.20	71,708.00
80th Percentile		62,886.72	86,141.12	74,293.44
Actual Data				
Average		60,927.98	81,237.30	
50th Percentile		61,588.35	82,117.80	
60th Percentile		63,278.93	84,371.90	
65th Percentile		63,407.92	84,543.89	
70th Percentile		63,454.25	84,605.66	
75th Percentile		64,537.20	86,049.60	
80th Percentile		66,864.10	89,152.13	

Town of Hartford, VT
Salary Survey Data, November 2022

Water System Operator I				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Operator (WSUT)			54,225
Bennington (Town)	Operator (WUT)			52,946
Brattleboro (Town)	Operator (WUT)			53,164
Claremont, NH	Utilities Operator 1	46,280	47,341	46,810
Concord (Town)	Utilities Operator 1	46,280	68,494	57,387
Dover (Town)	Utilities Operator 1	47,278	68,578	57,928
Durham NH	n/a			
Enfield, NH	Water/Sewer System Operator			56,243
Hanover, NH	n/a			
Hooksett, NH	Water/Wastewater Operator (Skilled)	38,563	58,011	48,287
Keene, NH	Utilities Operator 1	48,630	57,096	52,863
Lebanon, NH	Utilities Operator 1	50,398	60,320	55,359
Middlebury (Town)	Water Maintainer I	46,654	57,138	51,501
Milton (Town)	n/a			
Montpelier (City)	Operator (WUT)			65,270
Rutland (City)	Assistant Water Treatment Manager			62,317
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	Operator (WSUT)			61,339
ERI Position Data	Water Treatment Operator 6YOS, Mean			58,494
Hartford, VT	Water System Operator I	46,152	58,266	45,884
Range Data				
Average		46,297.83	59,568.23	55,608.93
50th Percentile		46,654.40	58,011.20	55,359.20
60th Percentile		47,028.80	59,396.48	56,700.80
65th Percentile		47,216.00	60,089.12	57,441.28
70th Percentile		47,548.80	61,954.88	57,819.84
75th Percentile		47,954.40	64,407.20	58,211.00
80th Percentile		48,360.00	66,859.52	59,063.00
Actual Data				
Average		50,048.04	66,730.72	
50th Percentile		49,823.28	66,431.04	
60th Percentile		51,030.72	68,040.96	
65th Percentile		51,697.15	68,929.54	
70th Percentile		52,037.86	69,383.81	
75th Percentile		52,389.90	69,853.20	
80th Percentile		53,156.70	70,875.60	

Town of Hartford, VT
Salary Survey Data, November 2022

Solid Waste Attendant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)				
Bennington (Town)				
Brattleboro (Town)				
Claremont, NH	Recycling Attendant	37,752	38,813	
Concord (Town)				
Dover (Town)	Recycling Attendant	43,971	63,773	
Durham NH				
Enfield, NH				
Hanover, NH				
Hooksett, NH	Recycling Attendant	35,069	49,088	
Keene, NH	Recycling Attendant	35,734	41,912	
Lebanon, NH	Recycling Attendant	43,098	51,397	
Middlebury (Town)				
Milton (Town)				
Montpelier (City)				
Rutland (City)				
South Burlington (City)				
Springfield (Town)	Recycling Attendant			33,613
Winooski (City)				
ERI Position Data				
Hartford, VT	Solid Waste Attendant	43,284	54,646	43,284
Range Data				
Average		39,124.80	48,996.48	33,612.80
50th Percentile		37,752.00	49,088.00	33,612.80
60th Percentile		39,890.24	50,011.52	33,612.80
65th Percentile		40,959.36	50,473.28	33,612.80
70th Percentile		42,028.48	50,935.04	33,612.80
75th Percentile		43,097.60	51,396.80	33,612.80
80th Percentile		43,272.32	53,872.00	33,612.80
Actual Data				
Average		30,251.52	40,335.36	
50th Percentile		30,251.52	40,335.36	
60th Percentile		30,251.52	40,335.36	
65th Percentile		30,251.52	40,335.36	
70th Percentile		30,251.52	40,335.36	
75th Percentile		30,251.52	40,335.36	
80th Percentile		30,251.52	40,335.36	

Fire Chief/Paramedic				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Fire Chief			92,872
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Fire Chief			89,312
Claremont, NH	Fire Chief	62,254	94,702	
Concord (Town)	Fire Chief	100,235	138,133	
Derry, NH	n/a			
Dover (Town)	Fire Chief	97,406	141,211	
Durham NH	Fire Chief	97,947	124,654	
Enfield, NH	Fire Chief			37,128
Hanover, NH	Fire Chief	86,944	131,768	
Hooksett, NH	Fire Chief	87,755	122,866	
Hudson, NH	n/a			
Keene, NH	Fire Chief	105,040	130,894	
Laconia, NH	n/a			
Lebanon, NH	Fire Chief	96,262	129,958	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Fire Chief			107,452
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Fire Chief			106,002
South Burlington (City)	Fire Chief			130,000
Springfield (Town)	Fire Chief/AEMT			93,912
Winooski (City)	Fire Chief			88,691
ERI Position Data	n/a			
Hartford, VT	Fire Chief/Paramedic	82,763	123,843	118,456
Range Data				
Average		91,730.60	126,773.40	93,171.13
50th Percentile		96,834.40	130,426.40	93,392.00
60th Percentile		97,514.56	131,069.12	96,330.00
65th Percentile		97,703.84	131,374.88	100,561.50
70th Percentile		97,893.12	131,680.64	104,793.00
75th Percentile		98,519.20	133,359.20	106,364.50
80th Percentile		99,320.00	135,586.88	106,872.00
Actual Data				
Average		83,854.01	111,805.35	
50th Percentile		84,052.80	112,070.40	
60th Percentile		86,697.00	115,596.00	
65th Percentile		90,505.35	120,673.80	
70th Percentile		94,313.70	125,751.60	
75th Percentile		95,728.05	127,637.40	
80th Percentile		96,184.80	128,246.40	

Fire Chief/Paramedic (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Fire Chief			92,872
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Fire Chief			89,312
Claremont, NH	Fire Chief	62,254	94,702	
Concord (Town)	Fire Chief	100,235	138,133	
Derry, NH	n/a			
Dover (Town)	Fire Chief	97,406	141,211	
Durham NH	Fire Chief	97,947	124,654	
Enfield, NH	Fire Chief			
Hanover, NH	Fire Chief	86,944	131,768	
Hooksett, NH	Fire Chief	87,755	122,866	
Hudson, NH	n/a			
Keene, NH	Fire Chief	105,040	130,894	
Laconia, NH	n/a			
Lebanon, NH	Fire Chief	96,262	129,958	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Fire Chief			107,452
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Fire Chief			106,002
South Burlington (City)	Fire Chief			130,000
Springfield (Town)	Fire Chief/AEMT			93,912
Winooski (City)	Fire Chief			88,691
ERI Position Data	n/a			
Hartford, VT	Fire Chief/Paramedic	82,763	123,843	118,456
Range Data				
Average		91,730.60	126,773.40	101,177.29
50th Percentile		96,834.40	130,426.40	93,912.00
60th Percentile		97,514.56	131,069.12	101,166.00
65th Percentile		97,703.84	131,374.88	104,793.00
70th Percentile		97,893.12	131,680.64	106,292.00
75th Percentile		98,519.20	133,359.20	106,727.00
80th Percentile		99,320.00	135,586.88	107,162.00
Actual Data				
Average		91,059.56	121,412.74	
50th Percentile		84,520.80	112,694.40	
60th Percentile		91,049.40	121,399.20	
65th Percentile		94,313.70	125,751.60	
70th Percentile		95,662.80	127,550.40	
75th Percentile		96,054.30	128,072.40	
80th Percentile		96,445.80	128,594.40	

Deputy Fire Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Deputy Fire Chief			77,521
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	Deputy Fire Chief	54,475	82,867	
Concord (Town)	Deputy Fire Chief	90,792	122,096	
Derry, NH	n/a			
Dover (Town)	Deputy Fire Chief	84,302	122,096	
Durham NH	n/a			
Enfield, NH	Assistant Fire Chief			34,840
Hanover, NH	Deputy Fire Chief	78,770	119,392	
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	Deputy Fire Chief	98,197	122,366	
Laconia, NH	n/a			
Lebanon, NH	Deputy Fire Chief	80,829	109,158	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	n/a			87,776
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Deputy Chief			71,843
South Burlington (City)	n/a			
Springfield (Town)	Deputy Chief/Paramedic			83,387
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Deputy Fire Chief	74,963	112,174	103,105
Range Data				
Average		81,227.47	112,996.00	71,073.44
50th Percentile		82,565.60	120,744.00	77,521.00
60th Percentile		84,302.40	122,096.00	79,867.40
65th Percentile		85,924.80	122,096.00	81,040.60
70th Percentile		87,547.20	122,096.00	82,213.80
75th Percentile		89,169.60	122,096.00	83,387.00
80th Percentile		90,792.00	122,096.00	84,264.80
Actual Data				
Average		63,966.10	85,288.13	
50th Percentile		69,768.90	93,025.20	
60th Percentile		71,880.66	95,840.88	
65th Percentile		72,936.54	97,248.72	
70th Percentile		73,992.42	98,656.56	
75th Percentile		75,048.30	100,064.40	
80th Percentile		75,838.32	101,117.76	

Deputy Fire Chief (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Deputy Fire Chief			77,521
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	Deputy Fire Chief	54,475	82,867	
Concord (Town)	Deputy Fire Chief	90,792	122,096	
Derry, NH	n/a			
Dover (Town)	Deputy Fire Chief	84,302	122,096	
Durham NH	n/a			
Enfield, NH	Assistant Fire Chief			
Hanover, NH	Deputy Fire Chief	78,770	119,392	
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	Deputy Fire Chief	98,197	122,366	
Laconia, NH	n/a			
Lebanon, NH	Deputy Fire Chief	80,829	109,158	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	n/a			87,776
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Deputy Chief			71,843
South Burlington (City)	n/a			
Springfield (Town)	Deputy Chief/Paramedic			83,387
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Deputy Fire Chief	74,963	112,174	103,105
Range Data				
Average		81,227.47	112,996.00	80,131.80
50th Percentile		82,565.60	120,744.00	80,454.00
60th Percentile		84,302.40	122,096.00	82,213.80
65th Percentile		85,924.80	122,096.00	83,093.70
70th Percentile		87,547.20	122,096.00	83,825.90
75th Percentile		89,169.60	122,096.00	84,484.25
80th Percentile		90,792.00	122,096.00	85,142.60
Actual Data				
Average		72,118.62	96,158.16	
50th Percentile		72,408.60	96,544.80	
60th Percentile		73,992.42	98,656.56	
65th Percentile		74,784.33	99,712.44	
70th Percentile		75,443.31	100,591.08	
75th Percentile		76,035.83	101,381.10	
80th Percentile		76,628.34	102,171.12	

Fire Captain/Paramedic				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Fire Captain/Paramedic			81,664
Bedford, NH	Fire Captain	66,477	96,179	81,328
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH				
Concord (Town)	Fire Captain	61,901	89,586	75,743
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Fire Captain	70,054	71,386	70,720
Enfield, NH	Fire Captain			34,840
Hanover, NH				
Hooksett, NH	Fire Captain	68,016	73,715	70,866
Hudson, NH	Fire Captain/Paramedic	78,229	90,917	84,573
Keene, NH	Fire Captain/Paramedic	66,726	84,656	75,691
Laconia, NH	Fire Captain/Paramedic	69,514	76,003	72,758
Lebanon, NH	Fire Captain/Paramedic	69,493	73,861	71,677
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Fire Captain			82,597
Springfield (Town)	Fire Captain/Paramedic			85,362
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Fire Captain/Paramedic	69,504	87,367	89,533
Range Data				
Average		68,801.20	82,037.80	73,984.92
50th Percentile		68,754.40	80,329.60	75,717.20
60th Percentile		69,496.96	85,641.92	79,094.08
65th Percentile		69,504.24	87,367.28	81,378.40
70th Percentile		69,511.52	89,092.64	81,563.20
75th Percentile		69,648.80	89,918.40	81,897.25
80th Percentile		69,838.08	90,384.32	82,410.40
Actual Data				
Average		66,586.43	88,781.90	
50th Percentile		68,145.48	90,860.64	
60th Percentile		71,184.67	94,912.90	
65th Percentile		73,240.56	97,654.08	
70th Percentile		73,406.88	97,875.84	
75th Percentile		73,707.53	98,276.70	
80th Percentile		74,169.36	98,892.48	

Fire Captain/Paramedic (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Fire Captain/Paramedic			81,664
Bedford, NH	Fire Captain	66,477	96,179	81,328
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH				
Concord (Town)	Fire Captain	61,901	89,586	75,743
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Fire Captain	70,054	71,386	70,720
Enfield, NH	Fire Captain			
Hanover, NH				
Hooksett, NH	Fire Captain	68,016	73,715	70,866
Hudson, NH	Fire Captain/Paramedic	78,229	90,917	84,573
Keene, NH	Fire Captain/Paramedic	66,726	84,656	75,691
Laconia, NH	Fire Captain/Paramedic	69,514	76,003	72,758
Lebanon, NH	Fire Captain/Paramedic	69,493	73,861	71,677
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Fire Captain			82,597
Springfield (Town)	Fire Captain/Paramedic			85,362
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Fire Captain/Paramedic	69,504	87,367	89,533
Range Data				
Average		68,801.20	82,037.80	77,543.55
50th Percentile		68,754.40	80,329.60	75,743.20
60th Percentile		69,496.96	85,641.92	81,328.00
65th Percentile		69,504.24	87,367.28	81,496.00
70th Percentile		69,511.52	89,092.64	81,664.00
75th Percentile		69,648.80	89,918.40	82,130.50
80th Percentile		69,838.08	90,384.32	82,597.00
Actual Data				
Average		69,789.19	93,052.25	
50th Percentile		68,168.88	90,891.84	
60th Percentile		73,195.20	97,593.60	
65th Percentile		73,346.40	97,795.20	
70th Percentile		73,497.60	97,996.80	
75th Percentile		73,917.45	98,556.60	
80th Percentile		74,337.30	99,116.40	

Lieutenant/Paramedic				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Lieutenant (AEMT)			64,515
Bedford, NH	Lieutenant/Paramedic	57,970	73,341	65,655
Bennington (Town)	n/a			
Brattleboro (Town)	Lieutenant			69,545
Claremont, NH				
Concord (Town)	Lieutenant/Paramedic	58,885	85,238	72,062
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Lieutenant			34,840
Hanover, NH				
Hooksett, NH	Lieutenant/Paramedic	66,643	66,747	66,695
Hudson, NH	Lieutenant/Paramedic	61,984	75,296	68,640
Keene, NH	Lieutenant/Paramedic	58,698	74,506	66,602
Laconia, NH	Lieutenant/Paramedic	63,211	69,222	66,217
Lebanon, NH	Lieutenant/Paramedic	63,357	68,370	65,863
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Lieutenant			75,797
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Lieutenant			61,776
South Burlington (City)	Lieutenant			76,479
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Lieutenant/Paramedic	63,088	74,389	73,361
Range Data				
Average		61,535.31	73,245.71	65,745.05
50th Percentile		61,984.00	73,340.80	66,601.60
60th Percentile		62,720.32	74,039.68	67,084.16
65th Percentile		63,088.48	74,389.12	68,251.04
70th Percentile		63,240.32	74,663.68	69,002.00
75th Percentile		63,284.00	74,900.80	69,545.00
80th Percentile		63,327.68	75,137.92	71,054.96
Actual Data				
Average		59,170.54	78,894.06	
50th Percentile		59,941.44	79,921.92	
60th Percentile		60,375.74	80,500.99	
65th Percentile		61,425.94	81,901.25	
70th Percentile		62,101.80	82,802.40	
75th Percentile		62,590.50	83,454.00	
80th Percentile		63,949.46	85,265.95	

Lieutenant/Paramedic (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Lieutenant (AEMT)			64,515
Bedford, NH	Lieutenant/Paramedic	57,970	73,341	65,655
Bennington (Town)	n/a			
Brattleboro (Town)	Lieutenant			69,545
Claremont, NH				
Concord (Town)	Lieutenant/Paramedic	58,885	85,238	72,062
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Lieutenant			
Hanover, NH				
Hooksett, NH	Lieutenant/Paramedic	66,643	66,747	66,695
Hudson, NH	Lieutenant/Paramedic	61,984	75,296	68,640
Keene, NH	Lieutenant/Paramedic	58,698	74,506	66,602
Laconia, NH	Lieutenant/Paramedic	63,211	69,222	66,217
Lebanon, NH	Lieutenant/Paramedic	63,357	68,370	65,863
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Lieutenant			75,797
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Lieutenant			61,776
South Burlington (City)	Lieutenant			76,479
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Lieutenant/Paramedic	63,088	74,389	73,361
Range Data				
Average		61,535.31	73,245.71	68,320.47
50th Percentile		61,984.00	73,340.80	66,648.40
60th Percentile		62,720.32	74,039.68	67,862.08
65th Percentile		63,088.48	74,389.12	68,775.75
70th Percentile		63,240.32	74,663.68	69,273.50
75th Percentile		63,284.00	74,900.80	70,174.15
80th Percentile		63,327.68	75,137.92	71,558.28
Actual Data				
Average		61,488.42	81,984.56	
50th Percentile		59,983.56	79,978.08	
60th Percentile		61,075.87	81,434.50	
65th Percentile		61,898.18	82,530.90	
70th Percentile		62,346.15	83,128.20	
75th Percentile		63,156.74	84,208.98	
80th Percentile		64,402.45	85,869.94	

Firefighter/Paramedic				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Firefighter/Paramedic			76,535
Bedford, NH	Firefighter/Paramedic	46,176	63,274	54,725
Bennington (Town)	n/a			
Brattleboro (Town)	Firefighter			54,905
Claremont, NH				
Concord (Town)	Firefighter/Paramedic	50,752	73,528	62,140
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Firefighter/Paramedic	46,280	61,901	54,090
Enfield, NH	Firefighter			33,280
Hanover, NH				
Hooksett, NH	Firefighter/Paramedic	44,762	49,670	47,216
Hudson, NH	Firefighter/Paramedic	48,235	58,656	53,446
Keene, NH	Firefighter/Paramedic	47,445	64,126	55,786
Laconia, NH	Firefighter/Paramedic	44,096	59,322	51,709
Lebanon, NH	Firefighter/Paramedic	52,707	62,358	57,533
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Firefighter/EMT			69,368
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Firefighter	39,582	53,893	
South Burlington (City)	Firefighter			61,765
Springfield (Town)	Firefighter/Paramedic			76,921
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Firefighter/Paramedic	47,603	62,541	66,331
Range Data				
Average		46,670.58	60,747.56	57,815.57
50th Percentile		46,280.00	61,900.80	55,345.30
60th Percentile		47,211.84	62,266.88	57,183.36
65th Percentile		47,602.88	62,541.44	59,437.29
70th Percentile		47,919.04	62,907.52	61,802.50
75th Percentile		48,235.20	63,273.60	62,046.25
80th Percentile		49,241.92	63,614.72	65,031.20
Actual Data				
Average		52,034.01	69,378.69	
50th Percentile		49,810.77	66,414.36	
60th Percentile		51,465.02	68,620.03	
65th Percentile		53,493.56	71,324.75	
70th Percentile		55,622.25	74,163.00	
75th Percentile		55,841.63	74,455.50	
80th Percentile		58,528.08	78,037.44	

Firefighter/Paramedic (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Firefighter/Paramedic			76,535
Bedford, NH	Firefighter/Paramedic	46,176	63,274	54,725
Bennington (Town)	n/a			
Brattleboro (Town)	Firefighter			
Claremont, NH				
Concord (Town)	Firefighter/Paramedic	50,752	73,528	62,140
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Firefighter/Paramedic	46,280	61,901	54,090
Enfield, NH	Firefighter			
Hanover, NH				
Hooksett, NH	Firefighter/Paramedic	44,762	49,670	47,216
Hudson, NH	Firefighter/Paramedic	48,235	58,656	53,446
Keene, NH	Firefighter/Paramedic	47,445	64,126	55,786
Laconia, NH	Firefighter/Paramedic	44,096	59,322	51,709
Lebanon, NH	Firefighter/Paramedic	52,707	62,358	57,533
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Firefighter/EMT			69,368
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Firefighter	39,582	53,893	
South Burlington (City)	Firefighter			61,765
Springfield (Town)	Firefighter/Paramedic			76,921
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Firefighter/Paramedic	47,603	62,541	66,331
Range Data				
Average		46,670.58	60,747.56	60,102.75
50th Percentile		46,280.00	61,900.80	56,659.20
60th Percentile		47,211.84	62,266.88	60,072.12
65th Percentile		47,602.88	62,541.44	61,821.25
70th Percentile		47,919.04	62,907.52	62,027.50
75th Percentile		48,235.20	63,273.60	63,947.00
80th Percentile		49,241.92	63,614.72	67,922.40
Actual Data				
Average		54,092.48	72,123.30	
50th Percentile		50,993.28	67,991.04	
60th Percentile		54,064.91	72,086.54	
65th Percentile		55,639.13	74,185.50	
70th Percentile		55,824.75	74,433.00	
75th Percentile		57,552.30	76,736.40	
80th Percentile		61,130.16	81,506.88	

Town of Hartford, VT
Salary Survey Data, November 2022

	Firefighter/Paramedic HOURLY			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Firefighter/Paramedic			29.49
Bedford, NH	Firefighter/Paramedic	22.20	30.42	26.31
Bennington (Town)	n/a			
Brattleboro (Town)	Firefighter			26.96
Claremont, NH				
Concord (Town)	Firefighter/Paramedic	24.40	35.35	29.88
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Firefighter/Paramedic	22.25	29.76	26.01
Enfield, NH	Firefighter			16.00
Hanover, NH				
Hooksett, NH	Firefighter/Paramedic	21.52	23.88	22.70
Hudson, NH	Firefighter/Paramedic	23.19	28.20	25.70
Keene, NH	Firefighter/Paramedic	22.81	30.83	26.82
Laconia, NH	Firefighter/Paramedic	21.20	28.52	24.86
Lebanon, NH	Firefighter/Paramedic	25.34	29.98	27.66
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Firefighter/EMT			33.35
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Firefighter	19.03	25.91	
South Burlington (City)	Firefighter			22.41
Springfield (Town)	Firefighter/Paramedic			26.73
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Firefighter/Paramedic			31.10
Range Data				
Average		22.44	29.21	26.06
50th Percentile		22.25	29.76	26.52
60th Percentile		22.70	29.94	26.80
65th Percentile		22.89	30.07	26.88
70th Percentile		23.04	30.24	27.03
75th Percentile		23.19	30.42	27.49
80th Percentile		23.67	30.58	28.39
Actual Data				
Average		23.46	31.27	
50th Percentile		23.87	31.82	
60th Percentile		24.12	32.16	
65th Percentile		24.19	32.26	
70th Percentile		24.33	32.44	
75th Percentile		24.74	32.98	
80th Percentile		25.55	34.07	

Town of Hartford, VT
Salary Survey Data, November 2022

	Firefighter/Paramedic HOURLY (edited)			
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Firefighter/Paramedic			29.49
Bedford, NH	Firefighter/Paramedic	22.20	30.42	26.31
Bennington (Town)	n/a			
Brattleboro (Town)	Firefighter			26.96
Claremont, NH				
Concord (Town)	Firefighter/Paramedic	24.40	35.35	29.88
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Firefighter/Paramedic	22.25	29.76	26.01
Enfield, NH	Firefighter			
Hanover, NH				
Hooksett, NH	Firefighter/Paramedic	21.52	23.88	22.70
Hudson, NH	Firefighter/Paramedic	23.19	28.20	25.70
Keene, NH	Firefighter/Paramedic	22.81	30.83	26.82
Laconia, NH	Firefighter/Paramedic	21.20	28.52	24.86
Lebanon, NH	Firefighter/Paramedic	25.34	29.98	27.66
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Volunteer			
Milton (Town)	n/a			
Montpelier (City)	Firefighter/EMT			33.35
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Firefighter	19.03	25.91	
South Burlington (City)	Firefighter			22.41
Springfield (Town)	Firefighter/Paramedic			26.73
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Firefighter/Paramedic			31.10
Range Data				
Average		22.44	29.21	26.84
50th Percentile		22.25	29.76	26.73
60th Percentile		22.70	29.94	26.85
65th Percentile		22.89	30.07	26.93
70th Percentile		23.04	30.24	27.24
75th Percentile		23.19	30.42	27.66
80th Percentile		23.67	30.58	28.76
Actual Data				
Average		24.15	32.20	
50th Percentile		24.06	32.08	
60th Percentile		24.16	32.22	
65th Percentile		24.24	32.32	
70th Percentile		24.52	32.69	
75th Percentile		24.89	33.19	
80th Percentile		25.88	34.51	

Fire Marshall/EMT				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Fire Inspector			62,836
Bedford, NH	Fire Inspector	51,834	67,974	
Bennington (Town)	n/a			
Brattleboro (Town)	Fire Inspector			44,179
Claremont, NH	n/a			
Concord (Town)	Fire Inspector	61,901	89,586	
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	Fire Inspector			60,798
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	Fire Inspector	46,842	92,165	
Hudson, NH	Fire Inspector	50,190	55,515	
Keene, NH	Fire Inspector	56,077	82,035	
Laconia, NH	n/a			
Lebanon, NH	Fire Inspector	62,837	69,160	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	Marshall/Captain			68,099
ERI Position Data	n/a			
Hartford, VT	Fire Marshall/EMT	57,533	83,923	61,942
Range Data				
Average		54,946.67	76,072.53	58,978.20
50th Percentile		53,955.20	75,597.60	61,817.20
60th Percentile		56,076.80	82,035.20	62,428.48
65th Percentile		57,532.80	83,922.80	62,734.12
70th Percentile		58,988.80	85,810.40	63,362.32
75th Percentile		60,444.80	87,698.00	64,151.80
80th Percentile		61,900.80	89,585.60	64,941.28
Actual Data				
Average		53,080.38	70,773.84	
50th Percentile		55,635.48	74,180.64	
60th Percentile		56,185.63	74,914.18	
65th Percentile		56,460.71	75,280.94	
70th Percentile		57,026.09	76,034.78	
75th Percentile		57,736.62	76,982.16	
80th Percentile		58,447.15	77,929.54	

Administrative Assistant (Fire Department)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Administrative Assistant (Fire Depart)	39,478	59,030	65,998
Range Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				
Actual Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				

Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Police Chief			97,510
Bedford, NH	n/a			
Bennington (Town)	Police Chief			116,480
Brattleboro (Town)	Police Chief			92,908
Claremont, NH	Police Chief	62,254	94,702	
Concord (Town)	Police Chief	100,235	138,133	
Derry, NH	n/a			
Dover (Town)	Police Chief	97,406	141,211	
Durham NH	Police Chief	101,754	129,501	
Enfield, NH	Police Chief			94,458
Hanover, NH	Police Chief	87,755	135,741	
Hooksett, NH	Police Chief	87,755	122,866	
Hudson, NH	n/a			
Keene, NH	Police Chief	105,040	130,686	
Laconia, NH	n/a			
Lebanon, NH	Police Chief	96,262	129,958	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Police Chief			99,632
Milton (Town)	Police Chief			97,968
Montpelier (City)	Police Chief			112,944
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Police Chief			116,766
South Burlington (City)	Police Chief			131,268
Springfield (Town)	Police Chief			117,728
Winooski (City)	Police Chief			102,398
ERI Position Data	n/a			
Hartford, VT	Police Chief	100,838	150,862	115,000
Range Data				
Average		92,307.80	127,849.80	107,278.18
50th Percentile		96,834.40	130,322.40	102,398.00
60th Percentile		97,972.16	131,697.28	112,944.00
65th Percentile		98,962.24	133,466.32	114,712.00
70th Percentile		99,952.32	135,235.36	116,480.00
75th Percentile		100,614.80	136,338.80	116,623.00
80th Percentile		101,146.24	137,176.00	116,766.00
Actual Data				
Average		96,550.36	128,733.82	
50th Percentile		92,158.20	122,877.60	
60th Percentile		101,649.60	135,532.80	
65th Percentile		103,240.80	137,654.40	
70th Percentile		104,832.00	139,776.00	
75th Percentile		104,960.70	139,947.60	
80th Percentile		105,089.40	140,119.20	

Deputy Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Deputy Police Chief			81,619
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	Deputy Police Chief	54,475	82,867	
Concord (Town)	Deputy Police Chief	90,792	128,253	
Derry, NH	n/a			
Dover (Town)	Deputy Police Chief	84,302	122,096	
Durham NH	Deputy Police Chief	91,582	116,563	
Enfield, NH	n/a			
Hanover, NH	Deputy Police Chief	78,770	119,392	
Hooksett, NH	Deputy Police Chief	75,254	105,352	
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	Deputy Police Chief	85,675	116,085	
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Deputy Police Chief	100,838	150,862	108,056
Range Data				
Average		80,121.60	112,944.00	81,619.00
50th Percentile		84,302.40	116,563.20	81,619.00
60th Percentile		85,126.08	118,260.48	81,619.00
65th Percentile		85,537.92	119,109.12	81,619.00
70th Percentile		86,698.56	119,932.80	81,619.00
75th Percentile		88,233.60	120,744.00	81,619.00
80th Percentile		89,768.64	121,555.20	81,619.00
Actual Data				
Average		73,457.10	97,942.80	
50th Percentile		73,457.10	97,942.80	
60th Percentile		73,457.10	97,942.80	
65th Percentile		73,457.10	97,942.80	
70th Percentile		73,457.10	97,942.80	
75th Percentile		73,457.10	97,942.80	
80th Percentile		73,457.10	97,942.80	

Police Lieutenant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	Police Lieutenant			90,812
Brattleboro (Town)	Police Lieutenant			85,467
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	Police Lieutenant			88,850
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Police Lieutenant			105,029
Springfield (Town)	Police Lieutenant			109,387
Winooski (City)	Police Lieutenant			86,652
ERI Position Data	n/a			
Hartford, VT	Police Lieutenant	74,963	112,174	
Range Data				
Average				94,366.17
50th Percentile				89,831.00
60th Percentile				90,812.00
65th Percentile				94,366.25
70th Percentile				97,920.50
75th Percentile				101,474.75
80th Percentile				105,029.00
Actual Data				
Average		84,929.55	113,239.40	
50th Percentile		80,847.90	107,797.20	
60th Percentile		81,730.80	108,974.40	
65th Percentile		84,929.63	113,239.50	
70th Percentile		88,128.45	117,504.60	
75th Percentile		91,327.28	121,769.70	
80th Percentile		94,526.10	126,034.80	

Sergeant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Sergeant			79,280
Bedford, NH	n/a			
Bennington (Town)	Sergeant			71,818
Brattleboro (Town)	Sergeant			75,884
Claremont, NH	n/a			
Concord (Town)	Sergeant	67,122	94,474	80,798
Derry, NH	Sergeant	78,686	87,235	82,961
Dover (Town)	Sergeant	55,162	78,083	66,622
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	Sergeant	64,917	81,702	73,310
Laconia, NH	n/a			
Lebanon, NH	Sergeant	76,128	81,890	79,009
Londonderry (Town)	Sergeant	73,299	85,446	79,373
Manchester (Town)	Sergeant			73,557
Middlebury (Town)	Sergeant	60,195	87,693	76,856
Milton (Town)	Sergeant			73,517
Montpelier (City)	Sergeant			84,005
Nashua, NH	Sergeant			98,530
Portsmouth, NH	Sergeant	82,368	87,443	84,906
Rochester (Town)	Sergeant	72,904	82,014	77,459
Rutland (City)	Sergeant			80,912
South Burlington (City)	Sergeant			91,108
Springfield (Town)	Sergeant			83,886
Winooski (City)	Sergeant			72,217
ERI Position Data	n/a			
Hartford, VT	Sergeant	77,813	116,168	79,013
Range Data				
Average		70,086.76	85,108.98	79,300.32
50th Percentile		72,904.00	85,446.40	79,144.40
60th Percentile		73,220.16	86,877.44	79,942.72
65th Percentile		73,864.96	87,276.80	80,837.64
70th Percentile		74,996.48	87,360.00	81,526.64
75th Percentile		76,128.00	87,443.20	83,192.10
80th Percentile		77,151.36	87,543.04	83,909.80
Actual Data				
Average		71,370.29	95,160.38	
50th Percentile		71,229.96	94,973.28	
60th Percentile		71,948.45	95,931.26	
65th Percentile		72,753.88	97,005.17	
70th Percentile		73,373.98	97,831.97	
75th Percentile		74,872.89	99,830.52	
80th Percentile		75,518.82	100,691.76	

Corporal				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Corporal			71,591
Bedford, NH	n/a			
Bennington (Town)	Corporal			69,520
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Corporal			66,227
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	Corporal	68,848	74,672	71,760
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	Corporal			67,259
Montpelier (City)	Corporal			71,437
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Corporal			63,315
South Burlington (City)	Corporal			78,186
Springfield (Town)	Corporal			75,400
Winooski (City)	Corporal			
ERI Position Data	n/a			
Hartford, VT	Corporal	70,554	105,269	68,785
Range Data				
Average				70,521.71
50th Percentile				71,437.00
60th Percentile				71,560.20
65th Percentile				71,624.80
70th Percentile				71,692.40
75th Percentile				71,760.00
80th Percentile				73,216.00
Actual Data				
Average		63,469.54	84,626.05	
50th Percentile		64,293.30	85,724.40	
60th Percentile		64,404.18	85,872.24	
65th Percentile		64,462.32	85,949.76	
70th Percentile		64,523.16	86,030.88	
75th Percentile		64,584.00	86,112.00	
80th Percentile		65,894.40	87,859.20	

Senior Police Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Master Patrol Officer			65,416
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Senior Police Officer	63,898	95,326	65,478
Range Data				
Average				65,416.00
50th Percentile				65,416.00
60th Percentile				65,416.00
65th Percentile				65,416.00
70th Percentile				65,416.00
75th Percentile				65,416.00
80th Percentile				65,416.00
Actual Data				
Average		58,874.40	78,499.20	
50th Percentile		58,874.40	78,499.20	
60th Percentile		58,874.40	78,499.20	
65th Percentile		58,874.40	78,499.20	
70th Percentile		58,874.40	78,499.20	
75th Percentile		58,874.40	78,499.20	
80th Percentile		58,874.40	78,499.20	

Police Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Police Officer			66,102
Bedford, NH	n/a			
Bennington (Town)	Police Officer			59,634
Brattleboro (Town)	Police Officer			61,048
Claremont, NH	n/a			
Concord (Town)	Police Officer	55,494	79,581	
Derry, NH	Police Officer	54,163	74,963	
Dover (Town)	Police Officer	47,632	70,845	
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	Police Officer	48,090	72,821	
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	Police Officer	50,835	71,053	
Laconia, NH	n/a			
Lebanon, NH	Police Officer	55,869	67,371	
Londonderry (Town)	Police Officer	54,330	72,093	
Manchester (Town)	Police Officer	54,496	77,709	
Middlebury (Town)	Police Officer			65,894
Milton (Town)	Police Officer			54,163
Montpelier (City)	Police Officer			58,323
Nashua, NH	Police Officer	67,787	82,680	
Portsmouth, NH	Police Officer	49,254	70,637	
Rochester (Town)	Police Officer	50,086	71,448	
Rutland (City)	n/a			
South Burlington (City)	Police Officer			60,424
Springfield (Town)	Police Officer			57,762
Winooski (City)	Police Officer			60,466
ERI Position Data	n/a			
Hartford, VT	Police Officer	52,436	78,249	
Range Data				
Average		53,457.89	73,745.45	60,424.00
50th Percentile		54,163.20	72,092.80	60,424.00
60th Percentile		54,329.60	72,820.80	60,457.28
65th Percentile		54,412.80	73,892.00	60,582.08
70th Percentile		54,496.00	74,963.20	60,815.04
75th Percentile		54,995.20	76,336.00	61,048.00
80th Percentile		55,494.40	77,708.80	62,986.56
Actual Data				
Average		54,381.60	72,508.80	
50th Percentile		54,381.60	72,508.80	
60th Percentile		54,411.55	72,548.74	
65th Percentile		54,523.87	72,698.50	
70th Percentile		54,733.54	72,978.05	
75th Percentile		54,943.20	73,257.60	
80th Percentile		56,687.90	75,583.87	

Chief Dispatcher				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Director of EMS			83,990
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Dispatch Supervisor			54,641
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Senior Dispatch	49,670	72,342	59,363
Milton (Town)	n/a			
Montpelier (City)	Dispatch Supervisor			69,513
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	Communications Officer	48,185	54,854	
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	Dispatch Supervisor			83,616
ERI Position Data	n/a			
Hartford, VT	Chief Dispatcher	74,963	112,174	85,883
Range Data				
Average				70,224.64
50th Percentile				69,513.00
60th Percentile				75,154.20
65th Percentile				77,974.80
70th Percentile				80,795.40
75th Percentile				83,616.00
80th Percentile				83,690.80
Actual Data				
Average		63,202.18	84,269.57	
50th Percentile		62,561.70	83,415.60	
60th Percentile		67,638.78	90,185.04	
65th Percentile		70,177.32	93,569.76	
70th Percentile		72,715.86	96,954.48	
75th Percentile		75,254.40	100,339.20	
80th Percentile		75,321.72	100,428.96	

Emergency Communications Specialist I (ECS)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Dispatcher			54,953
Bedford, NH	n/a			
Bennington (Town)	Dispatcher			48,214
Brattleboro (Town)	Dispatcher			44,559
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	Public Safety Administrative Coord			55,702
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	Dispatch	45,240	68,286	46,862
Milton (Town)	n/a			
Montpelier (City)	Dispatcher			50,352
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	Dispatcher (PD)			58,349
Springfield (Town)	Dispatcher (PD)			64,512
Winooski (City)	Dispatcher			46,238
ERI Position Data	n/a			
Hartford, VT	Emergency Communications Spec I (ECS)	49,920	74,464	51,563
Range Data				
Average				52,193.53
50th Percentile				50,352.00
60th Percentile				54,032.80
65th Percentile				55,102.88
70th Percentile				55,402.64
75th Percentile				55,702.40
80th Percentile				56,761.04
Actual Data				
Average		46,974.18	62,632.24	
50th Percentile		45,316.80	60,422.40	
60th Percentile		48,629.52	64,839.36	
65th Percentile		49,592.59	66,123.46	
70th Percentile		49,862.38	66,483.17	
75th Percentile		50,132.16	66,842.88	
80th Percentile		51,084.94	68,113.25	

Emergency Communications Specialist II (ECS)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Emergency Communications Spec II (ECS)	52,436	78,249	58,718
Range Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				
Actual Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				

Emergency Communications Specialist III (ECS)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Emergency Communications Spec III (ECS)	55,078	82,243	73,216
Range Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				
Actual Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				

Emergency Communications Specialist IV (ECS)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bedford, NH	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Derry, NH	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hanover, NH	n/a			
Hooksett, NH	n/a			
Hudson, NH	n/a			
Keene, NH	n/a			
Laconia, NH	n/a			
Lebanon, NH	n/a			
Londonderry (Town)	n/a			
Manchester (Town)	n/a			
Middlebury (Town)	n/a			
Milton (Town)	n/a			
Montpelier (City)	n/a			
Nashua, NH	n/a			
Portsmouth, NH	n/a			
Rochester (Town)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Emergency Communications Spec IV (ECS)	55,078	82,243	78,665
Range Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				
Actual Data				
Average				
50th Percentile				
60th Percentile				
65th Percentile				
70th Percentile				
75th Percentile				
80th Percentile				

Town of Hartford, VT
Salary Survey Data, November 2022

Director of Parks and Recreation				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Parks and Recreation Mgr/Director			81,203
Claremont, NH	Recreation Director	54,475	82,867	
Concord (Town)	Recreation Director	90,792	128,253	
Dover (Town)	Recreation Director	72,946	105,643	
Durham NH	Recreation Director	71,469	90,958	
Enfield, NH	Director of Parks and Recreation			45,000
Hooksett, NH	n/a			
Keene, NH	Recreation Director	102,606	127,858	
Lebanon, NH	Recreation Director	80,829	109,158	
Middlebury (Town)	n/a			
Milton (Town)	Parks and Recreation Mgr/Director			50,128
Montpelier (City)	Parks and Recreation Mgr/Director			79,580
Rutland (City)	Superintendent			99,715
South Burlington (City)	Parks and Recreation Mgr/Director			85,529
Springfield (Town)	Parks and Recreation Mgr/Director			80,329
Winooski (City)	Parks and Recreation Director			75,046
ERI Position Data	Director Recreation 8YOS, Mean			84,311
Hartford, VT	Director of Parks and Recreation	82,763	123,843	110,780
Range Data				
Average		78,852.80	107,456.27	75,649.02
50th Percentile		76,887.20	107,400.80	80,329.00
60th Percentile		80,828.80	109,158.40	81,028.20
65th Percentile		83,319.60	113,833.20	81,824.60
70th Percentile		85,810.40	118,508.00	83,067.80
75th Percentile		88,301.20	123,182.80	84,311.00
80th Percentile		90,792.00	127,857.60	84,798.20
Actual Data				
Average		68,084.12	90,778.83	
50th Percentile		72,296.10	96,394.80	
60th Percentile		72,925.38	97,233.84	
65th Percentile		73,642.14	98,189.52	
70th Percentile		74,761.02	99,681.36	
75th Percentile		75,879.90	101,173.20	
80th Percentile		76,318.38	101,757.84	

Town of Hartford, VT
Salary Survey Data, November 2022

Director of Parks and Recreation (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Parks and Recreation Mgr/Director			81,203
Claremont, NH	Recreation Director			
Concord (Town)	Recreation Director	90,792	128,253	
Dover (Town)	Recreation Director	72,946	105,643	
Durham NH	Recreation Director	71,469	90,958	
Enfield, NH	Director of Parks and Recreation			
Hooksett, NH	n/a			
Keene, NH	Recreation Director	102,606	127,858	
Lebanon, NH	Recreation Director	80,829	109,158	
Middlebury (Town)	n/a			
Milton (Town)	Parks and Recreation Mgr/Director			
Montpelier (City)	Parks and Recreation Mgr/Director			79,580
Rutland (City)	Superintendent			99,715
South Burlington (City)	Parks and Recreation Mgr/Director			85,529
Springfield (Town)	Parks and Recreation Mgr/Director			80,329
Winooski (City)	Parks and Recreation Director			75,046
ERI Position Data	Director Recreation 8YOS, Mean			84,311
Hartford, VT	Director of Parks and Recreation	82,763	123,843	110,780
Range Data				
Average		83,728.32	112,374.08	83,673.31
50th Percentile		80,828.80	109,158.40	81,203.00
60th Percentile		84,814.08	116,638.08	83,067.80
65th Percentile		86,806.72	120,377.92	84,000.20
70th Percentile		88,799.36	124,117.76	84,554.60
75th Percentile		90,792.00	127,857.60	84,920.00
80th Percentile		93,154.88	127,936.64	85,285.40
Actual Data				
Average		75,305.98	100,407.98	
50th Percentile		73,082.70	97,443.60	
60th Percentile		74,761.02	99,681.36	
65th Percentile		75,600.18	100,800.24	
70th Percentile		76,099.14	101,465.52	
75th Percentile		76,428.00	101,904.00	
80th Percentile		76,756.86	102,342.48	

Town of Hartford, VT
Salary Survey Data, November 2022

Superintendent of Parks and Facilities				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	n/a			
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Superintendent of Parks & Recreation			58,219
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	n/a			
South Burlington (City)	n/a			
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	n/a			
Hartford, VT	Superintendent of Parks and Facilities	43,555	65,166	59,612
Range Data				
Average				58,219.20
50th Percentile				58,219.20
60th Percentile				58,219.20
65th Percentile				58,219.20
70th Percentile				58,219.20
75th Percentile				58,219.20
80th Percentile				58,219.20
Actual Data				
Average		52,397.28	69,863.04	
50th Percentile		52,397.28	69,863.04	
60th Percentile		52,397.28	69,863.04	
65th Percentile		52,397.28	69,863.04	
70th Percentile		52,397.28	69,863.04	
75th Percentile		52,397.28	69,863.04	
80th Percentile		52,397.28	69,863.04	

Town of Hartford, VT
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Park Maintenance Laborer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Building and Grounds (PR)			41,440
Bennington (Town)	n/a			
Brattleboro (Town)	Building and Grounds (PR)			37,793
Claremont, NH	Laborer	37,752	38,813	38,282
Concord (Town)	n/a			
Dover (Town)	Laborer	32,906	47,611	40,258
Durham NH	Laborer	33,280	41,600	37,440
Enfield, NH	Grounds Worker			41,662
Hooksett, NH	Laborer	26,520	37,128	31,824
Keene, NH	Laborer	35,734	41,912	38,823
Lebanon, NH	Laborer	34,798	43,971	39,385
Middlebury (Town)	Building & Grounds Worker	42,910	52,541	43,930
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	Maintenance Specialist I	45,240	57,387	
South Burlington (City)	Building and Grounds (PR)			35,360
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Groundskeeper 8YOS, Mean			39,143
Hartford, VT	Park Maintenance Laborer	46,152	58,266	46,114
Range Data				
Average		36,142.60	45,120.40	38,778.40
50th Percentile		35,266.40	42,941.60	38,983.10
60th Percentile		36,137.92	44,699.20	39,288.08
65th Percentile		36,844.08	45,973.20	39,515.84
70th Percentile		37,550.24	47,247.20	39,996.32
75th Percentile		39,041.60	48,843.60	40,553.80
80th Percentile		40,847.04	50,568.96	41,203.68
Actual Data				
Average		34,900.56	46,534.08	
50th Percentile		35,084.79	46,779.72	
60th Percentile		35,359.27	47,145.70	
65th Percentile		35,564.26	47,419.01	
70th Percentile		35,996.69	47,995.58	
75th Percentile		36,498.42	48,664.56	
80th Percentile		37,083.31	49,444.42	

Town of Hartford, VT
Salary Survey Data, November 2022

Park Maintenance Laborer (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	Building and Grounds (PR)			41,440
Bennington (Town)	n/a			
Brattleboro (Town)	Building and Grounds (PR)			37,793
Claremont, NH	Laborer	37,752	38,813	38,282
Concord (Town)	n/a			
Dover (Town)	Laborer	32,906	47,611	40,258
Durham NH	Laborer	33,280	41,600	37,440
Enfield, NH	Grounds Worker			41,662
Hooksett, NH	Laborer			
Keene, NH	Laborer	35,734	41,912	38,823
Lebanon, NH	Laborer	34,798	43,971	39,385
Middlebury (Town)	Building & Grounds Worker	42,910	52,541	43,930
Milton (Town)	n/a			
Montpelier (City)	n/a			
Rutland (City)	Maintenance Specialist I	45,240	57,387	
South Burlington (City)	Building and Grounds (PR)			35,360
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Groundskeeper 8YOS, Mean			39,143
Hartford, VT	Park Maintenance Laborer	46,152	58,266	46,114
Range Data				
Average		37,517.26	46,262.17	39,410.62
50th Percentile		35,734.40	43,971.20	39,143.00
60th Percentile		36,944.96	46,155.20	39,384.80
65th Percentile		37,550.24	47,247.20	39,821.60
70th Percentile		38,783.68	48,597.12	40,258.40
75th Percentile		40,331.20	50,076.00	40,849.20
80th Percentile		41,878.72	51,554.88	41,440.00
Actual Data				
Average		35,469.56	47,292.74	
50th Percentile		35,228.70	46,971.60	
60th Percentile		35,446.32	47,261.76	
65th Percentile		35,839.44	47,785.92	
70th Percentile		36,232.56	48,310.08	
75th Percentile		36,764.28	49,019.04	
80th Percentile		37,296.00	49,728.00	

Town of Hartford, VT
Salary Survey Data, November 2022

Parks Program Coordinator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Barre (City)	n/a			
Bennington (Town)	n/a			
Brattleboro (Town)	Program Coordinator			46,259
Claremont, NH	n/a			
Concord (Town)	n/a			
Dover (Town)	n/a			
Durham NH	n/a			
Enfield, NH	n/a			
Hooksett, NH	n/a			
Keene, NH	n/a			
Lebanon, NH	n/a			
Middlebury (Town)	Assistant Programming Coordinator			46,134
Milton (Town)	n/a			
Montpelier (City)	Program Assistant			62,753
Rutland (City)	Program Directors	52,229	60,549	
South Burlington (City)	Special Project Coordinator			52,852
Springfield (Town)	n/a			
Winooski (City)	n/a			
ERI Position Data	Recreation Coordinator 7YOS, Mean			46,231
Hartford, VT	Recreation Specialist			51,292
Range Data				
Average				50,845.88
50th Percentile				46,259.00
60th Percentile				48,896.20
65th Percentile				50,214.80
70th Percentile				51,533.40
75th Percentile				52,852.00
80th Percentile				54,832.20
Actual Data				
Average		45,761.29	61,015.06	
50th Percentile		41,633.10	55,510.80	
60th Percentile		44,006.58	58,675.44	
65th Percentile		45,193.32	60,257.76	
70th Percentile		46,380.06	61,840.08	
75th Percentile		47,566.80	63,422.40	
80th Percentile		49,348.98	65,798.64	

APPENDIX C

Town of Hartford, VT
Benefit Survey Data, November 2022

	Health - Employee Only	Health - Family	Health - Type of Plan		
Comparable Entity	Employer Percentage	Employer Percentage	High Deductible	Platinum	Other
Barre (City)	95%	95%		X	X
Bennington (Town)	n/a	n/a			X
Brattleboro (Town)	95%	95%		X	
Middlebury (Town)	100%	90%			X
Milton (Town)	n/a	n/a	n/a	n/a	n/a
Montpelier (City)	95%	80%			X
Rutland (City)	n/a	n/a			X
Springfield (Town)	90%	90%		X	
Winooski (City)	90%	90%		X	X
Enfield, NH	93%	83%			X
<i>Average</i>	<i>94.0%</i>	<i>89.0%</i>			
<i>Hartford, VT</i>	<i>85%</i>	<i>85%</i>			

Town of Hartford, VT
Benefit Survey Data, November 2022

	Health - Other	
Comparable Entity	Offer an Opt-Out Stipend?	Do you offer an HSA or HRA? What is employer contribution?
Barre (City)	\$3,000 flat rate	HSA
Bennington (Town)	\$1,000 - \$2,000 depending on plan	HSA
Brattleboro (Town)	\$4,000 flat rate	HSA, HRA
Middlebury (Town)	\$2,600 or \$5,200 depending on plan	HRA - Amount of deductible
Milton (Town)	n/a	n/a
Montpelier (City)	\$3,120 flat rate	HSA, HRA
Rutland (City)	Varies by union	HRA City pays 75% employee 25%, PD we pay \$2,000/\$4000. Based on a \$2500/\$5000 deductible
Springfield (Town)	\$2,000 flat rate	HRA
Winooski (City)	\$100 flat rate	HRA
Enfield, NH	50% of difference in premium they qualify for, up to max of \$3,000	HRA - \$500 per year
<i>Average</i>		
<i>Hartford, VT</i>	<i>Employee Only \$1,000 and Family \$3,750</i>	<i>HRA: Single \$1825, 2Person and Family \$3475</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Dental - Employee Only	Dental - Family
Comparable Entity	Employer Percentage	Employer Percentage
Barre (City)	n/a	n/a
Bennington (Town)	n/a	n/a
Brattleboro (Town)	n/a	n/a
Middlebury (Town)	100%	100%
Milton (Town)	n/a	n/a
Montpelier (City)	n/a	n/a
Rutland (City)	n/a	n/a
Springfield (Town)	n/a	n/a
Winooski (City)	n/a	n/a
Enfield, NH	100%	100% of single plan, remainder paid by employee
<i>Average</i>		
<i>Hartford, VT</i>	<i>100%</i>	<i>90%</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Vision - Employee Only	Vision - Family	
Comparable Entity	Employer Percentage	Employer Percentage	
Barre (City)	n/a	n/a	
Bennington (Town)	n/a	n/a	
Brattleboro (Town)	n/a	n/a	
Middlebury (Town)	100%	100%	
Milton (Town)	n/a	n/a	
Montpelier (City)	n/a	n/a	
Rutland (City)	100%	100%	
Springfield (Town)	n/a	n/a	
Winooski (City)	n/a	n/a	
Enfield, NH	n/a	n/a	
<i>Average</i>			
<i>Hartford, VT</i>	<i>Employee pays 100% premium for negotiated group rate</i>	<i>0%</i>	

Town of Hartford, VT
Benefit Survey Data, November 2022

	Life Insurance - Employee	
Comparable Entity	Employer Percentage	Amount of Employee Coverage
Barre (City)	n/a	n/a
Bennington (Town)	n/a	n/a
Brattleboro (Town)	n/a	n/a
Middlebury (Town)	100%	n/a
Milton (Town)	n/a	n/a
Montpelier (City)	n/a	n/a
Rutland (City)	100%	15,000
Springfield (Town)	n/a	n/a
Winooski (City)	n/a	n/a
Enfield, NH	100%	1x salary, \$50,000 cap
<i>Average</i>		
<i>Hartford, VT</i>	<i>100% includes Life, STD, ADD</i>	

Town of Hartford, VT
Benefit Survey Data, November 2022

	VMERS	
Comparable Entity	Town Level	Employee and Employer Contribution
Barre (City)	VMERS DB: B and C	n/a
Bennington (Town)	VMERS DB: B and C	n/a
Brattleboro (Town)	VMERS DB: B and D	n/a
Middlebury (Town)	VMERS DC	6% Contribution
Milton (Town)	VMERS DB: B and C; VMERS DC: D	n/a
Montpelier (City)	VMERS DB: B and C; VMERS DC: D	n/a
Rutland (City)	n/a	n/a
Springfield (Town)	VMERS DB: A, B and C; VMERS DC: D	n/a
Winooski (City)	VMERS DB: B and C; VMERS DC: D	n/a
Enfield, NH	NHRS, a defined benefit plan	Employee 5% of gross wages, Employee 33.88% for Police & 14.06% for all other employees
<i>Average</i>		
<i>Hartford, VT</i>	<i>B, C and DC</i>	<i>Employer 7-9% varies Employee: 1.625% - 11% varies</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Sick Leave	
Comparable Entity	Number of sick days granted to employees per year	Can accrued sick time be rolled over from year to year?
Barre (City)	12.5	Yes
Bennington (Town)	12.5	Yes
Brattleboro (Town)	12.5	n/a
Middlebury (Town)	12	up to 120 hours
Milton (Town)	12.5	Yes
Montpelier (City)	12.5	Yes
Rutland (City)	n/a	n/a
Springfield (Town)	n/a	n/a
Winooski (City)	5	Yes
Enfield, NH	12	Up to 480 Hours
<i>Average</i>	<i>11.4</i>	
<i>Hartford, VT</i>	<i>12</i>	<i>Yes</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

Comparable Entity	Vacation				
	1-5 Years of Service	6-10 Years of Service	11-15 Years of Service	16-20 Years of Service	21+ Years of Service
Barre (City)	10	12.5	15	25	25
Bennington (Town)	10	15	20	25	30
Brattleboro (Town)	n/a	n/a	n/a	n/a	n/a
Middlebury (Town)	12	15	18	21	25
Milton (Town)	10	15	15	20	20
Montpelier (City)	12.5	15	n/a	n/a	n/a
Rutland (City)	n/a	n/a	n/a	n/a	n/a
Springfield (Town)	n/a	n/a	n/a	n/a	n/a
Winooski (City)	15	25	30	30	30
Enfield, NH	10	15	20	25	25
<i>Average</i>	<i>11.4</i>	<i>16.1</i>	<i>19.7</i>	<i>24.3</i>	<i>25.8</i>
<i>Hartford, VT</i>	<i>10</i>	<i>15</i>	<i>17</i>	<i>20</i>	<i>25</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Vacation
Comparable Entity	Can accrued vacation time roll over from year to year? If yes, please describe:
Barre (City)	Yes, one week
Bennington (Town)	Yes
Brattleboro (Town)	n/a
Middlebury (Town)	Cannot accumulate more vacation days than entitled to within a two year period
Milton (Town)	Yes
Montpelier (City)	Yes, up to 30 days
Rutland (City)	n/a
Springfield (Town)	n/a
Winooski (City)	Yes
Enfield, NH	Rolled over amount is limited to the amount of vacation earned in the current year
<i>Average</i>	
<i>Hartford, VT</i>	<i>Cannot accumulate more vacation days than entitled to within a two year period</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Holidays
Comparable Entity	Number of holidays granted per year
Barre (City)	n/a
Bennington (Town)	n/a
Brattleboro (Town)	n/a
Middlebury (Town)	12
Milton (Town)	n/a
Montpelier (City)	n/a
Rutland (City)	14
Springfield (Town)	n/a
Winooski (City)	n/a
Enfield, NH	11
<i>Average</i>	<i>12.3</i>
<i>Hartford, VT</i>	<i>13</i>

Town of Hartford, VT
Benefit Survey Data, November 2022

	Other	
Comparable Entity	Additional comments regarding benefits:	
Barre (City)	n/a	
Bennington (Town)	n/a	
Brattleboro (Town)	n/a	
Middlebury (Town)	n/a	
Milton (Town)	n/a	
Montpelier (City)	n/a	
Rutland (City)	Will share union contracts for more information	
Springfield (Town)	n/a	
Winooski (City)	n/a	
Enfield, NH	n/a	
<i>Average</i>		
<i>Hartford, VT</i>	n/a	

**TOWN OF HARTFORD, VERMONT
ARBOR DAY PROCLAMATION
2023**

WHEREAS ~ Vermonters have long recognized the contributions forests provide to the ecological, social and economic sustainability of the state; and

WHEREAS ~ Trees in our cities and towns increases property values, enhances economic vitality of business areas and beautify our community; and

WHEREAS ~ Vermonters are encouraged to become stewards of their own environment by managing forest land, and planting and maintaining trees to improve the quality of life that we all enjoy;

NOW THEREFORE ~ We, the Selectboard, and on behalf of the citizens of the Town of Hartford, do hereby proclaim May 6, 2023 as Arbor Day in the Town of Hartford and we urge all citizens to celebrate Arbor Day with the Tree Board at their annual Tree and Shrub Sale on this day. This to support efforts to protect our trees and woodlands, and to support our community forestry program.

Signed this 2nd day of May, 2023.

Michael Hoyt, Chair

Dan Fraser, Vice Chair

Kim Souza, Clerk

Ally Tufenkjian, Selectboard Member

Lannie Collins, Selectboard Member

Mary Erdei, Selectboard Member

Rocket, Selectboard Member

Attest:

Lisa O'Neil, Town Clerk

Town of Hartford, Vermont

Older Americans Month 2023

A PROCLAMATION

Whereas, the Town of Hartford, Vermont includes a growing number of older Americans who contribute their time, wisdom, and experience to our community; and

Whereas, communities benefit when people of all ages, abilities, and backgrounds have the opportunity to participate and live independently; and

Whereas, the Town of Hartford recognizes the need to create a community that offers the services and supports older adults may need to make choices about how they age; and

Whereas, the Town of Hartford can work to build an even better community for our older residents by:

- Not limiting our thinking about aging,
- Exploring and combating stereotypes,
- Emphasizing the many positive aspects of aging,
- Inspiring older adults to push past traditional boundaries, and
- Embracing our community's diversity.

Now, therefore, we the Hartford, Selectboard, do hereby proclaim May 2023 to be Older Americans Month. We urge every resident to celebrate our older citizens, help to create an inclusive society, and accept the challenge of flexible thinking around aging.

Mike Hoyt, Chair

Dan Fraser, Vice Chair

Kim Souza, Clerk

Lannie Collins, Member

Mary Erdei, Member

Rocket, Member

Ally Tufenkjian, Member

Lisa O'Neil, Town Clerk



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5.d.

Submitted by: Paula Nulty, Acting Assistant Town Manager and HR Director

Subject: **Personnel Policy: Adoption of Amendment**
 Adding Juneteenth Freedom Day as an official holiday
 Adding Indigenous Peoples' Day as an official holiday in place of Columbus Day

Discussion: At the April 18, 2023, Selectboard Meeting, the Board voted 7-0 that the Town of Hartford General Personnel Policy be amended to add Juneteenth Freedom Day as an official holiday, and to add Indigenous Peoples' Day as an official holiday in place of Columbus Day. The amendment was posted at work locations as required, any testimony will be heard at the May 2, 2023 (tonight's) meeting, and the Board may proceed with adoption, effective immediately.

Impact: One staff holiday removed, and two staff holidays added.

Sample Motion: That the amendment to add Juneteenth Freedom Day as an official holiday, and to add Indigenous Peoples' Day as an official holiday in place of Columbus Day, to the Town of Hartford General Personnel Policy be adopted.



AGENDA MEMORANDUM

May 2nd, 2023

Town Selectboard Meeting Item: 5e

Submitted by: Dana Clawson, Environmental Sustainability Coordinator

Subject: Response to questions about Town Hall HVAC system from the April 18th, 2023 Selectboard meeting.

Background: During the April 18th meeting Selectboard members had questions about the replacement condenser for the first-floor heat pump system. These questions were: 1. How the new condenser being connected to older equipment would impact the condensers warranty. 2. If the salt and grime on the systems electronics is something that would be noticed and addressed during a Pro-Active Maintenance spring or fall cleaning. I reached out to Alliance with these concerns and their response was:

1. The new condenser connecting to old equipment would not impact the manufacturer's warranty on the new condenser.
2. The salt and grime on the internal electronics is something that would have likely been noticed during regular Pro-Active Maintenance visits. It was not noted however in the one initial visit that was performed by them in the fall.

The contract for the installation of a new condenser that will connect to the heat pumps serving the first floor of Town Hall was executed on April 27th, 2023 as authorized by the Selectboard during the April 18th meeting.



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5f
Submitted by: Scott Cooney, Fire Chief

Subject: Annual Ambulance Debt Write-Off

Background: The fire department currently bills for patient transports. The current rates are: ALS 1 \$900.00, ALS 2 \$1200.00, BLS \$650.00, Loaded miles \$16.25 per mile, Paramedic Intercepts \$375.00 plus procedures. Uncollected debt accrues annually, from Medicaid and Medicare mandatory write-offs and uncollectable debt from untraceable patients or refusal/inability to pay.

Discussion: The finance department and the fire department have developed a process to only record two years of uncollectable debt. The third year is written off each calendar year. This year the total write-off required for the 07/01/2019-06/30/2020 period is \$148,910.49.

Financial Impact: There is no financial impact as these funds remain uncollectable.

Recommendation

Motion: I move to authorize the Town Manager to direct the Finance Director and the fire department to write-off \$148,910.49 as uncollectable ambulance debt.

Acting Town Manager

Attachments: Write-off Summary

Call Schedule/Event Summary

WO 7-1-19 - 6-30-20

<u>Event ID</u>	<u>Description</u>	<u>Calls</u>	<u>Charges</u>	<u>Credits</u>	<u>Balance</u>
Schedule: WO	CALLS NEEDING WRITE OFF				
WO	CALLS NEEDING WRITE OFF	308	228138.05	79227.56	148910.49
		<u>308</u>	<u>228138.05</u>	<u>79227.56</u>	<u>148910.49</u>
Total for All		<u>308</u>	<u>228138.05</u>	<u>79227.56</u>	<u>148910.49</u>

Private Pay - 90765.88 - 61%

Insurance - 14 872.09 - 10%

Medicaid - 24 775.52 - 17%

Medicare - 18497.00 - 12%



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5.g

Submitted by: Jeremy Delisle, Interim Director of Public Works

Subject: Selectboard Approval of Annual Financial Plan

Background: The TA-60 is a form that the State requires completion and submittal on an annual basis and establishes a budget for activities in the municipality for the year. It demonstrates the town is raising appropriate funds to support infrastructure.

Discussion: DPW administrative staff completed this form with approved FY 24 budgeted amounts. The form assists the State in determining grant amounts (regular state funds, infrastructure grants, and emergency grants).

Financial Impact: N/A

Recommendation: Selectboard endorsement of the Annual Financial Plan

Acting Town Manager

ANNUAL FINANCIAL PLAN - TOWN HIGHWAYS
19 V.S.A. § 306(j)

TA-60

Town of Hartford Fiscal Year 2024 Begin 7/1/23 End 6/30/24

INCOME

DESCRIPTION	ESTIMATED
State Funds - 19 V.S.A. Section 306(a):	
Class 1 1.714	\$ 20,478.41
Class 2 19.645	\$ 86,229.05
Class 3 108.550	\$ 176,996.58
Town Tax Funds – 19 V.S.A. Section 307	\$ 1,365,443.79
Special Funds (e.g., bonds or earmarks):	
a. Reserves	\$500,000.00
b.	\$
c.	\$
TOTAL	\$2,149,147.83

EXPENSES

DESCRIPTION	ESTIMATED
Winter Maintenance	\$ 807,193.51
Non-Winter Maintenance	\$ 691,954.32
Major Construction Projects	
a. Contracted Services	\$ 150,000.00
b. Paving	\$ 500,000.00
c.	\$
TOTAL	\$2,149,147.83

Comments:

This form shall be signed by the appropriate town officials and forwarded to the District Transportation Administrator.

TA-60 Rev 09-13



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5h

Submitted by: Christopher Holzwarth, Public Works Project Manager

Subject: Staff Recommendation for the Re-Allocation of ARPA Funds

Background: The town previously allocated ARPA funds based upon engineer's estimates and the current schedule of projects.

Bids have recently been received for several projects including the replacement of the Quechee Main Street Culvert and the Fairview Terrace Water Main.

The Quechee Main Street Culvert project is now projected to cost approximately \$1,040,000 which is \$240,000 over budget and the Fairview Water Main project is projected to cost \$420,000 which is \$20,000 over budget.

The Nutt Lane Water Main project has faced a delay in the permitting phase and an unexpectantly large railroad application fee that needed to be secured. The new application fees total is approximately \$5,400.

The total shortfall for these two projects is approximately \$265,400.

The Quechee Main Street Culvert project is planned to be funded through a mix of grants, reserves, and current fiscal year revenues. The Fairview Terrace Water Main project is funded completely with ARPA funds.

The Quechee Main Street Water Main project is now anticipated by the engineers to be approximately \$1,400,000 due to market conditions. This project has been allocated \$400,000 of ARPA funds and there is currently only \$600,000 in the system reserve account leaving a \$400,000 shortfall.

The Nutt Lane project, which is now likely delayed until spring 2024 is to be partially constructed across the railroad with ARPA funds and the remaining portion constructed once funding is secured. The decision to phase is based upon addressing life safety concerns as the water mains serving the area on the eastern side of the tracks are undersized without an adequate hydrant connection.

Phasing the Nutt Lane project is intended to provide the timely installation of an adequate fire hydrant to serve a disadvantaged neighborhood even when the tracks are blocked by railroad cars.

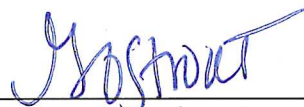
The Quechee Main Street Water Main project was to be self-funded through reserves and ARPA funds. Unlike the Nutt Lane project this project does not lend itself to phasing and does not serve a disadvantaged neighborhood.

Discussion: Removing the Quechee Main Street Water Main project from the ARPA list and Re-allocating \$240,000 to the Quechee Main Street Culvert project and \$20,000 to the Fairview Terrace Water Main project for immediate construction and dedicating the remaining \$140,000 to the Nutt Lane water main project for construction across the railroad in the spring of 2024. Moving the \$140,000 to the Nutt Lane project is necessary to overcome the current market conditions and inflationary pressures going into next year caused by the amount of stimulus in the marketplace.

Impact: The Quechee Main Street Culvert and the Fairview Terrace Water Main projects will have adequate funds for immediate construction and the Nutt Lane Water Main will have funding to cross the railroad and provide a fire hydrant to the eastern side of the tracks.

The Quechee Main Street Water Main and remainder of the Nutt Lane Water Main project will need additional funds appropriated through FY 25 funding, loans, or bonds.

Recommendation: The board approve re-allocating the \$400,000 of ARPA funds previously approved for the Quechee Main Street Water Main project as follows; \$240,000 to the Quechee Main Street Box Culvert project, \$20,000 to the Fairview Terrace Water Main project, and \$140,000 to the Nutt Lane Water Main project.



Acting Town Manager



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5i

Submitted by: Christopher Holzwarth, Public Works Project Manager

**Subject: Staff Recommendation for Fairview Terrace Water Main Replacement
Award of Contract and Approval of Engineers Amendment**

Background: The project replaces the ageing and undersized cast iron water main along Fairview Terrace and connects it to the main in Gates Street at Maplewood Terrace. This project enhances fire protection capabilities in the vicinity of larger historic homes, some of which are converted to apartments, and abandons the water main in Gates Street along the failing retaining wall.

The design and permitting was performed by the Dufresne Group (DG) of Springfield after a competitive bid process of the town's top three ranked water resource engineers. Only the design, permitting, and bidding portions of the project were contracted to date.

The Town recently accepted bids from Isaac's Excavating and Construction, LLC (Issacs), Hebert Excavation Corporation (Hebert's), and Nott's Excavating, Inc (Nott's) for construction of the project. A fourth bid did not conform to many aspects of the bid documents and was rejected.

The bid request included two alternate methods of installation through the cross-country section of the project. The first method being traditional open cut trenching and the second being a preferred directional boring approach.

The later approach is the preferred method of staff and engineers as it provides ease of installation and provides protection against future joint and slope failures.

Discussion: The bid from Nott's totaled \$352,765, Hebert's totaled \$360,850, and Issacs totaled \$348,975. The engineers have recommended awarding the bid to Issacs.

The contract amendment to incorporate the remaining engineering oversight through construction and required post construction services is \$32,280.

A minimum 10% contingency fund is recommended for this project due to the unknown conditions subsurface conditions that may be encountered.

Impact: The Issacs and DG contracts will expend \$381,255 of the dedicated ARPA funds leaving an approximate contingency of 10% for unforeseen items.

Recommendation: The board authorize the Director of Public Works or the Acting Town Manager to execute an amendment to the DG contract for completing the engineering services through the construction and post construction phases, a contract to Issacs for construction of the water main, and to execute any necessary change orders within the project budget of \$420,000. Emergency or other expenses beyond the project budget shall follow the purchasing policy procedures.



Acting Town Manager



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5j

Submitted by: Christopher Holzwarth, Public Works Project Manager

Subject: Staff Recommendation for Quechee Main Street Box Culvert Award of Contract and Approval of Engineers Amendment

Background: The project replaces the failing culvert crossing Quechee Main Street near the Village Green Circle intersection. This replacement project protects a critical Class II highway by incorporating flood resiliency practices while enhancing the environment by providing aquatic passage as required by the Clean Waters Act.

The design and permitting was performed by the Dufresne Group (DG) of Springfield after a competitive bid process. Only the design, permitting, and bidding portions of the project were contracted to date.

Due to the long lead times associated with procuring precast concrete products, the town previously issued a bid request for the manufacturer and delivery of the concrete box culvert, headwalls and wingwalls. The town received only one bid from Scituate Concrete Products in the amount of \$198,527. The Selectboard authorized the purchase on January 17, 2023, with delivery soon after the Quechee Balloon Festival.

Easements and agreements have been executed with all impacted landowners which includes payment for the replacement of mature landscaping impacted by the project within the easements.

The Town recently received only one bid from Nott's Excavating, Inc (Nott's) for construction of the project.

Discussion: The bid from Nott's totaled \$698,497.00.

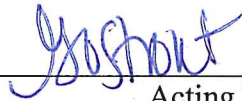
The contract amendment for the remaining engineering oversight through construction and required post construction services is \$43,000.

A minimum 10% contingency fund is recommended for this project due to its complexities and the unpredictable nature of stream work.

Impact: Funding includes Grant #BC1965 which is for \$175,000, Purchase Order #6734 which has \$300,000, \$100,000 from FY 23 account #10-313-318-000, \$225,000 of previously allocated ARPA funds transferred to Highway Reserves, and \$240,000 of ARPA funds about to be reallocated to the project totaling \$1,040,000.

The Scituate contracted work, Nott's contract, DG's contract amendment, and the landscape mitigation will expend \$945,024 of the dedicated funds leaving an approximate contingency of 10% for unforeseen items.

Recommendation: The board authorize the Director of Public Works or Acting Town Manager to execute a contract amendment with DG to complete the engineering services through construction and post construction phases, execute a contract to Notts for construction of the project, and to execute any necessary change orders within the project budget of \$1,040,000. Emergency or other expenses beyond the project budget shall follow the purchasing policy procedures.



Acting Town Manager



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5k

Submitted by: Christopher Holzwarth, Public Works Project Manager

Subject: Staff Recommendation for the Renewal of Solid Waste Professionals Rankings and Approval of Facility Assessment and Feasibility Contract

Background: RFQ: The town previously conducted a Request for Qualifications for solid waste consulting, engineering, and environmental monitoring services.

The board approved the review committee's recommendation and accepted Sanborn Head as the most qualified firm to provide these services on November 30, 2021.

The rankings are valid through June 30th, 2023, and may be renewed by the board on a yearly basis for up to four years.

Sanborn Head previously engineered and permitted the solar project on the capped landfill which has provided them with a solid background of the facility's permits and general conditions.

Sanborn Head has since been instrumental in assisting with the renewal of the facility's certification, completing an initial and noninvasive evaluation of the methane system, and providing an environmental and quantitative review of the buried C&D onsite for the purpose of determining the proper disposal options and mitigation methods for proper closure of the C&D processing site.

Facility Assessment & Feasibility Study: During the meetings to determine the distribution of ARPA funds DPW was tasked by the selectboard with determining a budget for an assessment and feasibility study of the facility.

DPW determined that Sanborn Head was uniquely qualified to conduct this work as it is an extension of their existing services and began conversations with Sanborn Head to determine the scope of the work which incorporates finalizing a methane mitigation plan utilizing the invasive data required by the site assessment.

A preliminary budget was determined to be up to \$100,000 which was approved by the board to be allocated from ARPA funds.

Building upon the services provided by Sanborn Head to date, a proposal with an estimated cost of \$87,500 has been negotiated. This project does require invasive investigation including test pits and soil borings adding some unpredictability to it.

Discussion: **RFQ Renewal:** In advance of FY24 beginning July 1st, 2023, the RFQ rankings should be renewed to facilitate a seamless transition into the new year.

Facility Assessment & Feasibility Study: Selectboard approval of this expense of more than \$20,000 which integrates the services provided to date by Sanborn Head and represents an extension of their valued services is required.

Approval of the board to waive section 3.6 of the purchasing policy for these negotiated services is also required as allowed by section 3.7 of said policy.

It should be noted that with all professional services requiring an invasive service, there could be some unforeseen or hidden expenses.

Impact: The project is anticipated to be completely funded by ARPA funds.

- Recommendation:**
1. That the board approve renewing the RFQ rankings for solid waste consulting, engineering, and environmental monitoring service providers with Sanborn Head recognized as the highest ranked firm.
 2. That the board waive section 3.6 of the purchasing policy for this project as allowed by section 3.7 of said policy.
 3. That the board authorize the Director of Public Works or Acting Town Manager to execute a contract with Sanborn Head to complete the facility assessment and feasibility study in the amount of \$87,500, and to execute any necessary change orders within the project budget of \$100,000.

Emergency or other expenses beyond the project budget shall follow the purchasing policy procedures.



Acting Town Manager



TOWN OF HARTFORD
POLICE DEPARTMENT
&
Emergency Communications Center
Chief Gregory Sheldon



Serving the Villages of Hartford * West Hartford * White River Junction * Wilder * Quechee

To: Hartford Select Board
From: Chief Greg Sheldon
RE: Pomije's noise complaint regarding Big Fatty's BBQ restaurant
Date: April 27, 2023

The review of the above matter indicates there have been four noise complaints called in to the police department by Steven Pomije concerning Big Fatty's BBQ restaurant since September 9, 2020. Two complaints involved equipment used in the cleaning of the restaurant grease trap and two involved noises coming from the restaurant, apparently due to an open exterior door.

22HF07466 November 5, 2022

10:48 AM - Door open at big fattys, some noise bothering him. He asked them to close door and he advised that he was sworn at and ignored.

Officer noted they did not hear any unreasonable noise. Cleared from the call.

22HF06601 October 8, 2022

On October 8, 2022 at approximately 1720 hours, SPO Angulo and I arrived at 186 South Main Street (Big Fatty's BBQ), for a report of a noise complaint.

SPO Angulo and I brought the decibel reader from the Hartford Police Department to ensure the noise was within the town ordinance. Prior to our arrival we reviewed the town ordinance which stated the maximum decibel level for an amplified sound source during the hours of 0700-2200 is 75 decibels.

Upon our arrival, SPO Angulo and I approached the band that was playing outside of Big Fatty's. I used the decibel reader to determine the noise coming from the band was less than 60 decibels. This is within the town ordinance. We left the scene without further incident.

When I arrived back at the Police Department I called the complainant, Steven Pomije (01/09/1966), via telephone. I told Pomije that they were in accordance with the town ordinance. Pomije stated he had his own decibel reader and his was reading over 80 decibels. I asked Pomije what type of decibel reader he had, Pomije did not know. I advised Pomije that I used the decibel reader provided by the PD, and I did not receive a reading that high. Pomije stated he was going to contact the town manager and select board about the issue.

22HF04241 July 19, 2022

On the above mentioned date and time I responded to the area of 183 South Main Street for a report of an air compressor that was operating and causing a noise disturbance.

Upon arrival, I observed a male (later identified as Gary Hook) operating an air compressor. He told me that he works for Brandon Fox (who owns Big Fatty's BBQ) and that he was cleaning the equipment within the restaurant. I asked him how often he cleans for Mr. Fox and he advised that he does so whenever he is called to do so.

Hook advised that he was done for the evening. It should be noted that Hook was closing down operations prior to 6:00 PM.

I contacted Mr. Fox via phone. He told me that he has had ongoing issues with an individual who routinely complains about noise generated from his business.

I asked Mr. Fox how often he has his facilities cleaned using Hook's services. He advised every 1-2 weeks depending on business.

I called the complainant back and left him a voice mail requesting that he call me back.

Though I was able to hear the air compressor from the road, it did not sound unreasonable in my opinion given its downtown location and hour of the day.

20HF06343 September 9, 2020

Responded to the area of Big Fatty's BBQ located at 186 South Main Street in reference to a motor vehicle complaint.

The complainant stated that a truck was idling in front of Big Fatty's and polluting the air. Steven stated that he confronted the driver at which time the driver told him to "**Shut Off**".

It should be noted, I had observed the truck parked at Big Fatty's prior to the call. I observed the truck appeared to have hoses coming from the truck and going into the area of Big Fatty's where I know grease from and for the restaurant is stored. I am aware this is a common occurrence as I have observed the same truck on numerous other shifts. I know the truck to be labeled as "Restaurant Technologies".

The truck had left the area prior to arrival and was observed traveling on Sykes Mt Ave. I contacted the owner of Big Fatty's Brandon Fox who verified that the truck pumps out his old grease and pumps in new grease. Brandon advised that the truck has to remain running so the PTO system can engage so the pumps can operate. This is the same or similar type of pumping system all fuel delivery trucks utilize.

It should be noted that the complainant advised that he did not want to be called back.



TOWN OF HARTFORD
POLICE DEPARTMENT
&
Emergency Communications Center
Chief Gregory Sheldon



Serving the Villages of Hartford * West Hartford * White River Junction * Wilder * Quechee

In case # 22HF06601 from October of last year it was noted in the police report that the department sound meter indicated the noise level below 60 decibels. Mr. Pomije advised his decibel reader indicated the noise level over 80 decibels. Based on a conversation with an involved officer it appears Mr. Pomije was using a cell phone app to determine the decibel level. It is unknown how accurate a cell phone app is in determining decibel levels for enforcement action against Big Fatty's restaurant.

To prevent further challenges to the officer's decibel reading using the department's older sound meter, we have purchased two new Reed Sound Level Meters model R8050 with calibration tools. Both sound meter boxes will contain a copy of the town noise ordinance and all officers will be trained within the next few weeks on the use of the new noise meters.

It is preferable to use progressive enforcement action in situations such as this. Future noise complaints should be mediated first to try and rectify the situation without further enforcement action. If the noise decibel level is in violation of town ordinances using the new noise meters, then Big Fatty's BBQ restaurant should be given the opportunity to correct this before a municipal ordinance ticket is issued and certainly before a criminal citation (Noise in the Night time) is served, etc.

I am waiting for a response from Windsor County State's Attorney Ward Goodenough on whether he would charge a restaurant owner with necessary town and State permits in place with Noise in the Night Time. My experience in Rutland with a similar situation is probable cause was not found and the case against a local establishment was dismissed.

Respectfully submitted,

Greg Sheldon
Chief of Police
Hartford Vermont

Hi Chief,

I'm sorry not to have gotten back to you sooner, I was out on vacation last week and have been catching up on emails. I'm happy to have a longer conversation about this if you want to call the office later today or tomorrow, but my initial impression is that this is likely an issue for the town to consider by potentially updating or modifying ordinances. While we're always happy to review police reports or affidavits of probable cause in a particular case, but based on this initial information I think it's unlikely the Judge would find probable cause for charges of Noise in the Night or Disorderly Conduct.

Happy to discuss further if that would be helpful!

**Ward H. Goodenough
Windsor County State's Attorney
5 South Main Street, Suite 208
White River Junction, VT 05001
802-295-8870**

Steven Pomije Calls to the Hartford Police Department from Spring 2020-Present

<u>Case Number</u>	<u>Date</u>	<u>Time</u>	<u>Summary of Complaint</u>
23HF02784	4/15/2023	11:33 AM	Report of vehicles parked on sidewalk of South Main Street
23HF02232	3/26/2023	7:53 PM	Report of a car alarm that had been sounding at various points throughout the day
22HF07466	11/5/2022	10:48 AM	Report of an open door at Big Fatty's causing the noise from the restaurant to be bothersome
22HF06601	10/8/2022	5:06 PM	Report of a Noise Complaint From Big Fatty's. Determined to be within the lawful decibel range (lawful=75 decibels, decibel reading showed 60 decibels)
22HF04314	7/22/2022	5:13 PM	Report of possible drug activity, in the American Legion lot. Vehicle described in the complaint was contacted, determined to be unfounded.
22HF04241	7/19/2022	4:52 PM	Report of a noise compalint at Big Fatty's. Noise caused by equipment used to clean the restaurant's grease trap. Noise determined to be reasonable.
22HF00709	2/4/2022	9:15 AM	Report of a sedan parked on a crosswalk for approx 30 mins on S. Main Street. Crosswalk was snow covered and not visible. No action taken.
21HF05715	8/20/2021	11:51 PM	Report of people partying and being loud at apartment building on S Main Street. No evidence of the complaint was observed/located
21HF04962	7/17/2021	8:27 PM	Report of a vehicle on the sidewalk. Vehicle located.
21HF02188	4/11/2021	7:32 PM	Report of 20 cars racing around "Engine Room" on S Main Street. Not located.
20HF08295	12/11/2020	11:17 AM	Report of a parked vehicle playing loud music.
20HF08271	12/10/2020	1:10 PM	Report of a male acting "suspicious" by sitting in a car. Male was found to be fine and was listening to music.
20HF07357	10/23/2020	5:42 PM	Report of construction noise from the construction site located near 132 South Main Street
20HF07264	10/19/2020	7:38 PM	Report of construction noise from the construction site located near 132 South Main Street
20HF07048	10/8/2020	5:36 PM	Report of two dogs barking for "past 4 days, bark until 5-10:30." Unfounded.
20HF06974	10/5/2020	5:54 PM	Report of dogs barking at 188 S Main Street APT 102. No animal noise was observed.
20HF06524	9/17/2020	8:46 AM	Report of employees at the construction site located at 122 S Main Street playing loud music. Unfounded.
20HF06492	9/15/2020	6:52 PM	Report of construction related noise coming from 132 S Main Street
20HF06343	9/9/2020	8:44 PM	Report of a truck idling in front of Big Fatty's "poluting the air." Complainant confronted operator who told the complainant to fuck off. The individual was contracted by the owner of Big Fatty's to clean the restaurant's grease trap.
20HF03946	6/10/2020	5:55 PM	Report of construction noise from the construction site located near 132 South Main Street



AGENDA MEMORANDUM

May 2, 2023

Town Selectboard Meeting Item: 5m

Submitted by: Scott Cooney, Fire Chief

Subject: Revisions to Local Emergency Management Plan Adoption

Background: In accordance with 20 V.S.A § 6 and the 2013 State Emergency Operations Plan, "each Vermont jurisdiction is expected to develop and maintain a Local Emergency Operations Plan". A current local emergency plan is also required for municipalities to receive federal preparedness funds and increased state reimbursement through the Emergency Relief and Assistance Fund (ERAF).

Discussion: Municipalities should review and update their emergency plans annually and readopt them after Town Meeting every year. Municipalities report adoption of LEMPs through their Regional Planning Commission with the LEMP adoption form.

Financial Impact: There is no direct financial impact.

Recommendation Motion: I move the adoption of the 2023 Local Emergency Management Plan.

Acting Town Manager

Attachments: LEMP Short Form
LEMP Adoption Form

Municipality: HARTFORDDate Updated: 04/25/23

Local Emergency Management Plan

1. Emergency Management (EM) planners

These are the people who wrote and/or maintain this plan.

Scott Cooney	

2. Municipal Emergency Operations Center (EOC)

The EOC is an organization that coordinates information, support, and response across the municipality for Incident Commanders and town officials. Its main functions are to maintain situational awareness for municipal leaders, coordinate resource and information requests, and provide public information.

Who, by position, can activate the EOC? Town Manager/Fire Chief

Preferred EOC Positions and Duties

EOC Director	Supervises and directs all EOC activities coordinating municipal support and response
Admin Assistant	Staffs phones and radio
Situation Unit Leader	Tracks and answers any Requests For Information (RFI)
Planning Leader	Tracks and coordinates any Requests For Support (RFS)
PIO	Produces and posts public information and press releases

Potential EOC Staff Members

Name	Notes / Contact Information
Greg Sheldon	Police Chief 802-356-9906
Bryan Gazda	Public Works Director 802-295-3622
Jeremy Delisle	Deputy Public Works Dir. 802-369-4018
Scott Hausler	Parks Dir. 802-299-8757
Paula Nulty	HR Director/Exec. Asst. 802-369-5000
Gail Ostrout	Interim Town Manager/Finance Dir. 802-281-0151
Lori Hirshfield	Planning Dir. 802-478-1119
Dillon Walsh	IT Officer 802-359-3976
Lisa O'Neil	Town Clerk 802-356-2733

Primary EOC Location

Facility / Address:	Hartford Public Safety 812 VA Cutoff RD
Phone Numbers:	802-295-3232/802-295-9425/
Equipment/Notes:	Phones/Radios/Maps/Internet/Email

Alternate EOC Location

Facility / Address:	Hartford Public Works Building, Airport RD
Phone Numbers:	802-295-3611
Equipment/Notes:	

3. Resources

Use municipal resources, mutual aid agreements, and local purchases first to get resources for response as needed and available.

Purchasing agents for emergencies: Finance Department

Emergency spending limits: \$20,000 single purchase limit

Businesses with Standing Municipal Contracts

<i>Type of Contract</i>	<i>Name</i>	<i>Contact Info</i>
Road Materials	Twin State Sand & Gravel	603-298-8705

Other Local Resources

<i>Type of Resources/Skills</i>	<i>Name</i>	<i>Contact Info</i>
Structural Engineer	Tim Schaal	802-295-2002
Health/Welfare Services	Red Cross	603-225-6697
Tech Rescue	Lebanon Fire Department	603-448-8810
Tech Rescue	Hanover Fire Department	603-643-3424
Rental Equipment/Tools	United Rentals	603-298-2916
Road Materials	Pike Industries	603-298-8774
Electric Power	Green Mt. Power	802-773-8833
Heavy Wrecker Services	Sabil & Sons	802-295-2084
Excavation	Nott's Excavation	802-295-2734
Mass Transportation	Butlers Bus	802-788-4322
Mass Transportation	Advanced Transit	802-295-1824
Traffic Control	Windsor County Sheriff	802-457-5211

State support that is usually at no cost to the municipality:

- Vermont Hazardous Material (HAZMAT) Response Team (VHMRT)
- Vermont Urban Search and Rescue (USAR, VT-TF1)
- Vermont State Police and Special Teams
- Community Emergency Response Teams (CERTs)
- Swiftwater Rescue Teams
- Regional Shelter Support
- State government agency expertise / services
- Federal response agency expertise

State support the municipality will normally eventually have to pay for:

- Supplies and equipment (including sandbags)
- VTrans Equipment and Personnel
- Vermont National Guard Support

The State Emergency Operations Center (SEOC, 800-347-0488) will help coordinate any state support teams or other external resources that local responders may need.

National Incident Management System (NIMS) Typed Resources

Type	I	II	III	IV	Other	Type	I	II	III	IV	Other
Critical Incident Stress Management Team					1	Hydraulic Excavator, Large Mass Excavation					
Mobile Communications Center						Hydraulic Excavator, Medium Mass Excavation			1		
Mobile Communications Unit		1				Hydraulic Excavator, Compact					
All-Terrain Vehicles					2	Road Sweeper			1		
Marine Vessels			2			Snow Blower, Loader Mounted			1		
Snowmobile						Track Dozer					
Public Safety Dive Team						Track Loader					
SWAT/Tactical Team						Trailer, Equipment Tag-Trailer	1				
Firefighting Brush Patrol Engine			1			Trailer, Dump					
Fire Engine (Pumper)	3					Trailer, Small Equipment		3			
Firefighting Crew Transport			1			Truck, On-Road Dump					
Aerial Fire Truck	1					Truck, Plow	8		1	1	
Foam Tender						Truck, Sewer Flusher					
Hand Crew						Truck, Tractor Trailer					
HAZMAT Entry Team						Water Pumps, De-Watering	4				
Engine Strike Team						Water Pumps, Drinking Water Supply - Auxiliary Pump					
Water Tender (Tanker)						Water Pumps, Water Distribution					
Fire Boat						Water Pumps, Wastewater					
Aerial Lift - Articulating Boom						Water Truck	1				
Aerial Lift - Self Propelled, Scissor, Rough Terrain						Wheel Dozer					
Aerial Lift - Telescopic Boom						Wheel Loader Backhoe					
Aerial Lift - Truck Mounted						Wheel Loader, Large					
Air Compressor						Wheel Loader, Medium		2			
Concrete Cutter/Multi-Processor for Hydraulic Excavator						Wheel Loader, Small					
Electronic Boards, Arrow						Wheel Loader, Skid Steer					
Electronic Boards, Variable Message Signs	1					Wheel Loader, Telescopic Handler					
Floodlights					1	Wood Chipper					1
Generator					4	Wood Tub Grinder					
Grader	1										

Information about the NIMS Typed resources can be found at: <https://rlit.preptoolkit.org>

4. Public Information and Warning

<i>During a significant emergency, the Emergency Operations Center (EOC) and Incident Command Posts (ICPs) will coordinate and manage public information, both by producing accurate, timely reports and by tracking what is publicly reported to minimize confusion and help ensure a positive public response.</i>	
VT-Alert message - State: Other VT-Alert managers:	Vermont Emergency Management: 800-347-0488
Important Local Websites / Social Media channels:	www.hartford-vt.org , https://www.facebook.com/HartfordTH https://lists.vitalcommunities.org/lists/info/hartford https://twitter.com/town_vt https://www.hartford-vt.org/2197/Vermont-Alert
Local Newspaper, Radio, TV:	Valley News, WNTK, NBC5, WCAX, WGXL 92.3
Public Notice locations:	Town Buildings, Libraries
<i>Vermont 2-1-1 is a United Ways of Vermont system that provides 24x7x365 information and referral services in cooperation with a large number of state and local government and community based entities. 2-1-1 collects and maintains a database of local resource information and is available to take calls from the general public to inform and instruct them in relation to emergency events, and to refer them to the appropriate response and recovery resource, if necessary.</i>	
To provide information for 2-1-1	Dial 211 or (802) 652-4636

5. Vulnerable Populations

If necessary, the EOC may contact organizations and facilities, below, that serve vulnerable populations to identify residents who are at risk based on the emergency. If there are residents at risk or in danger, the EOC should monitor their status and if required coordinate support for them until their situation stabilizes.

Name / Notes	Contact Info
The Village at WRJ	802-526-5242
VA Hospital	802-295-9363
Upper Valley Waldorf School	802-296-2496
Mid Vermont Christian School	802-295-6800
Valley Terrace	802-280-1910
Hartford Schools (Elem, Middle, High)	802-295-8600
Greystone Village	802-252-7455
Gate St. Senior Housing	603-252-7455
Babylon Daycare	603-667-7294
Green Mt. Children's Center	802-291-3035
World of Discovery Daycare	802-738-7688
Potter's House School	802-345-5726
Twin Pines Housing	802-291-7000

Aurora Daycare	802-296-2077
Village Apartments	603-641-2163
Known unhoused locations/Campsites	

6. Shelters

During some emergencies, the EOC will monitor or coordinate support for residents who are displaced due to property or infrastructure damage.

Spontaneous Sheltering

- Determine the approximate number of people who need sheltering
- Call the State EOC / Watch Officer at 800-347-0488 and request support
- Track the status of residents who need shelter until their situation stabilizes

Regional Shelter

Location / Address:	Hartford High School 27 Highland Ave.
Opening Contact:	State EOC, 800-347-0488; American Red Cross, 802-660-9130
Phone Numbers:	802-295-8610

Primary Local Shelter

Location / Address:	Hartford High School
Facility Contact(s):	Main Office
Phone Numbers:	802-295-8610
Shelter Manager:	Red Cross
Staff Requirements:	Red Cross Staffing
Services:	Warm/Cool Overnight Food Prep Showers Healthcare
Notes:	
	Capacity: 200 Generator? Y Pets Allowed? Y

Alternate Local Shelter

Location / Address:	Hartford Middle School
Facility Contact(s):	Main Office
Phone Numbers:	802-295-8640
Shelter Manager:	Red Cross
Staff Requirements:	Red Cross Staff
Services:	Warm/Cool Overnight Food Prep Showers Healthcare
Notes:	
	Capacity: 50 Generator? N Pets Allowed? N

Annexes (Optional, create and letter as needed)

See the Vermont Emergency Management (VEM) web site at <http://vem.vermont.gov> for samples and examples of annexes, such as: forms; delegations of authority; debris plans; incident-specific plans, checklists, and matrices; animal disaster references; etc.

Contact Information

Position	Name	Phone numbers - indicate Mobile, Home, Work			E-mail
		Primary	Alternate	Alternate	
Local Emergency Management Team					
EMD	Scott Cooney	802-598-0061	802-295-3232		scooney@hartford-vt.org
EM Coordinator	Scott Cooney	802-598-0061	802-295-3232	802-295-7795	scooney@hartford-vt.org
Local Response Organization Contacts					
Fire Chief	Scott Cooney	802-598-0061	802-295-3232	802-295-7795	scooney@hartford-vt.org
Deputy Fire Chief	Jason Czora	802-281-9637	802-295-3232		jczora@hartford-vt.org
Police	Greg Sheldon, Chief	603-254-7292			gsheldon@hartford-vt.org
State Police	Lt. Hugh O'Donnell, VSP Royalton Station Commander	802-234-9933			hugh.odonnell@vermont.gov
Local Dispatch Center	Hartford	802-295-9425	802-295-2195		
Local Public Works Contacts					
Road Foreman	Christopher Haley	603-443-1438			chaley@hartford-vt.org
Public Works Director	Brian Gazda	802-295-3622			bgazda@hartford-vt.org
Town Garage		802-295-3622			
Drinking Water Utility	Evan Ecker	802-295-3622	802-738-9155		eecker@hartford-vt.org
Wastewater Utility	Steve Brock	802-295-6563	603-477-5567		sbrock@hartford-vt.org
Asst. Public Works Director	Jeremy Delisle	802-369-4018	802-295-3622		idelisle@hartford-vt.org
Municipal Government Contacts					
Interim Town/City Manager	Gail Ostrout	802-281-0151	802-535-9489	802-295-9353	gostrout@hartford-vt.org
Selectboard Chair	Michael Hoyt	802-698-8759			mhoyt@hartford-vt.org
Selectboard Alt	Dan Fraser	802-291-4091			dfraser@hartford-vt.org

Contact Information

Position	Name	Phone numbers - indicate Mobile, Home, Work			E-mail
		Primary	Alternate	Alternate	
Selectboard Alt	Kim Souza	603-252-9717			ksouza@hartford-vt.org
Town Clerk	Lisa O'Neil	802-356-2733	802-478-1102		lonel@hartford-vt.org
Finance Director	Gayle Ostrout	802-281-0151	802-478-1107		gostROUT@hartford-vt.org
Town Health Officer	Brett Mayfield	802-591-3978			vtimaf@aol.com
Forest Fire Warden	Scott Cooney	802-598-0061	802-295-3232	802-295-7795	scooney@hartford-vt.org
Animal Control Officer	HPD	802-295-9425			
School Contact #1	Tom Debalsi	802-384-4343	802-295-8600		debalit@hartsfordschools.net
School Contact #2	Jonathan Garthwaite	802-295-8600			garthwaitej@hartsfordschools.net
School District Office		802-295-8600			
Town IT Officer	Dillon Walsh	802-359-3976			dwalsh@hartford-vt.org
Other Contacts					
Planning & Development Director	Lori Hirshfield	802-478-1119			lhirshfield@hartford-vt.org
Parks & Recreation Director	Scott Hausler	802-478-1103			shausler@hartford-vt.org
Assessor	Richard Vincent	802-295-9353			rvincent@hartford-vt.org
Executive Assistant/Human Resources	Paula Nulty	802-478-1101			pnulty@hartford-vt.org

Contact Information

Position	Name	Phone numbers - indicate Mobile, Home, Work			E-mail
		Primary	Alternate	Alternate	

Local Emergency Management Plan Municipal Adoption Form

Town of HARTFORD
171 Bridge Street
White River Junction, VT 05001

The Local Emergency Management Plan (LEMP) must be (re)adopted annually, after town meeting day, and submitted to the appropriate Regional Planning Commission (RPC) by May 1st.

At a warned public meeting (regular selectboard/city council meeting), the municipality adopted the Local Emergency Management Plan (LEMP) on the date shown at right.

At a warned public meeting (regular selectboard/city council meeting), the municipality adopted the National Incident Management System (NIMS) on the date shown at right.

If Vermont Emergency Management needs to contact municipal leaders to determine status and support requirements during an emergency, the Emergency Management Director (EMD) and two other local Points Of Contact (POCs) who should have authoritative local information are listed at right.

☐ Mark this block if a readopted plan has no changes since the previous year.

Municipality	Hartford
LEMP Adoption Date	05/02/23
NIMS Adoption Date	05/28/2014
EMD Name	Scott Cooney
Position	EMD
Primary Phone	802-598-0061
Alternate Phone	802-295-3232
Email	scooney@hartford-vt.org
POC 2 Name	Gail Ostrout
Position	Interim Town Manager
Primary Phone	802-281-0151
Alternate Phone	802-295-9353
Email	scooney@hartford-vt.org
POC 3 Name	Michael Hoyt
Position	Selectboard Chair
Primary Phone	802-698-8759
Alternate Phone	802-295-9353
Email	mhoyt@hartford-vt.org

I hereby certify that the LEMP meets Vermont National Incident Management System (NIMS) requirements and current LEMP Implementation Guidance as on page 2:

Signed*



Scott D. Cooney

Printed Name; certifying individual must have taken, at a minimum, ICS402 or ICS100/IS-100 training

I hereby attest that the municipality has adopted NIMS and the LEMP as stated above:

Signed*

Printed Name, Selectboard / council member

Once completed, send adoption form and copy of Local Emergency Management Plan to Regional Planning Commission.



Local Emergency Management Plan (LEMP) **Required Elements**

*A typed name is acceptable as an electronic signature if it represents an act of that person in accordance with 9 V.S.A. § 278.



Local Emergency Management Plan (LEMP)

Required Elements

Municipal Adoption	
	Municipal Adoption Form
	Municipal adoption of National Incident Management System (NIMS)
	Contact information for local authorities during an emergency
	Certification that LEMP meets Vermont NIMS / Implementation Guidance
	LEMP adoption by local selectboard / city council (annual)
	Submission of LEMP to Regional Planning Commission (RPC)
LEMP Required Elements	
	Planners
	List of people who wrote / maintain the LEMP
	Municipal Emergency Operations Center (EOC)
	Activation authority
	EOC staff positions and duties (minimum 1)
	List of potential EOC staff members (minimum 1)
	Facility information for potential EOC locations (minimum 1)
	Resources
	Emergency purchasing agent and spending limits (if any)
	List of standing municipal contracts that can be used during an emergency
	National Incident Management System (NIMS) Typed Resource List
	List of other local resources that could be used during an emergency
	Public Information and Warning
	VT-Alert contact information
	Local website / social media information (if any)
	List of local media outlets (if any)
	Public notice sites for non-phone/Internet information
	Vermont 2-1-1 contact information
	Vulnerable Populations
	List of organizations/facilities that serve local vulnerable populations
	Identification and monitoring process
	Shelters
	Spontaneous and regional shelter information
	Opening information for local shelters (if any)
	Service information for local shelters (if any)
	Contact Information
	Emergency Management personnel
	Response organizations
	Municipal officials / public works
	State, region, and adjacent municipality contacts

Vermont Emergency Management (VEM) encourages municipalities to create and maintain optional LEMP annexes as required. Examples might include plans for specific incident types, shelters, evacuation, and volunteer management - see the VEM website for models, samples, and examples at: <http://vem.vermont.gov>



**AGENDA
MEMORANDUM**

May 2, 2023

Town Selectboard Item: 5n

Submitted by: Gail Ostrout

Subject: **Community Safety Review RFP**

Background:

In January 2022 the Hartford Committee on Racial Equity and Inclusion recommends that the Town of Hartford contract with a qualified consultant to produce a Community Review of Public Safety. This review process should include a focused examination of how Town resources, non-profit organizations, social service agencies and other community services are currently utilized and can be optimized to ensure equitable community health, wellness, and safety. It should also incorporate the perspectives of community members most impacted by these services. On 9/8/2022 a RFP was released and only one response was received in the amount of \$600,000.

Discussion:

This will be the first of three discussions, with residents, board members, and staff. The next discussion will be held at the 5/16/2023 board meeting. Staff will then review and consider the recommendations as they design an RFP to be finalized at the final session at the 5/30/2023 board meeting. The RFP will be released and managed by staff in June.

Financial Impact: \$50,000 approved in the FYE 2024 Budget

Recommendation: N/A

Gail Ostrout

Acting Town Manager /Finance Director



Hartford Committee on Racial Equity & Inclusion

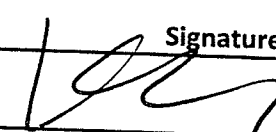
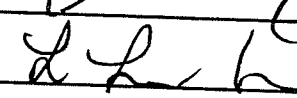


Recommendation for Community Review of Public Safety

The Hartford Committee on Racial Equity and Inclusion recommends that the Town of Hartford contract with a qualified consultant to produce a Community Review of Public Safety. This review process should include a focused examination of how Town resources, non-profit organizations, social service agencies and other community services are currently utilized and can be optimized to ensure equitable community health, wellness and safety. It should also incorporate the perspectives of community members most impacted by these services.

ATTENDANCE SHEET

BID/DATE: 10/28/2022 Community Health / Safety @ 1pm

	Printed Name	Company	Signature
1	KIM SOUZA	TO H	
2	Lana Livingston	TO H	
3			
4			
5			
6			
7			
8			
9			
10			

TOWN OF HARTFORD
171 BRIDGE STREET
WRJ, VT 05001

BID TABULATION SUMMARY
Bids Taken at the Town Manager's Office

Bid For: Comm. Health / Safety
DEPARTMENT: S/B
DATE: 10/28/2022 @ 1pm
Tabulated BY: Ken Souza

Name & Address of Bidder		Bid		
1	IMEG - Ryan T. Searles 4630 N. Loop 1604 W, S201 San Antonio, TX 78249	600,000.00		
2				
3				
4				
5				
6				
7				
8				
9				

REQUEST FOR PROPOSALS

FOR

**Assessment on Community
Safety**

COPY

ISSUED BY:

**TOWN OF HARTFORD
171 Bridge Street
White River Junction VT 05001**

**Date of Issue
September 8, 2022**

**Due Date for Proposal
October 24, 2022**

I. INTRODUCTION

The Town of Hartford, Vermont is seeking proposals for a consultant to examine our community safety in the context of the many ways different people of all backgrounds experience a sense of security attributable to the delivery of specific public services. The review will examine (but is not limited to): the Hartford Police Department, Hartford Fire Department, Town support for non-profit organizations, social service agencies and other community resources, as well as identifying currently unmet community needs. This open process will invite in the wealth of knowledge and life experiences that our community holds about police, fire, social services, and other topics related to feeling safe in Hartford.

II. SCOPE OF WORK

The scope of services to be provided:

What types and level of services does Hartford want to provide for community safety? Are the Town's current resources being used efficiently, effectively, and equitably?

- The Consultant will prepare a draft public engagement strategy designed to provide broad public input on a vision for a healthy and safe community in Hartford. Appropriate tools may include online surveys, listening sessions and public meetings.
- Consultant(s) will summarize all material gathered through the approved public engagement strategy and provide insights and conclusions to the Town Manager, Fire Chief, and Police Chief or their designee(s).
- The consultant(s) may draft a strategy or program for continuous community input into a public safety program that delivers services aligned with the values and vision of the community. The strategy or program must be cost-effective and cognizant of the rural New England region where Hartford is located.
- A review of current systems, social service providers, and stakeholders along with an assessment of current Hartford Fire and Hartford Police interactions with those systems and providers.

III. STANDARDS and DELIVERABLES:

1. All documents should be provided in digital format (MS Word, MS PowerPoint, MS Excel).
2. All data, databases, reports, designs and materials, in digital format created under this project shall be transferred to the Town of Hartford upon completion of the project and become the property of the Town.
3. Reports must be submitted a minimum of one full week prior to meetings at which they will be discussed.

Project Milestones. Proposals shall include timetable for each of the following items. Timetable should reflect how many weeks after the notice to proceed is given that each item will be completed.

- Data collection, review, and analysis

- Preliminary findings meeting with the Town of Hartford Town Manager, Fire Chief, and Police Chief or their designee(s).
- Final comments delivered to the Consultant
- Final Report delivered to the Town of Hartford

Community Meetings and Engagement Standards

Community engagement meetings shall be open, accessible, and affirmatively engage public participation in accordance with the Vermont Open Meeting Law. Virtual meeting access will be a requirement. Meetings should be scheduled at various times convenient to working residents and will be recorded and available for viewing at times convenient to interested Hartford residents.

A process may be instituted to anonymously collect community members' actual and feared experiences with first responders, including mental health crisis services. These experiences should include both perceived positive and negative experiences and include, any and all Hartford residents who wish to contribute, and welcoming interactions experienced by groups historically marginalized (e.g., BIPOC, LGBTQ+). Consultant(s) will confirm any needed legal considerations or obligations following the collection of anonymous reports or surveys that disclose legal, medical or other protected or sensitive information. A process will be developed for obtaining and hearing, anonymously or otherwise, the thoughts, concerns, and obstacles to policing as experienced by the Hartford police officers and staff. Consultant(s) will confirm any needed legal considerations or obligations following the collection of anonymous reports or surveys that disclose legal, medical or other protected or sensitive information. Should the need for childcare services or interpreter services be identified, recommendations will be presented to the full Selectboard for consideration on how to address these needs.

IV. ADMINISTRATIVE INSTRUCTIONS

A timely response to the deadline identified must be received for the SOLICITATION to be considered. Interested parties are required to submit information requests and/or questions in writing either by mail, or email, to:

Tracy Yarlott-Davis
Hartford Town Manager
171 Bridge St
White River Junction VT 05001
Tyarlott-davis@hartford-vt.org
802-478-1100

The deadline for submission is October 12, 2022 at 3:00 PM. Submittals received after this deadline will not be considered. Please write on the outside of the **sealed envelope or box**: "Proposal for Community Safety Assessment" and the name of the entity proposing. Three (3) copies of your submittal are required. Proposals will be opened at the Hartford Town Hall at 3:05pm on October 12, 2022. **An electronic copy of the proposal shall be submitted after the proposal opening. Electronic copies will not be accepted prior to the proposal opening.**

Proposals must remain valid for at least 60 days.

Mailing Address

Hartford Town Manager
171 Bridge St.
White River Junction VT 05001

Physical Address for Delivery

171 Bridge St.
White River Junction VT 05001

V. PROPOSAL REQUIREMENTS

The Proposal should demonstrate that the Proposer understands the intent and scope of the project, the character of the deliverables, the services required for their delivery, and the specific tasks that must be performed in the course of supplying these services. In addition, the qualifications of the Proposer to supply the required services must be demonstrated. In order to assist in the evaluation process, please include the following information in the technical proposal.

A. Cover Letter

B. Statement of Qualifications

- 1. Contact Information** - List the name of the firm, address, contact person, phone number, and e-mail address.
- 2. Professional Qualifications** – List the names of the principals of the firm and the qualifications of the project manager and key staff assigned to the project
- 3. Firm's Capabilities** - Briefly describe three similar projects, which your firm has completed in the past three years. List the members of each project team and the role played by each member. Please provide references for each project.

C. Methodology

Please provide a detailed explanation of how your firm would approach the work. It may include a description of tasks, products, milestones, and timetables. Task descriptions should fully discuss the steps to be followed in carrying out the work. Sufficient detail should be presented to show a clear understanding of the work and the proposed approach. A timetable should accompany the work description showing the expected sequence of tasks and resource requirements for both the contractor and the Town of Hartford.

D. Cost Proposal Requirements

This is to be a lump sum proposal.

The work shall not be assigned or sublet without previous consent of the Town of Hartford. The contractor shall not either legally or equitable assign any of the moneys payable under this

agreement, unless by and with the consent of the Town of Hartford.

VI. CONTRACTOR SELECTION PROCEDURE

The contractor will be evaluated based on the following factors. These factors are not listed in any order of priority:

1. Approach - Respondents will be evaluated as to their understanding of the work, how well the proposed work and schedule to complete the work address the project requirements, and the completeness and innovation evident in the approach to the project and the proposed work.
2. Experience and Capability - Respondents will be evaluated with respect to the experience both in terms of past efforts in this type of work and the level of commitment to this project.
3. Project Cost - The cost will be an important consideration in the selection, although it will not be the sole determining factor.
4. Other value-added tools and services - Responses will be evaluated on the inclusion of other related information that will produce a better product.

The Town of Hartford reserves the right to seek clarification of any proposal submitted and to select the proposal considered to best promote the public interest.

All proposals become the property of the Town of Hartford upon submission. The cost of preparing, submitting, and presenting a proposal is the sole expense of the contractor.

The Town of Hartford Rights

The Town of Hartford reserves the right to reject any or all proposals and to modify or issue changes to the original RFP. Any change will be distributed to all those originally issued the RFP.

The Town of Hartford also reserves the right to reject any and all proposals received as a result of this solicitation, to negotiate with any qualified source, to waive any formality and any technicalities or to cancel the RFP in part or in its entirety if it is in the best interest of the Town of Hartford. This solicitation of proposals in no way obligates the Town of Hartford to award a contract.

VII. ADDITIONAL REQUIREMENTS

Equal Employment Opportunity

The contractor shall comply with the applicable provisions of Title VI of the Civil Rights Act of 1964 as amended, Executive Order 11246 as amended by Executive Order 11375 and as supplemented by the Department of Labor regulations (41DFR Part 60). The Contractor shall comply with all the requirements of Title 21, V.S.A., Chapter 5, Subchapters 6 and 7, relating to fair employment

practices to the extent applicable. A similar provision shall be included in any and all subcontracts.

Insurance

The Contractor shall take out and maintain during the life of this project, such Comprehensive General Bodily Injury Liability Insurance and Property Damage Liability Insurance as shall protect them and any employee for personal injury, including accidental death, as well as, from claims for property damage, which may arise from operations under this project, whether such operations by themselves or by any employee or by anyone directly or indirectly employed by them. The contractor shall have minimum umbrella coverage or \$1,000,000 per occurrence.



TOWN OF HARTFORD SELECTBOARD MINUTES

Tuesday, April 18, 2023, 6:00PM Hartford Town Hall, 171 Bridge Street White River Junction, VT 05001. This meeting was conducted in person at Town Hall

Present: Michael Hoyt, Chair; Kim Souza, Clerk; Rocket, Member; Lannie Collins, Member; Mary Erdei, Member; Ally Tufenkjian Member; Gail Ostrout, Acting Town Manager, Paula Nulty, Acting Asst. Town Manager; Joe Major, Treasurer; Members of the Public

Present via Zoom: Dan Fraser, Vice Chair; Lori Hirshfield, Planning Director; Dana Clawson, Environmental Sustainability Coordinator

JAM Video Recording Link: <https://www.youtube.com/live/8S3boVcHowg?feature=share>

- I. Call to Order the Selectboard Meeting** by M. Hoyt at 6pm
- II. Pledge of Allegiance**
- III. Local Cannabis Control Board:** None
- IV. Order of Agenda** M. Hoyt recommended tabling the Planning Commission appointment until the position could be more prominently posted to the public and the board agreed. M. Hoyt moved the action of Item 5a to directly following the executive session; Ratification of Agreement between Town and International Brotherhood of Electrical Workers Local 300 (Representing Public Works and Parks and Recreation staff).
- V. Executive Session:** M. Erdei moved that in accordance with Vermont's Open Meeting Law 1 V.S.A. § 313(a), that the Selectboard enter into Executive Session to discuss the appointment or employment or evaluation of a public officer or employee and that in accordance with Vermont's Open Meeting Law requirements, and to discuss or consider records or documents that are exempt from the public records laws under the provisions of Title 1, Section 313 (a) (6) of the Vermont Statutes. A. Tufenkjian seconded the motion. All were in favor and the motion passed.

M. Erdei made the motion to exit executive session. The motion was seconded by A. Tufenkjian. All were in favor and the motion passed.

K. Souza moved to approve the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 300, as tentatively agreed to by the Town's negotiating team comprised of Acting Assistant Town Manager/HR Director Paula Nulty, Interim Public Works Director Jeremy Delisle, Parks and Recreation Director Scott Hausler, and Town Attorney Brian Monaghan, for the period July 1, 2022 through June 30, 2027, and to authorize Gail Ostrout, Acting Town Manager, to sign all documents necessary to effectuate the contract. M. Erdei seconded the motion. All were in favor and the motion passed.

Selectboard

1. Public Comment

Steven Pomije expressed concern and frustration about the noise created by live music events at a nearby restaurant. The acting town manager agreed to consult the Hartford police chief to determine if the restaurant is in violation of a town noise ordinance and report back to the board at a future meeting.

Marie Alvin suggested that a townwide survey be conducted. Marie thanks the acting town manager, DPW & HPD for their work addressing the problems at the Wilder park & ride.

Michelle Boleski asked if a joint schoolboard & select board meeting had been scheduled. The selectboard chair has been in contact with the schoolboard chair and the school superintendent and they are working on setting up a joint session. Michelle thanked officer Solomita and the acting town manager for swiftly addressing their concerns around pedestrian safety issues on Hartford Ave.

2. Selectboard Comments and Announcements

M. Erdei shared that she had a wonderful experience volunteering for the annual Egg Scramble organized by the Parks & Recreation Department.

K. Souza shared that she attended a Capital Planning forum hosted by the Vermont Bond Bank and has emailed several highlights to board members including a recommendation to establish a Capital Improvement Plan policy to guide the town's capital planning process.

3. Appointments: ITEM TABLED

- a. Consider the Appointment of Dylan M. Kreis to the Hartford Planning Commission for a three-year term beginning April 18, 2023 and ending April 17, 2026.

4. Town Manager Report

No significant activity report for this meeting. Acting town manager, G. Ostrout gave status updates on outstanding items including; graffiti, South Main Street Parking Lot Lights, Hartford Ave Crosswalk/Speeding, staffing levels & paving plans.

5. Board Reports, Motions & Ordinances

- a. Ratification of Agreement between Town and International Brotherhood of Electrical Workers Local 300 (Representing Public Works and Parks and Recreation staff): See post executive session action above.
- b. Personnel Policy Modification
K. Souza moved that the Town of Hartford General Personnel Policy be amended to add Juneteenth Freedom Day as an official holiday, and to add Indigenous Peoples' Day as an official holiday in place of Columbus Day, with such amendment being posted as required, and considered for adoption at the next regular Selectboard meeting. A. Tufenkjian seconded the motion. All were

in favor and the motion passed.

- c. Cornerstone Community Center Vermont Community Development Program Planning Grant – Redesignate Authorizing Official
A. Tufenkjian moved that the selectboard adopt the attached revised Grant Agreement Resolution (Form PM-1) to designate Michael Hoyt, Selectboard Chair, as the Town's Authorizing Official for this Grant, effective as of December 22, 2022. M. Erdei seconded the motion. All were in favor and the motion passed.
- d. Hartford Development Corporation Initiative
Rocket moved that the board support the Hartford Development Corporation initiative and request that town staff provide a letter of intent for the Northern Borders Regional Commission Catalyst Program at the discretion of the acting town manager. No member seconded the motion. The motion failed.
- e. Charging & Fueling Infrastructure Discretionary Grant Program
M. Erdei moved that the Select Board support the multi-municipal Charging and Fueling Infrastructure Discretionary Grant Program effort and the Select Board Chair sign a letter of support. Rocket seconded the motion. All were in favor and the motion passed.
- f. Heat Pumps
L. Collins moved that the selectboard waive the Purchasing Policy requirement for multiple bids on goods and services with a total price over \$20,001 and approve Gail Ostrout, Interim Town Manager, to execute the contract with Alliance Mechanical to replace the first floor condenser for \$59,680. M. Erdei seconded the motion. All were in favor and the motion passed.
- g. Replacement of Water Department F-250 (W-6)
M. Erdei moved that the selectboard authorize the Interim Public Works Director, Jeremy Delisle, to sign the sales agreement to purchase a 2023 Chevrolet 3500 Crew Cab 4X4 with a Knapheide Service Body. A. Tufenkjian seconded the motion. All were in favor and the motion passed.
- h. Vermont Community Foundation Grant
L. Collins moved that the Selectboard enter into a contract for Clifton Strengths Based Training with Gabrielle Lucke for a 3-hour session at a cost of \$2,068.23 and that the Chair sign any documents required to execute the contract. M. Erdei seconded the motion. 6 in favor (Collins, Tufenkjian, Hoyt, Erdei, Fraser, Souza), 1 opposed (Rocket). The motion passed.

A. Tufenkjian moved that the Selectboard enter into a contract for five 90 minute workshop sessions with PRISM Conflict Solutions at a cost of \$1,500 per session for a total of \$7,500 and that the selectboard waive section 3.5 of the purchasing policy to execute the contract. M. Erdei seconded the motion. 5 in favor (Tufenkjian, Hoyt, Erdei, Fraser, Souza) 2 opposed (Collins, Rocket). The

motion passed.

VI. Local Liquor Control Board

New:

- a. Consider the New License of Neshobe River Co., LLC Doing Business As: Foley Brothers Beer Garden, 5573 West Woodstock Road, Quechee, VT 05059 (Outside Consumption)
Rocket moved to approve the Outside Consumption license for Neshobe River Co., LLC Doing Business As: Foley Brothers Beer Garde. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- b. Consider the Renewal and New Licenses of Hua Teng Restaurant Inc. Doing Business As: China Moon Buffet, 96 Sykes Avenue, White River Junction, VT 05001 (Renewal of 1st Class)
L. Collins moved to approve the renewal of a 1st Class license for Hua Teng Restaurant Inc. Doing Business As: China Moon Buffet. A. Tufenkjian seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.

Additional: NEW License request for China Moon Buffet (3rd Class)
M. Erdei moved to approve the 3rd Class license for Hua Teng Restaurant Inc. Doing Business As: China Moon Buffet. L. Collins seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.

Renewals:

- a. Consider the Renewal of Quechee Club, Inc. Doing Business As: Base Lodge, 3369 Quechee Main Street, Quechee, VT 05059 (1st, 3rd and Outside Consumption)
M. Erdei moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Quechee Club, Inc. Doing Business As: Base Lodge. A. Tufenkjian seconded the motion. 4 in favor (Rocket, Tufenkjian, Hoyt, Erdei) 1 opposed (Collins) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- b. Consider the Renewal of Quechee Club, Inc., Doing Business As: Murphy Farms, 78 Murphy Road, Quechee, VT 05059 (1, 3rd and Outside Consumption)
A. Tufenkjian moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Quechee Club, Inc. Doing Business As: Murphy Farms. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- c. Consider the Renewal of Quechee Club, Inc., Doing Business As: Quechee Club Inc., 3268 Quechee Main Street, Quechee, VT 05059 (1st, 3rd and Outside Consumption)
A. Tufenkjian moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Quechee Club, Inc. Doing Business As: Quechee Club Inc. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.

- d. Consider the Renewal of Public House at Quechee Gorge, 5813 Woodstock Road, Quechee, VT 05059 (1st, 3rd and Outside Consumption)
A. Tufenkjian moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Public House at Quechee Gorge. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- e. Consider the Renewal of Collaborative Stoke LLC Doing Business As: Trail Break Taps & Taco, 129 South Main Street, White River Junction, VT 05001 (1st, 3rd and Outside Consumption)
A. Tufenkjian moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Collaborative Stoke LLC Doing Business As: Trail Break Taps & Taco. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- f. Consider the Renewal of Perry Hospitality Limited Partnership Doing Business As: The Quechee Inn at Marshland Farm, 1119 Quechee Main Street, Quechee, VT 05059 (1st, 3rd and Outside Consumption)
A. Tufenkjian moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Perry Hospitality Limited Partnership Doing Business As: The Quechee Inn at Marshland Farm. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- g. Consider the Renewal of Maple Street Catering/Big Fatty's BBQ, 186 South Main Street, White River Junction, VT 05001 (1st, 2nd, 3rd and Outside Consumption)
M. Erdei moved to approve the renewal of a 1st Class, 3rd Class and Outside Consumption license for Maple Street Catering/Big Fatty's BBQ. A. Tufenkjian seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- h. Consider the Renewal of Veterans of Foreign Wars Club Inc. of Hartford, 97 South Main Street, White River Junction, VT 05001 (1st and 3rd)
A. Tufenkjian moved to approve the renewal of a 1st and 3rd Class license for the Veterans of Foreign Wars Club Inc. of Hartford. M. Erdei seconded the motion. 4 in favor (Rocket, Tufenkjian, Hoyt, Erdei), 2 abstained (Collins, Fraser), 1 recused (Souza).
- i. Consider the Renewal of Northern Hospitality Limited Partnership Doing Business As: Hotel Coolidge Hotel, 39 South Mian Street, White River Junction, VT 05001 (1st and 3rd)
L. Collins moved to approve the renewal of 1st and 3rd Class licenses for Northern Hospitality Limited Partnership Doing Business As: Hotel Coolidge Hotel. A. Tufenkjian seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- j. Consider the Renewal of River Roost Brewery, LLC, 230 South Main Street, White River Junction. VT 05001 (1st and Outside Consumption)
A. Tufenkjian moved to approve the renewal of 1st Class and Outside

Consumption licenses for River Roost Brewery, LLC. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.

- k. Consider the Renewal of David McInnis Doing Business As: Wicked Awesome BBQ, 93 Beswick Drive, White River Junction, VT 05001 (1st and Outside Consumption)
A. Tufenkjian moved to approve the renewal of 1st Class and Outside Consumption licenses for David McInnis Doing Business As: Wicked Awesome BBQ. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- l. Consider the Renewal of Piecemeal, LLC Doing Business As: Piecemeal Pies, 5 South Main Street, White River Junction, VT 05001 (1st and Outside Consumption)
A. Tufenkjian moved to approve the renewal of 1st Class and Outside Consumption licenses for Piecemeal, LLC Doing Business As: Piecemeal Pies. M. Erdei seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- m. Consider the Renewal of K-B Ventures, Inc. Doing Business As: Jake's Market and Deli, 1477 Maple Street, Hartford, VT 05047 (2nd Class, Tobacco & Tobacco Substitute Endorsement)
M. Erdei moved to approve the renewal of 2nd Class, Tobacco & Tobacco Substitute Endorsement licenses for K-B Ventures, Inc. Doing Business As: Jake's Market and Deli. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.
- n. Consider the Renewal of Hanover Consumer Cooperation Society, Inc. Doing Business As: Co-op Food Store, 209 Maple Street, White River Junction, VT 05001 (2nd Class)
M. Erdei moved to approve the renewal of a 2nd Class license for the Hanover Consumer Cooperation Society, Inc. Doing Business As: Co-op Food Store. A. Tufenkjian seconded the motion. 5 in favor (Collins, Rocket, Tufenkjian, Hoyt, Erdei) 1 abstained (Fraser) 1 recused (Souza). The motion passed.

VII. Commission Reports

K. Souza: Town Manager Search Committee had a meeting scheduled on April 13, but did not meet quorum. The committee chair established a volunteer work group to begin preliminary logistics for planning community outreach sessions in a timely manner. The VLCT consultant, Dominic Cloud, is seeking input from the Selectboard and is drafting the profile characteristics, job description and marketing materials for review by the committee and Selectboard.

K. Souza: The Planning Commission met April 17. There was a preliminary, informal presentation from a developer (Black Rock Investments) for a 240 unit

residential development off of Sykes Mountain Avenue. The commissioners gave initial feedback and the developer will continue to work with staff until they come back with a formal application in the future. A self storage unit application (#23-01) which was continued from March 13 was continued again to a special public hearing on May 24 to address legal concerns of an abutter to the project. An application (#23-02) from Chorro LLC to expand a single family home to a 2 family home on South Main Street was approved.

VIII. Consent Agenda

K. Souza moved to approve the Payroll Ending 4/15/2023, Meeting Minutes of 03/09/2023 and 04/04/2023 and A/P Manifests of 04/14/2023 and 04/20/2023.

M. Erdei seconded the motion. All were in favor. The motion passed.

Approve Payroll Ending: 4/15/2023

Approve Meeting Minutes of: 3/9/2023; 4/4/2023

Approve A/P Manifest of: 4/14/2023 and 4/18/2023

Already Approved: 5/2/2023, 5/16/2023, 5/30/2023

X: Adjourn the Selectboard Meeting

Rocket moved to adjourn the meeting. A. Tufenkjian seconded the motion. All were in favor. The motion passed.

Kim Souza, Clerk
04.18.2023 Minutes

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Bank ID	Bank Name		Payee Name		Check Date	Check No.	
Vendor ID	Vendor Name						
Detail:	Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.	
25-0121	AMERICAN RECOVERY FUNDS						
033260	NEW ENGLAND CENTRAL RAILROAD		NEW ENGLAND CENTRAL RAILROAD		4/28/2023	1001	
	2023 NECR PERMIT	PERMIT: UNDERGROUND PIPELINE	0.00	\$4,500.00	0.00	4,500.00	
	Desc:	PERMIT: UNDERGROUND PIPELINE	Acct: 25-985-121-0117	ARPA - Fund 60 -Nutt Lane,Harrison, La			
	Vendor Total:			4,500.00	0.00	4,500.00	
25-0121	Conservation & Development			Bank Total:		4,500.00	
25-0611	Conservation & Development						
028148	LONG VIEW FOREST, INC				4/28/2023	1009	
	13354	LANDING IMPROV TIMBER HARVERS		0.00	\$1,057.50	0.00	1,057.50
	Desc:	LANDING IMPROV TIMBER HARVERS	Acct: 25-985-100-0611	Conservation & Development - Exp			
	Vendor Total:			1,057.50	0.00	1,057.50	
25-0611	Water Capital Reserve			Bank Total:		1,057.50	
50-0100	Water Capital Reserve						
008570	CARBON FILTRATION SYSTEMS, INC				4/28/2023	1025	
	HD 23-1 B	Greensand Vertical Pressure Water F		0.00	\$15,200.00	0.00	15,200.00
	Desc:	Greensand Vertical Pressure Water F	Acct: 50-952-543-0000	CAPITAL OUTLAY - WILDER			
	Vendor Total:			15,200.00	0.00	15,200.00	
50-0100	GENERAL FUND - MASCOMA			Bank Total:		15,200.00	
FUND 1 0	GENERAL FUND - MASCOMA						
001170	AIRGAS, INC.		AIRGAS USA, LLC		4/28/2023	79723	
	9136761181	MED SUPPLIES		0.00	\$28.96	0.00	28.96
	Desc:	MED O2	Acct: 10-221-331-0500	HFD -MEDICAL EQUIPMENT & SUPPL			
	Vendor Total:			28.96	0.00	28.96	
001303	ALDRICH + ELLIOTT, PC				4/28/2023	79724	
	18018.004,81196	S MAIN ST C#2		8,128.49	\$8,128.49	0.00	8,128.49
	Desc:	Phase 310 Construction Admin	Acct: 50-954-543-0035	Capital - RF3-467-3.0 Phase 2			
	Desc:	Phase 310 Construction Admin	Acct: 60-965-543-0035	Capital - RF1-291-3.0 Phase 2			
	Desc:	Phase 310 Construction Admin	Acct: 13-921-360-0105	S. Main St Infrastructure Construction - F			
	Desc:	Phase 320 RPR	Acct: 50-954-543-0035	Capital - RF3-467-3.0 Phase 2			
	Desc:	Phase 320 RPR	Acct: 60-965-543-0035	Capital - RF1-291-3.0 Phase 2			
	Desc:	Phase 320 RPR	Acct: 13-921-360-0105	S. Main St Infrastructure Construction - F			
	Desc:	Phase 330 Special Services	Acct: 50-954-543-0035	Capital - RF3-467-3.0 Phase 2			
	Desc:	Phase 330 Special Services	Acct: 60-965-543-0035	Capital - RF1-291-3.0 Phase 2			
	Desc:	Phase 330 Special Services	Acct: 13-921-360-0105	S. Main St Infrastructure Construction - F			
	22019.001,81219	WRJ CSO ABATEMENT - MARCH 2023		3,104.00	\$3,104.00	0.00	3,104.00
	Desc:	WRJ CSO ABATEMENT - MARCH 2023	Acct: 60-964-540-0000	RF1-271-1 CSO Plan Services			
	Vendor Total:			11,232.49	0.00	11,232.49	
001375	78 SPORTS LLC				4/28/2023	79725	
	INV-1386	BATTING CAGE TURF		0.00	\$4,045.77	0.00	4,045.77
	Desc:	BATTING CAGE TURF	Acct: 10-514-330-0000	PR -ATHLETIC SUPPLIES			

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Bank ID	Bank Name	Payee Name	Check Date	Check No.	
Vendor ID	Vendor Name				
Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
	Desc: BATTING CAGE TURF	Acct: 10-527-331-0000	PR -DEPARTMENT EQUIPMENT		
INV-1387	Install and inspect safety netting	0.00	\$1,295.00	0.00	1,295.00
	Desc: Install and inspect safety netting	Acct: 10-528-318-0000	PR -CONTRACTED SERVICES		
	Vendor Total:		5,340.77	0.00	5,340.77
001645	ALLIANCE MECHANICAL INC.	ALLIANCE GROUP INC.	4/28/2023		79726
061668	Repair of Boiler with new inducer m	0.00	\$3,646.00	0.00	3,646.00
	Desc: Repair of Boiler with new inducer m	Acct: 10-530-318-0000	PR -CONTRACTED SERVICES		
CM220343	Proactive Maintenance QUECHEE WW	1,190.00	\$1,190.00	0.00	1,190.00
	Desc: Proactive Maintenance QUECHEE WW	Acct: 65-963-318-0000	CONTRACTED SERVICES		
	Vendor Total:		4,836.00	0.00	4,836.00
001650	ALLEN ENGINEERING POOLS AND SPAS		4/28/2023		79727
112-503633-01	POLYMER	6,650.00	\$6,650.00	0.00	6,650.00
	Desc: Polymer for Treatment_2300 LB Bin S	Acct: 60-961-340-0000	CHEMICALS		
	Vendor Total:		6,650.00	0.00	6,650.00
002065	AMERICAN FAMILY LIFE ASSURANCE	AFLAC - AMERICAN FAMILY LIFE	4/28/2023		79728
APR'23	AFLAC INS APRIL 2023	0.00	\$1,507.20	0.00	1,507.20
	Desc: AFLAC INS APRIL 2023	Acct: 10-012-300-0270	ACCRUED AD&D PAYABLE		
	Vendor Total:		1,507.20	0.00	1,507.20
003450	AUTOZONE		4/28/2023		79729
5120116849	PARTS	0.00	\$126.60	0.00	126.60
	Desc: AMB PARTS	Acct: 10-221-321-0200	HFD -REPAIRS & MAINT EMS VEHICLI		
5120117545	PARTS	0.00	\$49.08	0.00	49.08
	Desc: AMB PARTS	Acct: 10-221-321-0200	HFD -REPAIRS & MAINT EMS VEHICLI		
5120118044	PARTS	0.00	\$223.98	0.00	223.98
	Desc: BRAKES - PD 6	Acct: 10-211-321-0000	HPD -REPAIRS & MAINT-VEHICLES		
5120120461	PARTS	0.00	\$849.95	0.00	849.95
	Desc: PD STOCK	Acct: 10-211-321-0000	HPD -REPAIRS & MAINT-VEHICLES		
5120123512	PARTS	0.00	\$509.97	0.00	509.97
	Desc: PD STOCK	Acct: 10-211-321-0000	HPD -REPAIRS & MAINT-VEHICLES		
	Vendor Total:		1,759.58	0.00	1,759.58
003580	ODYSSEY ADVISORS INC	ODYSSEY ADVISORS INC	4/28/2023		79730
7788	ACTUARIAL VAL POSTEMPLOY BENEF	0.00	\$3,000.00	0.00	3,000.00
	Desc: ACTUARIAL VAL POSTEMPLOY BENEFITS	Acct: 10-171-318-0000	FIN -CONTRACTED SERVICES		
	Vendor Total:		3,000.00	0.00	3,000.00
004870	BENSON'S CHEVROLET, INC		4/28/2023		79731
04.25.2023	2023 CHEVY TK 3500 VIN:PF256025	62,729.00	\$62,729.00	0.00	62,729.00
	Desc: 2023 CHEVY TK 3500 VIN:PF256025	Acct: 50-954-331-0000	DEPARTMENT EQUIPMENT		
	Desc: 2023 CHEVY TK 3500 VIN:PF256025	Acct: 55-954-331-0000	DEPARTMENT EQUIPMENT		
	Vendor Total:		62,729.00	0.00	62,729.00
005800	BLAKTOP INC.		4/28/2023		79732

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Vendor ID	Vendor Name	Payee Name		Check Date	Check No.
Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
31324	GREEN PATCH	0.00	\$149.50	0.00	149.50
Desc: GREEN PATCH		Acct: 10-311-323-0000	DPW -MATERIAL & SUPPLIES		
Vendor Total:			149.50	0.00	149.50
006100	BMO FINANCIAL GROUP			4/28/2023	79733
Dube 04/01-18/23	Dube, Chris - FD	0.00	\$300.00	0.00	300.00
Desc: VT IAAI-regisrtation Fee Conference		Acct: 10-221-315-0000	HFD -RECRUITMENT & TRAINING		
Hannux 04/01-18/23	Hannux, Shawn - FD	0.00	\$19.74	0.00	19.74
Desc: DHMC Life Support - CPR Cards		Acct: 10-221-315-0000	HFD -RECRUITMENT & TRAINING		
Desc: HD-Batteries		Acct: 10-221-323-0000	HFD -MATERIAL & SUPPLIES		
Hausler 03/28-31/23	Hausler, Scott - REC	0.00	\$512.86	0.00	512.86
Desc: C&S Pizza - Staff Lunch		Acct: 10-511-311-0000	PR -TRAVEL & MEETINGS		
Desc: Advantage Tennis - Tennis Court Rep		Acct: 10-530-321-0100	PR -REPAIRS & MAINT-BUILD & GROU		
Desc: Signs		Acct: 10-528-323-0000	PR -MATERIAL & SUPPLIES		
Hausler 04/01-18/23	Hausler, Scott - REC	0.00	\$555.60	0.00	555.60
Desc: Arbor Day - Conference		Acct: 10-115-101-0200	BC -TREE BOARD		
Desc: Sq Frtified - Key Maintenance		Acct: 10-528-318-0000	PR -CONTRACTED SERVICES		
Desc: Smartsign - Signs		Acct: 10-521-323-0000	PR -MATERIAL & SUPPLIES		
Jay 03/28-31/23	McDonough, Jay - REC	0.00	\$373.94	0.00	373.94
Desc: GetAirVt-Teen Trip		Acct: 10-514-318-0000	PR -CONTRACTED SERVICES		
Jay 04/01-18/23	McDonough, Jay - REC	0.00	\$1,602.53	0.00	1,602.53
Desc: VRPA-Annual Meeting		Acct: 10-511-311-0000	PR -TRAVEL & MEETINGS		
Desc: Walmart-Egg Hunt		Acct: 10-516-323-0000	PR -MATERIAL & SUPPLIES		
Desc: Surveymonkey-Annual Subscrip		Acct: 10-511-318-0000	PR -CONTRACTED SERVICES		
Desc: Maple Lanes - No School Fun Day		Acct: 10-514-318-0000	PR -CONTRACTED SERVICES		
Desc: Strategy Zone - Teen Trip		Acct: 10-514-318-0000	PR -CONTRACTED SERVICES		
Desc: Amazon-April Day Camp Supplies		Acct: 10-514-323-0000	PR -MATERIAL & SUPPLIES		
Desc: Amazon-Pickleball Program M&S		Acct: 10-514-323-0000	PR -MATERIAL & SUPPLIES		
Kelley 03/28-31/23	Kelley, Connie - PD	0.00	\$119.95	0.00	119.95
Desc: Amazon - Thermal transfer ribbons		Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES		
Desc: Amazon - Tablecloths		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Kelley 04/01-18/23	Kelley, Connie - PD	0.00	\$3,653.31	0.00	3,653.31
Desc: H&H Warehouse-Award Plaques		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Desc: FTD.Com-Flowers		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Desc: Priceln-Hampton Inn		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Desc: Sowethwest-Airline Tickets		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Desc: BJ's-Cookie Plate		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
Desc: Cps/Adg Seminar - Seminar		Acct: 10-211-315-0000	HPD -RECRUITMENT & TRAINING		
Desc: CarrierFair&LawEnforcConference		Acct: 10-211-315-0000	HPD -RECRUITMENT & TRAINING		
Desc: Amazon - Gloves/pet Carrier		Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES		
Nulty 04/01-18/23	Nulty, Paula - Admin	0.00	\$161.62	0.00	161.62
Desc: Amazon-LaptopCharger/ValleyFlower-F		Acct: 10-121-323-0000	TM -MATERIAL & SUPPLIES		
O'Neil 04/01-18/23	O'Neil, Lisa - TC	0.00	\$22.24	0.00	22.24
Desc: USPS - Certified Mail		Acct: 10-151-322-0000	TC -POSTAGE		
Peltier 04/01-18/23	Peltier, Tom - FD	0.00	\$19.99	0.00	19.99
Desc: Staples - Flash Drive		Acct: 10-221-320-0000	HFD -EQUIP OPERATION/MAINT-OFFI		
Perry 03/28-31/23	Perry, Diane - PD	0.00	\$199.55	0.00	199.55
Desc: Amazon - Office Supplies		Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES		
Desc: Meal/Lodging Training		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		

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Bank ID	Bank Name					
Vendor ID	Vendor Name	Payee Name	Check Date	Check No.		
Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.	
Perry 04/01-18/23	Perry, Diane - PD	0.00	\$1,536.69	0.00	1,536.69	
Desc: Staples - Essay		Acct: 10-211-312-0000	HPD -ADVERTISING			
Desc: NAmerRescue-MountReflexVehicle		Acct: 10-211-330-0000	HPD -OFFICE EQUIPMENT			
Desc: Adobe - Acrobat Pro		Acct: 10-211-314-0000	HPD -BOOKS & PERIODICALS			
Desc: USPS-Postage		Acct: 10-211-322-0000	HPD -POSTAGE			
Desc: Ziggys-Food		Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS			
Desc: NJ Criminal - Training		Acct: 10-211-315-0000	HPD -RECRUITMENT & TRAINING			
Desc: EB Death Investigation		Acct: 10-211-315-0000	HPD -RECRUITMENT & TRAINING			
Desc: Win Waste-Drug Burn		Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES			
Desc: Amazon - Trash Bags		Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES			
Rowlee 03/28-31/23	Rowlee, David - FD	0.00	\$193.72	0.00	193.72	
Desc: Amazon - Swivel Mounts		Acct: 10-221-321-0000	HFD -REPAIRS & MAINT-VEHICLES			
Shane 04/01-18/23	Barnes, Shane - REC	0.00	\$508.03	0.00	508.03	
Desc: HD-Supplies		Acct: 10-530-321-0100	PR -REPAIRS & MAINT-BUILD & GRO			
Desc: Meal&Lodging Playground Course		Acct: 10-511-311-0000	PR -TRAVEL & MEETINGS			
Desc: HD-Paracord		Acct: 10-528-321-0100	PR -REPAIRS & MAINT-BUILD & GRO			
Tatum 04/01-18/23	Barnes, Tatum - REC	0.00	\$438.00	0.00	438.00	
Desc: Camp Ventures Field Trip&Luncheon		Acct: 10-514-318-0000	PR -CONTRACTED SERVICES			
Barnes 03/28-31/23	Barnes, Tatum - REC	0.00	\$68.95	0.00	68.95	
Desc: BJ's - Afterschool Programming		Acct: 10-514-323-0000	PR -MATERIAL & SUPPLIES			
Walsh 03/28-31/23	Walsh, Dillon - IT	0.00	\$20.98	0.00	20.98	
Desc: Amazon - Phone case		Acct: 10-181-330-0000	IT -OFFICE EQUIPMENT			
Walsh 04/01-18/23	Walsh, Dillon - IT	0.00	\$2,580.67	0.00	2,580.67	
Desc: Higgins-Id cards/Ribbon Ink		Acct: 10-181-330-0000	IT -OFFICE EQUIPMENT			
Desc: PKWare-Encription Software		Acct: 10-181-330-0000	IT -OFFICE EQUIPMENT			
Desc: Knowbe4-Subscription		Acct: 10-181-318-0000	IT -CONTRACTED SERVICES			
Desc: SMTP2GO-SMTP		Acct: 10-181-318-0000	IT -CONTRACTED SERVICES			
Clawson 03/28-31/23	Clawson, Dana - Admin	0.00	\$125.00	0.00	125.00	
Desc: Antioch-Climate Conference		Acct: 10-626-311-0100	TM -Travel & Meetings			
Clawson 04/01-18/23	Clawson, Dana - Energy	0.00	\$69.27	0.00	69.27	
Desc: Dunkin- Coffee for Vendors @ HEC Fa		Acct: 10-626-323-0000	TM -Materials & Supplies			
Cooney 03/28-31/23	Cooney, Scott - FD	0.00	\$122.98	0.00	122.98	
Desc: Amazon - Backu Camera		Acct: 10-221-321-0000	HFD -REPAIRS & MAINT-VEHICLES			
Desc: Amazon - Elevator Keys		Acct: 10-221-331-0100	HFD -FIRE SUPPRESSION EQUIPMEN			
Desc: NatReg-Paramedic Recert		Acct: 10-221-315-0000	HFD -RECRUITMENT & TRAINING			
Cooney 04/01-18/23	Cooney, Scott - FD	0.00	\$928.26	0.00	928.26	
Desc: Cradlepoint - Renewal Netcloud		Acct: 10-221-324-0000	HFD -TELEPHONE			
Desc: Hrappon-Amb Parts		Acct: 10-221-321-0200	HFD -REPAIRS & MAINT EMS VEHICLI			
Desc: Sunoco-Gas		Acct: 10-221-319-0000	HFD -EQUIPMENT OPERATION-GAS			
Desc: Amazon-Office Supplies & Lunch		Acct: 10-221-323-0000	HFD -MATERIAL & SUPPLIES			
Delisle 03/28-31/23	Delisle, Jeremy - DPW	1,025.13	\$1,071.71	0.00	1,071.71	
Desc: Replace failed oxygen sensor		Acct: 65-963-320-0100	EQUIP OPERATION/MAINT-GENERAL			
Desc: Battery Guy - Emergency lighting ba		Acct: 60-961-321-0100	REPAIRS & MAINT-BUILDING			
Desc: Amazon-Replacement Mirror		Acct: 65-963-321-0000	REPAIRS & MAINT-VEHICLES			
Desc: Imperial IndustrialSupply-Pump Hous		Acct: 10-321-321-0000	DPW -REPAIRS & MAINT-VEHICLES			
Desc: Amazon - Emergency lighting battery		Acct: 60-961-321-0100	REPAIRS & MAINT-BUILDING			
Delisle 04/01-18/23	Delisle, Jeremy - DPW	0.00	\$1,667.82	0.00	1,667.82	
Desc: Fabricate knuckle for Holder		Acct: 10-321-321-0000	DPW -REPAIRS & MAINT-VEHICLES			
Desc: Drill out H-4 Axle		Acct: 10-321-321-0000	DPW -REPAIRS & MAINT-VEHICLES			
Delisle 04/01-18/23-	Delisle, Jeremy - DPW	710.80	\$676.89	0.00	676.89	

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Vendor ID	Vendor Name				
Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
	Desc: 39 batteries for emergency lighting	Acct: 60-961-323-0000	MATERIAL & SUPPLIES		
	Desc: Amazon -Scouring Pads	Acct: 50-952-323-0000	MATERIAL & SUPPLIES		
	Desc: Imperial Industries - Cover Return	Acct: 10-321-321-0000	DPW -REPAIRS & MAINT-VEHICLES		
Vendor Total:			17,550.30	0.00	17,550.30
006700	BOUND TREE MEDICAL, LLC	BOUND TREE MEDICAL, LLC	4/28/2023		79734
84912609	MED SUPPLIES	0.00	\$111.98	0.00	111.98
	Desc: MED SUPPLIES	Acct: 10-221-331-0500	HFD -MEDICAL EQUIPMENT & SUPPL		
84918522	MED SUPPLIES	0.00	\$1,053.45	0.00	1,053.45
	Desc: MED SUPPLIES	Acct: 10-221-331-0500	HFD -MEDICAL EQUIPMENT & SUPPL		
Vendor Total:			1,165.43	0.00	1,165.43
007745	BURGESS LOSS PREVENTION ASSOCIATE		4/28/2023		79735
2977	INVESTIGATION SERVICES	0.00	\$2,453.72	0.00	2,453.72
	Desc: INVESTIGATION SERVICES	Acct: 10-211-318-0000	HPD -CONTRACTED SERVICES		
Vendor Total:			2,453.72	0.00	2,453.72
007760	BURLINGTON COMMUNICATIONS		4/28/2023		79736
BCS12672	SERVICE CALL	0.00	\$165.00	0.00	165.00
	Desc: SERVICE CALL	Acct: 10-321-318-0000	DPW -CONTRACTED SERVICES		
Vendor Total:			165.00	0.00	165.00
008570	CARBON FILTRATION SYSTEMS, INC		4/28/2023		79737
HD 23-1 A	Filter Rehab Service7/14/22-6/30/23	38,000.00	\$38,000.00	0.00	38,000.00
	Desc: Filter Rehab Service7/14/22-6/30/23	Acct: 50-952-318-0000	CONTRACTED SERVICES		
HD 23-1 B	Greensand Vertical Pressure Water F	80,000.00	\$80,000.00	0.00	80,000.00
	Desc: Greensand Vertical Pressure Water F	Acct: 50-952-318-0000	CONTRACTED SERVICES		
Vendor Total:			118,000.00	0.00	118,000.00
009120	CHADWICK-BAROSS INC		4/28/2023		79738
C57939	PARTS	0.00	\$204.67	0.00	204.67
	Desc: PARTS	Acct: 10-321-321-0000	DPW -REPAIRS & MAINT-VEHICLES		
Vendor Total:			204.67	0.00	204.67
009460	CHAMPLAIN VALLEY EQUIPMENT INC		4/28/2023		79739
CC04204	PARTS	217.31	\$217.31	0.00	217.31
	Desc: PARTS	Acct: 65-963-321-0000	REPAIRS & MAINT-VEHICLES		
Vendor Total:			217.31	0.00	217.31
009818	CINTAS CORPORATION NO. 2	CINTAS LOC. #68M, 71M	4/28/2023		79740
4153200111	UNIFORMS	58.79	\$58.79	0.00	58.79
	Desc: UNIFORMS	Acct: 65-963-326-0000	UNIFORMS PURCHASE/LEASE		
Vendor Total:			58.79	0.00	58.79
012865	DARKTRACE HOLDINGS LIMITED	DARKTRACE HOLDINGS LIMITED	4/28/2023		79741
103265	DARKTRACE APR-JUN 2023 11/19	0.00	\$3,308.00	0.00	3,308.00
	Desc: DARKTRACE APR-JUN 2023 11/19	Acct: 10-181-318-0000	IT -CONTRACTED SERVICES		

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126209	DARKTRACE APR-JUN 2023 9/17		0.00	\$1,512.00	0.00	1,512.00
Desc:	DARKTRACE APR-JUN 2023 9/17		Acct: 10-181-318-0000	IT -CONTRACTED SERVICES		
Vendor Total:				4,820.00	0.00	4,820.00
013551	DELISLE, TERRY M		TERRY M DELISLE		4/28/2023	79742
JAN-APR'23	Ret Reimb sp		0.00	\$1,085.16	0.00	1,085.16
Desc:	Ret Reimburs Jan Feb Mar Apr 2023		Acct: 10-325-418-0100	DPW -RETIREE HEALTH INSURANCE		
Vendor Total:				1,085.16	0.00	1,085.16
014423	DUBOIS & KING, INC				4/28/2023	79743
125267M1,223208	S MAIN ST MUNICIPAL PARKING LOT		800.00	\$800.00	0.00	800.00
Desc:	S MAIN ST MUNICIPAL PARKING LOT		Acct: 13-921-316-8070	WRJ PARKING LOT- ADMIN & ENGINE		
Vendor Total:				800.00	0.00	800.00
015500	ENDYNE, INC				4/28/2023	79744
444260	WSID 5319 HTFD FEMNAS		55.00	\$55.00	0.00	55.00
Desc:	WSID 5319 HTFD FEMNAS		Acct: 50-954-318-0000	CONTRACTED SERVICES		
Vendor Total:				55.00	0.00	55.00
015750	ESTEY, JOSEPH		JOSEPH ESTEY		4/28/2023	79745
JAN-MAR'23	Ret Reimb sp		0.00	\$1,174.68	0.00	1,174.68
Desc:	Ret reimb Jan Feb Mar 2023		Acct: 10-211-418-0100	HPD -RETIREE HEALTH INSURANCE		
Vendor Total:				1,174.68	0.00	1,174.68
015815	EVANS MOTOR FUELS		EVANS GROUP INC.		4/28/2023	79746
7158684	FUEL 03.16.23-03.23.23		0.00	\$1,826.14	0.00	1,826.14
Desc:	FUEL - CRUISERS		Acct: 10-211-319-0000	HPD -EQUIPMENT OPERATION-GAS		
Desc:	FUEL - FIRE DEPT VEHICLES		Acct: 10-221-319-0000	HFD -EQUIPMENT OPERATION-GAS		
7201225	FUEL 03.24.23-03.31.23		0.00	\$1,501.12	0.00	1,501.12
Desc:	FUEL CRUISERS		Acct: 10-211-319-0000	HPD -EQUIPMENT OPERATION-GAS		
Desc:	FUEL - FIRE DEPT VEHICLES		Acct: 10-221-319-0000	HFD -EQUIPMENT OPERATION-GAS		
7227370	FUEL 04.01.23-04.08.23		0.00	\$1,356.33	0.00	1,356.33
Desc:	FUEL - CRUISERS		Acct: 10-211-319-0000	HPD -EQUIPMENT OPERATION-GAS		
Desc:	FUEL - FIRE DEPT VEHICLES		Acct: 10-221-319-0000	HFD -EQUIPMENT OPERATION-GAS		
7245319	FUEL		0.00	\$774.09	0.00	774.09
Desc:	CRUISER FUEL		Acct: 10-211-319-0000	HPD -EQUIPMENT OPERATION-GAS		
7261816	FUEL		0.00	\$707.76	0.00	707.76
Desc:	CRUISER FUEL		Acct: 10-211-319-0000	HPD -EQUIPMENT OPERATION-GAS		
Vendor Total:				6,165.44	0.00	6,165.44
016080	CONSOLIDATED COMMUNICATIONS				4/28/2023	79747
13444320594MAR'23	RADIO CIRCUITS		0.00	\$660.63	0.00	660.63
Desc:	RADIO TOWER CIRCUITS		Acct: 10-271-320-0100	DISP -EQUIP OPERATION-COMMUNIC		
Vendor Total:				660.63	0.00	660.63
016995	FIRST CHOICE COMM. SERVICES INC				4/28/2023	79748
27038	REPLACE DOOR STRIKE		0.00	\$1,020.00	0.00	1,020.00
Desc:	REPLACE DOOR STRIKE		Acct: 10-221-321-0100	HFD -REPAIRS & MAINT-BUILDING		

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27067	MAXPRO 2 DOOR CONTROLLERS		0.00	\$3,716.09	0.00	3,716.09
Desc: MAXPRO 2 DOOR CONTROLLERS		Acct: 10-211-321-0100		HPD -REPAIRS & MAINT-BUILDING		
Vendor Total:				4,736.09	0.00	4,736.09
017110	FISHER AUTO PARTS, INC			4/28/2023		79749
301-142755	PARTS		0.00	\$54.84	0.00	54.84
Desc: MASS AIR FLOW CLEANER		Acct: 10-211-321-0000		HPD -REPAIRS & MAINT-VEHICLES		
301-145405	PARTS		0.00	\$125.93	0.00	125.93
Desc: AMB PARTS		Acct: 10-221-321-0200		HFD -REPAIRS & MAINT EMS VEHICLI		
301-145484	PARTS		0.00	\$49.73	0.00	49.73
Desc: AMB PARTS		Acct: 10-221-321-0200		HFD -REPAIRS & MAINT EMS VEHICLI		
Vendor Total:				230.50	0.00	230.50
017301	FOGG'S LUMBER AND HARDWARE			4/28/2023		79750
184961/6	MATERIALS		0.00	\$4.59	0.00	4.59
Desc: Nut and gasket for third floor sink		Acct: 10-161-321-0000		TH -REPAIRS & MAINT		
187679/6	MATERIALS		0.00	\$6.00	0.00	6.00
Desc: MATERIALS		Acct: 10-521-323-0000		PR -MATERIAL & SUPPLIES		
Vendor Total:				10.59	0.00	10.59
019850	GREEN MOUNTAIN POWER CORP	GREEN MOUNTAIN POWER CORP		4/28/2023		79751
67399084366APR'23	120 LESLE DR PAV B		0.00	\$87.18	0.00	87.18
Desc: 120 LESLE DR PAV B		Acct: 10-528-329-0000		PR -ELECTRICITY		
92124869873APR'23	43 HIGHLAND AVE		0.00	\$104.42	0.00	104.42
Desc: 43 HIGHLAND AVE		Acct: 10-530-329-0000		PR -ELECTRICITY		
68053200009APR'23	RT 14 W HTFD LIB		0.00	\$120.08	0.00	120.08
Desc: RT 14 W HTFD LIB		Acct: 10-524-329-0000		PR -ELECTRICITY		
71013200002APR'23	WHITMAN BROOK		487.31	\$487.31	0.00	487.31
Desc: WHITMAN BROOK		Acct: 65-964-329-0000		ELECTRICITY		
62713200004APR'23	WOODSTOCK RD HEAT		24.28	\$24.28	0.00	24.28
Desc: WOODSTOCK RD HEAT		Acct: 55-954-329-0000		ELECTRICITY		
74713200009APR'23	WOODSTOCK RD		0.00	\$38.89	0.00	38.89
Desc: WOODSTOCK RD		Acct: 10-314-329-0000		DPW -ELECTRICITY		
74972200005APR'23	WHEELOCK RD SEC 2		24.90	\$24.90	0.00	24.90
Desc: WHEELOCK RD SEC 2		Acct: 55-954-329-0000		ELECTRICITY		
77303200008APR'23	LAKE PINNEO WW		32.89	\$32.89	0.00	32.89
Desc: LAKE PINNEO WW		Acct: 65-964-329-0000		ELECTRICITY		
49762000005APR'23	BRIDGE ST PUMP		107.55	\$107.55	0.00	107.55
Desc: BRIDGE ST PUMP		Acct: 60-964-329-0000		ELECTRICITY		
78840100008APR'23	RAILRD ROW - ENGINE 494		0.00	\$111.07	0.00	111.07
Desc: RAILRD ROW - ENGINE 494		Acct: 10-521-329-0000		PR -ELECTRICITY		
82948328248APR'23	PROSPECT ST		0.00	\$107.55	0.00	107.55
Desc: PROSPECT ST		Acct: 10-314-329-0000		DPW -ELECTRICITY		
84443200005APR'23	WTERMAN HL		0.00	\$42.11	0.00	42.11
Desc: WTERMAN HL		Acct: 10-314-329-0000		DPW -ELECTRICITY		
48933200007APR'23	VILLAGE GREEN BALLOON		0.00	\$23.19	0.00	23.19
Desc: VILLAGE GREEN BALLOON		Acct: 10-521-329-0000		PR -ELECTRICITY		
87303200007APR'23	QUECHEE HARTLAND RD		239.12	\$239.12	0.00	239.12

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	Desc: QUECHEE HARTLAND RD		Acct: 65-964-329-0000	ELECTRICITY		
91624000005APR'23	SOLID WASTE ADMIN		55.80	\$55.80	0.00	55.80
	Desc: SOLID WASTE ADMIN		Acct: 30-971-329-0000	ELECTRICITY		
87833000000APR'23	MAPLE ST TRAFFIC LGTS		0.00	\$76.80	0.00	76.80
	Desc: MAPLE ST TRAFFIC LGTS		Acct: 10-314-329-0000	DPW -ELECTRICITY		
43382200004APR'23	EASTMAN HILL PUMP		299.48	\$299.48	0.00	299.48
	Desc: EASTMAN HILL PUMP		Acct: 55-954-329-0000	ELECTRICITY		
80082200009APR'23	NOYES LN		436.01	\$436.01	0.00	436.01
	Desc: NOYES LN		Acct: 55-954-329-0000	ELECTRICITY		
74872200006APR'23	LAKE PINNEO WATER WELL		31.21	\$31.21	0.00	31.21
	Desc: LAKE PINNEO WATER WELL		Acct: 55-953-329-0000	ELECTRICITY		
01013200009APR'23	1299 QUECHEE MAIN ST		291.84	\$291.84	0.00	291.84
	Desc: 1299 QUECHEE MAIN ST		Acct: 65-964-329-0000	ELECTRICITY		
39135140109APR'23	120 LESLE DR PAV C		0.00	\$24.50	0.00	24.50
	Desc: 120 LESLE DR PAV C		Acct: 10-528-329-0000	PR -ELECTRICITY		
0262000002FEB'23	SOLID WASTE FACILITY		442.79	\$442.79	0.00	442.79
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
0262000002JAN'23	SOLID WASTE FACILITY		489.65	\$489.65	0.00	489.65
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
0262000002MAR'23	SOLID WASTE FACILITY		604.73	\$604.73	0.00	604.73
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
33833000004APR'23	MAXFIELD PUMP		113.63	\$113.63	0.00	113.63
	Desc: MAXFIELD PUMP		Acct: 60-964-329-0000	ELECTRICITY		
02624000002APR'22	SOLID WASTE FACILITY		-118.90	\$-118.90	0.00	-118.90
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002APR'23	SOLID WASTE FACILITY		289.87	\$289.87	0.00	289.87
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002DEC'22	SOLID WASTE FACILITY		272.41	\$272.41	0.00	272.41
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002JUN'22	SOLID WASTE FACILITY		-428.32	\$-428.32	0.00	-428.32
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002MAY'22	SOLID WASTE FACILITY		-358.89	\$-358.89	0.00	-358.89
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002NOV'22	SOLID WASTE FACILITY		-71.61	\$-71.61	0.00	-71.61
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
02624000002OCT'22	SOLID WASTE FACILITY		-853.92	\$-853.92	0.00	-853.92
	Desc: SOLID WASTE FACILITY		Acct: 30-971-329-0000	ELECTRICITY		
13833000006APR'23	LYMAN POINT PARK - REC		0.00	\$22.95	0.00	22.95
	Desc: LYMAN POINT PARK - REC		Acct: 10-521-329-0000	PR -ELECTRICITY		
02624000002SEP'22	SOLID WASTE		-215.61	\$-215.61	0.00	-215.61
	Desc: SOLID WASTE		Acct: 30-971-329-0000	ELECTRICITY		
04013200003APR'23	BENTLEY RD PUMP		64.66	\$64.66	0.00	64.66
	Desc: BENTLEY RD PUMP		Acct: 65-964-329-0000	ELECTRICITY		
08303200003APR'23	DEWEY FAMILY RD		201.13	\$201.13	0.00	201.13
	Desc: DEWEY FAMILY RD		Acct: 65-964-329-0000	ELECTRICITY		
09732000006APR'23	319 LATHAM WKS LN		10,176.88	\$10,176.88	0.00	10,176.88
	Desc: 319 LATHAM WKS LN		Acct: 60-961-329-0000	ELECTRICITY		
11013200008APR'23	DENDEE WAY		29.80	\$29.80	0.00	29.80

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	Desc: DENDEE WAY		Acct: 65-964-329-0000	ELECTRICITY		
13414587553APR'23	120 LESLE DR PAV A		0.00	\$55.83	0.00	55.83
	Desc: 120 LESLE DR PAV A		Acct: 10-528-329-0000	PR -ELECTRICITY		
97303200006APR'23	NOYES LN		41.51	\$41.51	0.00	41.51
	Desc: NOYES LN		Acct: 65-964-329-0000	ELECTRICITY		
15631100003APR'23	173 AIRPORT RD		0.00	\$179.30	0.00	179.30
	Desc: 173 AIRPORT RD		Acct: 10-321-329-0000	DPW -ELECTRICITY		
21257439196APR'23	1774 HILLSIDE RD		0.00	\$175.31	0.00	175.31
	Desc: 1774 HILLSIDE RD		Acct: 10-221-329-0000	HFD -ELECTRICITY		
23490000009APR'23	WILDER WELL		1,519.08	\$1,519.08	0.00	1,519.08
	Desc: WILDER WELL		Acct: 50-952-329-0000	ELECTRICITY		
23833000005APR'23	ROUTE 5 HIGHLAND AVE		0.00	\$83.62	0.00	83.62
	Desc: ROUTE 5 HIGHLAND AVE		Acct: 10-314-329-0000	DPW -ELECTRICITY		
27333200007APR'23	ALDEN PARTRIDGE		36.85	\$36.85	0.00	36.85
	Desc: ALDEN PARTRIDGE		Acct: 65-964-329-0000	ELECTRICITY		
27762000001APR'23	262 N MAIN - BUGBEE		0.00	\$306.07	0.00	306.07
	Desc: 262 N MAIN - BUGBEE		Acct: 10-421-329-0000	SEN -ELECTRICITY / GAS		
28933000003APR'23	MAPLE ST		255.02	\$255.02	0.00	255.02
	Desc: MAPLE ST		Acct: 60-964-329-0000	ELECTRICITY		
34926000000APR'23	PARK/LEHMAN BRIDGE		0.00	\$64.76	0.00	64.76
	Desc: PARK/LEHMAN BRIDGE		Acct: 10-314-329-0000	DPW -ELECTRICITY		
37762000000APR'23	N MAIN ST		0.00	\$42.14	0.00	42.14
	Desc: N MAIN ST		Acct: 10-314-329-0000	DPW -ELECTRICITY		
38035000009APR'23	OLCOTT COMMERCE PARK		363.57	\$363.57	0.00	363.57
	Desc: OLCOTT COMMERCE PARK		Acct: 60-964-329-0000	ELECTRICITY		
39424000006APR'23	PUBLIC SAFETY BLDG		0.00	\$1,536.54	0.00	1,536.54
	Desc: PUBLIC SAFETY BLDG		Acct: 10-221-329-0000	HFD -ELECTRICITY		
	Desc: PUBLIC SAFETY BLDG		Acct: 10-211-329-0000	HPD -ELECTRICITY		
	Desc: PUBLIC SAFETY BLDG		Acct: 10-271-329-0000	DISP -ELECTRICITY		
39424000006JUL'22	PUBLIC SAFETY BLDG		0.00	\$-1,220.87	0.00	-1,220.87
	Desc: PUBLIC SAFETY BLDG		Acct: 10-221-329-0000	HFD -ELECTRICITY		
	Desc: PUBLIC SAFETY BLDG		Acct: 10-211-329-0000	HPD -ELECTRICITY		
	Desc: PUBLIC SAFETY BLDG		Acct: 10-271-329-0000	DISP -ELECTRICITY		
41082200001APR'23	291 SUGAR HILL LN		349.58	\$349.58	0.00	349.58
	Desc: 291 SUGAR HILL LN		Acct: 55-954-329-0000	ELECTRICITY		
97762000004APR'23	N MAIN ST HWY		0.00	\$52.91	0.00	52.91
	Desc: N MAIN ST HWY		Acct: 10-314-329-0000	DPW -ELECTRICITY		
43833000003APR'23	BRIDGE ST TRAFFIC LGT		0.00	\$77.59	0.00	77.59
	Desc: BRIDGE ST TRAFFIC LGT		Acct: 10-314-329-0000	DPW -ELECTRICITY		
44926000009APR'23	STREET LIGHTS		0.00	\$2,402.03	0.00	2,402.03
	Desc: STREET LIGHTS		Acct: 10-314-329-0000	DPW -ELECTRICITY		
48832000003APR'23	ARBORETUM LN SPORTS		57.13	\$57.13	0.00	57.13
	Desc: ARBORETUM LN SPORTS		Acct: 60-964-329-0000	ELECTRICITY		
49424000005APR'23	VA CUTOFF WTR		31.72	\$31.72	0.00	31.72
	Desc: VA CUTOFF WTR		Acct: 50-954-329-0000	ELECTRICITY		
49662156394APR'23	SYKES MOUNTAIN AVE		0.00	\$106.57	0.00	106.57
	Desc: SYKES MOUNTAIN AVE		Acct: 10-314-329-0000	DPW -ELECTRICITY		
49672200000APR'23	RTE WEST HTFD		0.00	\$542.69	0.00	542.69

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	Desc: RTE WEST HTFD		Acct: 10-314-329-0000	DPW -ELECTRICITY		
50776120219APR'23	1103 N MAIN ST		0.00	\$71.52	0.00	71.52
	Desc: 1103 N MAIN ST		Acct: 10-314-329-0000	DPW -ELECTRICITY		
57303200000APR'23	HIGH ST MAIN ST		480.15	\$480.15	0.00	480.15
	Desc: HIGH ST MAIN ST		Acct: 65-964-329-0000	ELECTRICITY		
62592200000APR'23	WOODSTOCK RD QUECHEE		0.00	\$43.86	0.00	43.86
	Desc: WOODSTOCK RD QUECHEE		Acct: 10-314-329-0000	DPW -ELECTRICITY		
65590000009APR'23	DEPOT ST		229.53	\$229.53	0.00	229.53
	Desc: DEPOT ST		Acct: 60-962-329-0000	ELECTRICITY		
67003200002APR'23	WILLARD RD		0.00	\$266.78	0.00	266.78
	Desc: WILLARD RD		Acct: 10-221-329-0000	HFD -ELECTRICITY		
67303200009APR'23	78 MURPHYS RD		257.74	\$257.74	0.00	257.74
	Desc: 78 MURPHYS RD		Acct: 65-964-329-0000	ELECTRICITY		
Vendor Total:				21,835.96	0.00	21,835.96
020701	HANOVER, TOWN OF		TOWN OF HANOVER		4/28/2023	79752
01518	ELAN FEES		0.00	\$715.79	0.00	715.79
	Desc: ELAN FEES FEB 28 - MARCH 29		Acct: 10-271-320-0100	DISP -EQUIP OPERATION-COMMUNIC		
Vendor Total:				715.79	0.00	715.79
022440	HERNANDEZ, CHRISTIAN		CHRISTIAN HERNANDEZ		4/28/2023	79753
03.23.2023	REIMBURSEMENT		0.00	\$59.00	0.00	59.00
	Desc: REIMBURSE FOR BIKE PATROL HELMET		Acct: 10-211-326-0000	HPD -PURCHASE UNIFORMS & CLEAI		
Vendor Total:				59.00	0.00	59.00
022978	HOMEFRONT PROTECTIVE GROUP, INC				4/28/2023	79754
1705	TUITION FEE - WOMEN LEADESHIP		0.00	\$500.00	0.00	500.00
	Desc: TUITION FEE - WOMEN LEADESHIP		Acct: 10-211-315-0000	HPD -RECRUITMENT & TRAINING		
Vendor Total:				500.00	0.00	500.00
023437	IMAGE TREND, INC				4/28/2023	79755
142157	ANNUAL FEE		0.00	\$600.00	0.00	600.00
	Desc: ANNUAL FEE		Acct: 10-221-318-0000	HFD -CONTRACTED SERVICES		
Vendor Total:				600.00	0.00	600.00
023990	INTERNATIONAL ASSOC OF ASSESSING				4/28/2023	79756
05.10-12.2023	REG FEE - IAAO WORKSHOP 452		0.00	\$500.00	0.00	500.00
	Desc: REG FEE - IAAO WORKSHOP 452		Acct: 10-174-315-0000	ASE -RECRUITMENT & TRAINING		
Vendor Total:				500.00	0.00	500.00
025600	KENNEY, RICHARD		RICHARD KENNEY		4/28/2023	79757
MAR-APR'23	Ret Reimb sp		1,150.96	\$1,150.96	0.00	1,150.96
	Desc: Ret Sp Reimb Mar Apr 2023		Acct: 50-954-418-0100	RETIREE HEALTH INSURANCE		
Vendor Total:				1,150.96	0.00	1,150.96
026051	KOLOSKI PLUMBING & HEATING, LLC				4/28/2023	79758
1695	Repair @ pavilions		0.00	\$634.72	0.00	634.72

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Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
	Desc: Repair @ pavilions	Acct: 10-528-318-0000	PR -CONTRACTED SERVICES		
	Vendor Total:		634.72	0.00	634.72
027700	DE LAGE LANDEN	DE LAGE LANDEN	4/28/2023		79759
79602939	LEASE COPIER - MAY'23 - FD	0.00	\$79.78	0.00	79.78
	Desc: LEASE COPIER - MAY'23 - FD	Acct: 10-221-320-0000	HFD -EQUIP OPERATION/MAINT-OFFI		
	Vendor Total:		79.78	0.00	79.78
027712	LEOMBRUNO, ALEYA	ALEYA LEOMBRUNO	4/28/2023		79760
03.29.2023	REIMBURSEMENT	0.00	\$157.86	0.00	157.86
	Desc: MILEAGE REIMBURSEMENT	Acct: 10-211-311-0000	HPD -TRAVEL & MEETINGS		
	Vendor Total:		157.86	0.00	157.86
027750	DEAD RIVER COMPANY	DEAD RIVER COMPANY	4/28/2023		79761
4484213,20144	#2 OIL 2500G@\$3.86 319 LATHAM	9,725.00	\$9,725.00	0.00	9,725.00
	Desc: #2 OIL 2500G@\$3.86 319 LATHAM	Acct: 60-961-327-0000	BUILDING HEAT		
4935943,11343	PROPANE 91G@\$1.53 WILLARD RD	0.00	\$141.05	0.00	141.05
	Desc: PROPANE 91G@\$1.53 WILLARD RD	Acct: 10-221-327-0000	HFD -BUILDING HEAT		
	Vendor Total:		9,866.05	0.00	9,866.05
027849	LEWIS, WILLIAM J.	WILLIAM J. LEWIS	4/28/2023		79762
MAY'23	Ret Reimb sp May 23	0.00	\$746.78	0.00	746.78
	Desc: Ret Reimb sp May 23	Acct: 10-221-418-0100	HFD -RETIREE HEALTH INSURANCE		
	Vendor Total:		746.78	0.00	746.78
028500	LUNDRIGAN, SHAWN	SHAWN LUNDRIGAN	4/28/2023		79763
APR'23	Ret Reimb sp	0.00	\$738.18	0.00	738.18
	Desc: Ret sp reimburse	Acct: 10-211-418-0100	HPD -RETIREE HEALTH INSURANCE		
	Vendor Total:		738.18	0.00	738.18
028848	MADISON NATIONAL LIFE INSURANCE CO,		4/28/2023		79764
MAY'23	LIFE INS MAY 2023	280.71	\$2,243.41	0.00	2,243.41
	Desc: Life and AD&D Insurance	Acct: 10-121-240-0000	TM -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-151-240-0000	TC -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-171-240-0000	FIN -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-174-240-0000	ASE -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-175-240-0000	DEL -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-181-240-0000	IT -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-211-240-0000	HPD -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-221-240-0000	HFD -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-271-240-0000	DISP -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-311-240-0000	DPW -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-325-240-0000	DPW -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-511-240-0000	PR -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-514-240-0000	PR -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-521-240-0000	PR -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-621-240-0000	PDZ -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 10-622-240-0000	PDZ -LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 30-975-240-0000	LIFE INSURANCE		

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	Desc: Life and AD&D Insurance	Acct: 50-954-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 50-955-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 55-955-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 60-961-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 60-965-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 65-963-240-0000	LIFE INSURANCE		
	Desc: Life and AD&D Insurance	Acct: 65-965-240-0000	LIFE INSURANCE		
Vendor Total:			2,243.41	0.00	2,243.41
029745	MARY HITCHCOCK MEMORIAL HOSPITAL	MARY HITCHCOCK MEMORIAL HOSPITAL	4/28/2023		79765
0323-08	MED SUPPLIES	0.00	\$862.77	0.00	862.77
	Desc: MEDICAL SUPPLIES	Acct: 10-221-331-0500	HFD -MEDICAL EQUIPMENT & SUPPL		
Vendor Total:			862.77	0.00	862.77
029746	DARTMOUTH-HITCHCOCK	DARTMOUTH - HITCHCOCK	4/28/2023		79766
700000516,224541393	EMP PHYSICAL	0.00	\$450.00	0.00	450.00
	Desc: EMP PHYSICAL	Acct: 10-221-318-0000	HFD -CONTRACTED SERVICES		
Vendor Total:			450.00	0.00	450.00
030255	MCNEIL LEDDY & SHEAHAN, P.C.	MCNEIL LEDDY & SHEAHAN	4/28/2023		79767
10417	CDBG REVIEW	720.00	\$720.00	0.00	720.00
	Desc: CDBG REVIEW	Acct: 70-623-318-7070	VCDP-Cornstone Planning 07110-PG-2(		
300110,36684	LEGAL: RD IMP EASEMENT DEED	256.00	\$256.00	0.00	256.00
	Desc: Road Improvement Easement Deed	Acct: 13-921-360-0000	S.Main St -Infrastructure Engineering- Pl		
300110,36777	LEGAL: WOOD 10/06 AMEND APPLIC	0.00	\$80.00	0.00	80.00
	Desc: LEGAL: WOOD 10/06 AMEND APPLIC	Acct: 10-621-318-0000	PDZ -CONTRACTED SERVICES		
Vendor Total:			1,056.00	0.00	1,056.00
031955	MUNICIPAL EMERGENCY SERVICES,INC	MUNICIPAL EMERGENCY SERVICES,INC	4/28/2023		79768
IN1860651	MATERIALS	0.00	\$676.27	0.00	676.27
	Desc: ELBOW/NOZZLES	Acct: 10-221-331-0100	HFD -FIRE SUPPRESSION EQUIPMEN		
Vendor Total:			676.27	0.00	676.27
032101	MVP HEALTH CARE, INC	MVP HEALTH CARE, INC	4/28/2023		79769
MAY'23 RETIREES	RETIREES HEALTH INS MAY 2023	3,167.57	\$10,848.76	0.00	10,848.76
	Desc: Retirees Health Insurance	Acct: 10-121-418-0100	TM -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 10-171-418-0100	FIN -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 10-174-418-0100	ASE -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 10-211-418-0100	HPD -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 10-221-418-0100	HFD -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 10-325-418-0100	DPW -RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 50-954-418-0100	RETIREE HEALTH INSURANCE		
	Desc: Retirees Health Insurance	Acct: 60-961-418-0100	RETIREE HEALTH INSURANCE		
032101	MVP HEALTH CARE, INC	MVP HEALTH CARE, INC	4/28/2023		79770
MAY'23	HEALTH INS MAY 2023	17,516.05	\$131,376.60	0.00	131,376.60
	Desc: Health Insurance	Acct: 10-121-220-0000	TM -HEALTH INSURANCE		
	Desc: Health Insurance	Acct: 10-151-220-0000	TC -HEALTH INSURANCE		
	Desc: Health Insurance	Acct: 10-171-220-0000	FIN -HEALTH INSURANCE		

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	Desc: Health Insurance	Acct: 10-171-418-0100	FIN -RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-174-220-0000	ASE -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-181-220-0000	IT -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-211-220-0000	HPD -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-211-418-0100	HPD -RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-221-220-0000	HFD -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-221-418-0100	HFD -RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-271-220-0000	DISP -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-325-418-0100	DPW -RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-312-220-0000	DPW -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-325-220-0000	DPW -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-511-220-0000	PR -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-514-220-0000	PR -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-530-220-0000	PR -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-530-418-0100	PR -RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 10-622-220-0000	PDZ -HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 30-975-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 50-954-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 50-955-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 55-955-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 60-961-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 60-961-418-0100	RETIREE HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 60-965-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 65-963-220-0000	HEALTH INSURANCE			
	Desc: Health Insurance	Acct: 65-965-220-0000	HEALTH INSURANCE			
Vendor Total:			142,225.36	0.00	142,225.36	
034800	NORTHEAST DELTA DENTAL		4/28/2023		79771	
MAY'23	DENTAL INS MAY 2023	1,112.25	\$8,449.81	0.00	8,449.81	
	Desc: Dental	Acct: 10-121-230-0000	TM -DENTAL			
	Desc: Dental	Acct: 10-151-230-0000	TC -DENTAL			
	Desc: Dental	Acct: 10-171-230-0000	FIN -DENTAL			
	Desc: Dental	Acct: 10-174-230-0000	ASE -DENTAL			
	Desc: Dental	Acct: 10-175-230-0000	DEL -DENTAL			
	Desc: Dental	Acct: 10-181-230-0000	IT -DENTAL			
	Desc: Dental	Acct: 10-211-230-0000	HPD -DENTAL			
	Desc: Dental	Acct: 10-221-230-0000	HFD -DENTAL			
	Desc: Dental	Acct: 10-271-230-0000	DISP -DENTAL			
	Desc: Dental	Acct: 10-311-230-0000	DPW -DENTAL			
	Desc: Dental	Acct: 10-325-230-0000	DPW -DENTAL			
	Desc: Dental	Acct: 10-511-230-0000	PR -DENTAL			
	Desc: Dental	Acct: 10-514-230-0000	PR -DENTAL			
	Desc: Dental	Acct: 10-521-230-0000	PR -DENTAL			
	Desc: Dental	Acct: 10-621-230-0000	PDZ -DENTAL			
	Desc: Dental	Acct: 10-622-230-0000	PDZ -DENTAL			
	Desc: Dental	Acct: 30-975-230-0000	DENTAL			
	Desc: Dental	Acct: 50-954-230-0000	DENTAL			
	Desc: Dental	Acct: 50-955-230-0000	DENTAL			
	Desc: Dental	Acct: 55-955-230-0000	DENTAL			
	Desc: Dental	Acct: 60-961-230-0000	DENTAL			
	Desc: Dental	Acct: 60-965-230-0000	DENTAL			

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	Desc: Dental	Acct: 65-963-230-0000	DENTAL		
	Desc: Dental	Acct: 65-965-230-0000	DENTAL		
	Vendor Total:		8,449.81	0.00	8,449.81
034925	NORTHEAST RESOURCE RECOVERY ASSC		4/28/2023		79772
132779	SCRAP/TRANSPORT	932.42	\$932.42	0.00	932.42
	Desc: Scrap Metal Pickup & Transportation	Acct: 30-971-318-0000	CONTRACTED SERVICES		
	Vendor Total:		932.42	0.00	932.42
035360	NOTT'S EXCAVATING INC		4/28/2023		79773
18018,7	S MAIN/N MAIN/ GATES STR	141,982.23	\$141,982.23	0.00	141,982.23
	Desc: S MAIN/N MAIN/ GATES STR 02.06.23	Acct: 50-954-543-0035	Capital - RF3-467-3.0 Phase 2		
	Desc: S MAIN/N MAIN/ GATES STR 02.06.23	Acct: 60-965-543-0035	Capital - RF1-291-3.0 Phase 2		
	Desc: S MAIN/N MAIN/ GATES STR 02.06.23	Acct: 13-921-360-0105	S. Main St Infrastructure Construction - F		
	Vendor Total:		141,982.23	0.00	141,982.23
037555	PNC EQUIPMENT FINANCE, LLC		4/28/2023		79774
1679207	TORO GROOMER	0.00	\$5,479.00	0.00	5,479.00
	Desc: TORO GROOMER Principal	Acct: 10-912-542-0012	TM -Lease P- Toro Groomer #98994449		
	Desc: TORO GROOMER interest	Acct: 10-912-542-0021	TM -Lease I- Toro Groomer #98994449-		
	Vendor Total:		5,479.00	0.00	5,479.00
037751	PONZONI, JOAN	JOAN M. PONZONI	4/28/2023		79775
APR'23	Ret Reimb sp	274.78	\$343.48	0.00	343.48
	Desc: Ret Reimb Apr 23	Acct: 50-955-418-0100	RETIREE HEALTH INSURANCE		
	Desc: Ret Reimb Apr 23	Acct: 60-965-418-0100	RETIREE HEALTH INSURANCE		
	Desc: Ret Reimb Apr 23	Acct: 55-955-418-0100	RETIREE HEALTH INSURANCE		
	Desc: Ret Reimb Apr 23	Acct: 65-965-418-0100	RETIREE HEALTH INSURANCE		
	Desc: Ret Reimb Apr 23	Acct: 10-325-418-0100	DPW -RETIREE HEALTH INSURANCE		
	Vendor Total:		343.48	0.00	343.48
040375	RICKER, ALLYN	ALLYN RICKER	4/28/2023		79776
APR'23	Ret Reimb sp	0.00	\$660.87	0.00	660.87
	Desc: Ret sp reimb Apr 23	Acct: 10-325-418-0100	DPW -RETIREE HEALTH INSURANCE		
	Vendor Total:		660.87	0.00	660.87
040490	RITLAND, THOMAS	THOMAS RITLAND	4/28/2023		79777
MAY'23	SERVICE CALL	0.00	\$722.42	0.00	722.42
	Desc: Ret sp Reimb May 23	Acct: 10-221-418-0100	HFD -RETIREE HEALTH INSURANCE		
	Vendor Total:		722.42	0.00	722.42
042720	SIRCHIE AQUISITION COMPANY, LLC	SIRCHIE ACQUISITION COMPANY, LLC	4/28/2023		79778
0586787-IN	SUPPLIES	0.00	\$123.66	0.00	123.66
	Desc: SUPPLIES	Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES		
0587577-IN	SUPPLIES	0.00	\$59.35	0.00	59.35
	Desc: Materials & Supplies	Acct: 10-211-323-0000	HPD -MATERIAL & SUPPLIES		
	Vendor Total:		183.01	0.00	183.01

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043400	MILTON CAT		SOUTHWORTH-MILTON, INC.		4/28/2023	79779
SCINV710368	PARTS		0.00	\$3,529.49	0.00	3,529.49
Desc: Repair of 924K		Acct: 10-321-321-0000		DPW -REPAIRS & MAINT-VEHICLES		
Vendor Total:				3,529.49	0.00	3,529.49
043426	FIRSTLIGHT FIBER		FIRSTLIGHT FIBER		4/28/2023	79780
14047834	TELEPHONES		845.50	\$4,976.47	0.00	4,976.47
Desc: Telephones		Acct: 10-211-324-0000		HPD -TELEPHONE		
Desc: Telephones		Acct: 10-221-324-0000		HFD -TELEPHONE		
Desc: Telephones		Acct: 10-271-324-0000		DISP -TELEPHONE		
Desc: Telephones		Acct: 10-121-324-0000		TM -TELEPHONE		
Desc: Telephones		Acct: 10-151-324-0000		TC -TELEPHONE		
Desc: Telephones		Acct: 10-171-324-0000		FIN -TELEPHONE		
Desc: Telephones		Acct: 10-174-324-0000		ASE -TELEPHONE		
Desc: Telephones		Acct: 10-181-324-0000		IT -TELEPHONE		
Desc: Telephones		Acct: 10-511-324-0000		PR -TELEPHONE		
Desc: Telephones		Acct: 10-622-324-0000		PDZ -TELEPHONE		
Desc: Telephones		Acct: 10-530-324-0000		PR -Telephone		
Desc: Telephones		Acct: 50-952-324-0000		TELEPHONE		
Desc: Telephones		Acct: 60-961-324-0000		TELEPHONE		
Desc: Telephones		Acct: 30-971-324-0000		TELEPHONE		
Desc: Telephones		Acct: 65-963-324-0000		TELEPHONE		
Desc: Telephones		Acct: 60-962-324-0000		TELEPHONE		
Desc: Telephones		Acct: 10-321-324-0000		DPW -TELEPHONE		
Desc: Telephones		Acct: 10-325-324-0000		DPW -TELEPHONE		
Vendor Total:				4,976.47	0.00	4,976.47
043570	SPECIALTY VEHICLES, INC				4/28/2023	79781
10289	MATERIALS		0.00	\$541.22	0.00	541.22
Desc: SEALS/DECALS C1		Acct: 10-221-321-0200		HFD -REPAIRS & MAINT EMS VEHICLI		
Vendor Total:				541.22	0.00	541.22
044204	STEARNS SEPTIC SERVICE, LLC				4/28/2023	79782
6625041923	Emergency Vac Service_A Street		3,380.00	\$3,380.00	0.00	3,380.00
Desc: Emergency Vac Service_A Street		Acct: 60-964-318-0000		CONTRACTED SERVICES		
Vendor Total:				3,380.00	0.00	3,380.00
044940	SYMBOL ARTS				4/28/2023	79783
0460425	NEW BADGES		0.00	\$1,499.50	0.00	1,499.50
Desc: NEW BADGES		Acct: 10-211-326-0000		HPD -PURCHASE UNIFORMS & CLEAI		
Vendor Total:				1,499.50	0.00	1,499.50
046062	TIMBER TENDER				4/28/2023	79784
2966-3	TREE WORK		0.00	\$1,676.50	0.00	1,676.50
Desc: TREE WORK		Acct: 10-115-101-0201		BC -TREE WARDEN		
2966-2	TREE WORK		0.00	\$4,200.00	0.00	4,200.00
Desc: TREE WORK		Acct: 10-115-101-0201		BC -TREE WARDEN		
2966-1	TREE WORK		0.00	\$603.50	0.00	603.50

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	Desc: TREE WORK	Acct: 10-115-101-0201	BC -TREE WARDEN		
	Vendor Total:		6,480.00	0.00	6,480.00
046951	TWIN STATE GARAGE DOOR, LLC		4/28/2023		79785
17670	SERVICE CALL	0.00	\$3,359.00	0.00	3,359.00
	Desc: Service Call 173 Airport Road Garag	Acct: 10-321-321-0100	DPW -REPAIRS & MAINT-BUILDING		
	Vendor Total:		3,359.00	0.00	3,359.00
048300	VALLEY NEWS	VALLEY NEWS	4/28/2023		79786
125717,396727	AD#396727 PROF DESIGN & CONSTR	0.00	\$66.60	0.00	66.60
	Desc: AD#396727 PROF DESIGN & CONSTRUCTIO	Acct: 10-221-312-0000	HFD -ADVERTISING		
	Vendor Total:		66.60	0.00	66.60
048575	VERIZON WIRELESS		4/28/2023		79787
9931407195	VERIZON BROADBAND MARCH'23	0.00	\$1,465.16	0.00	1,465.16
	Desc: BROADBAND LINES	Acct: 10-221-324-0000	HFD -TELEPHONE		
	Desc: BROADBAND LINES	Acct: 10-211-320-0100	HPD -EQUIP OPERATION/COMMUNIC		
	Desc: BROADBAND LINES WINDSOR	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
	Desc: BROADBAND LINES NORWICH	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
048575	VERIZON WIRELESS		4/28/2023		79788
9931469720	VERIZON CELL PHONES&LICENSES	192.25	\$7,397.54	0.00	7,397.54
	Desc: Verizon wireless	Acct: 10-121-324-0000	TM -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-171-324-0000	FIN -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-181-324-0000	IT -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-221-324-0000	HFD -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-211-324-0000	HPD -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-271-324-0000	DISP -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-325-324-0000	DPW -TELEPHONE		
	Desc: Verizon wireless	Acct: 10-511-324-0000	PR -TELEPHONE		
	Desc: Verizon wireless	Acct: 50-955-324-0000	TELEPHONE		
	Desc: Verizon wireless	Acct: 55-955-324-0000	TELEPHONE		
	Desc: Verizon wireless	Acct: 60-965-324-0000	TELEPHONE		
	Desc: Verizon wireless	Acct: 30-971-324-0000	TELEPHONE		
	Desc: Verizon wireless	Acct: 10-174-324-0000	ASE -TELEPHONE		
	Desc: Verizon wireless	Acct: 65-965-324-0000	TELEPHONE		
	Desc: Verizon wireless	Acct: 10-411-318-0000	HEA -CONTRACTED SERVICES		
	Desc: Verizon wireless	Acct: 10-512-318-0000	PR -CONTRACTED SERVICES		
	Desc: 21 NETMOTION LICENSES 2023	Acct: 10-221-324-0000	HFD -TELEPHONE		
	Desc: 20 NETMOTION LICENSES 2023	Acct: 10-211-324-0000	HPD -TELEPHONE		
	Desc: 4 NETMOTION LICENSES 2023 NORWICH	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
	Desc: 5 NETMOTION LICENSES 2023 WINDSOR	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
	Desc: NETMOTION - CREDIT	Acct: 10-221-324-0000	HFD -TELEPHONE		
	Desc: NETMOTION - CREDIT	Acct: 10-211-324-0000	HPD -TELEPHONE		
	Desc: NETMOTION - CREDIT	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
	Desc: NETMOTION - CREDIT	Acct: 10-005-100-0000	DUE FROM OTHER GOVERNMENTS		
	Vendor Total:		8,862.70	0.00	8,862.70
050090	VERMONT LEAGUE OF CITIES AND TOWNS	VERMONT LEAGUE OF CITIES AND TOWNS	4/28/2023		79789
MAC2023-0123	FINANCE OFFICERS TRAINING	0.00	\$20.00	0.00	20.00

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Bank ID	Bank Name					
Vendor ID	Vendor Name		Payee Name		Check Date	Check No.
Detail:	Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
	Desc: FINANCE OFFICERS TRAINING	Acct: 10-171-315-0000		FIN -RECRUITMENT & TRAINING		
MAC2023-0363	SB ESSENTIALS 03.30.23 COURSE	0.00	\$10.00	0.00	10.00	
	Desc: SB ESSENTIALS 03.30.23 COURSE	Acct: 10-111-318-0000		SB -CONTRACT SERVICES		
	Vendor Total:			30.00	0.00	30.00
050455	VERMONT LIFE SAFETY LLC			4/28/2023		79790
47227	FIRE EXT SERV		0.00	\$140.25	0.00	140.25
	Desc: FIRE EXT SERVICE	Acct: 10-221-331-0100		HFD -FIRE SUPPRESSION EQUIPMEN		
	Vendor Total:			140.25	0.00	140.25
051943	VISION SERVICE PLAN		VISION SERVICE PLAN	4/28/2023		79791
MAY'23	VISION INS MAY 23		0.00	\$2,001.00	0.00	2,001.00
	Desc: VISION INS MAY 23	Acct: 10-012-300-0225		ACCRUED VISION INSURANCE PAYAI		
	Vendor Total:			2,001.00	0.00	2,001.00
052650	WEST LEBANON FEED & SUPPLY			4/28/2023		79792
220000536674	MATERIALS-FOOD FOREST		0.00	\$75.98	0.00	75.98
	Desc: MATERIALS-FOOD FOREST	Acct: 10-625-323-0000		PDZ -MATERIALS & SUPPLIES		
220000536590	MATERIALS-FOOD FOREST		0.00	\$174.96	0.00	174.96
	Desc: MATERIALS-FOOD FOREST	Acct: 10-625-323-0000		PDZ -MATERIALS & SUPPLIES		
	Desc: MATERIALS-FOOD FOREST	Acct: 10-627-323-0000		PDZ -Materials & Supplies		
	Vendor Total:			250.94	0.00	250.94
053650	WILSON TIRE INC			4/28/2023		79793
527344	C1 BALLANCE		0.00	\$149.00	0.00	149.00
	Desc: C1 BALANCE	Acct: 10-221-321-0000		HFD -REPAIRS & MAINT-VEHICLES		
	Vendor Total:			149.00	0.00	149.00
059882	CARY, SANDRA		SANDRA CARY	4/28/2023		79794
2023-14	REFUND-OFFICE SUPPLIES		0.00	\$340.08	0.00	340.08
	Desc: REFUND-OFFICE SUPPLIES	Acct: 10-712-316-0500		LIB -APPROP - W. HARTFORD LIBRAF		
	Vendor Total:			340.08	0.00	340.08
060305	SANTANDER LEASING LLC		SANTANDER BANK, N.A.	4/28/2023		79795
4924863	SIMULCAST MOTOROLA REPEATER		0.00	\$25,125.30	0.00	25,125.30
	Desc: SIMULCAST - PRINCIP 10-271-320-0100	Acct: 10-912-542-0013		TM -Lease P- Simulcast #002-0026562-I		
	Desc: SIMULCAST - INT 10-271-320-0100	Acct: 10-912-542-0022		TM -Lease I- Simulcast #002-0026562-0		
	Desc: SIMULCAST - INT 10-271-320-0100	Acct: 10-912-542-0022		TM -Lease I- Simulcast #002-0026562-0		
	Vendor Total:			25,125.30	0.00	25,125.30
500387	EXECUSUITE, LLC			4/28/2023		79796
26373	RENT		0.00	\$400.00	0.00	400.00
	Desc: RENT	Acct: 10-121-318-0600		TM -CONTRACT SERVICES - PARKING		
	Vendor Total:			400.00	0.00	400.00
500952	PRIMMER PIPER EGGLESTON & CRAMER P			4/28/2023		79797
B04982-00014-255938	LEGAL: CHARTER CHANGES		0.00	\$192.50	0.00	192.50
	Desc: LEGAL: CHARTER CHANGES	Acct: 10-141-318-0000		LEG -CONTRACTED SERVICES		

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Vendor ID	Vendor Name		Payee Name		Check Date	Check No.	
Detail:	Invoice No.	Invoice Description		Cross Fund	Invoice Amt	Disc. Amt	Net Amt.
	B04982-00013-258680	LEGAL: TOWN MEETING&CANNABIS		0.00	\$354.00	0.00	354.00
	Desc:	LEGAL: TOWN MEETING&CANNABIS	Acct:	10-141-318-0000	LEG -CONTRACTED SERVICES		
		Vendor Total:			546.50	0.00	546.50
502644	CAMPBELL, SARA				4/28/2023		79798
	859047	REFUND - VINS		0.00	\$100.00	0.00	100.00
	Desc:	REFUND - VINS	Acct:	10-514-325-0000	PR -REFUNDS		
		Vendor Total:			100.00	0.00	100.00
502801	WHITMAN, STEPHANIE		STEPHANIE WHITMAN		4/28/2023		79799
	859045	REFUND - VINS		0.00	\$100.00	0.00	100.00
	Desc:	REFUND - VINS	Acct:	10-514-325-0000	PR -REFUNDS		
		Vendor Total:			100.00	0.00	100.00
FUND 1 0	HRA / FSA / DCR			Bank Total:			662,516.99
FUND 1 0 HRA	HRA / FSA / DCR						
032103	MVP HEALTH - HRA / DCRA				4/28/2023		1051
	04.18.2023	FSA/HRA 04.09.23-04.15.23		516.97	\$6,475.62	0.00	6,475.62
	Desc:	FSA 04.09.23-04.15.23	Acct:	10-012-200-0510	SECTION 125 HEALTH CARE ACCT		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-171-225-0000	FIN -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-174-225-0000	ASE -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-181-225-0000	IT -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-211-225-0000	HPD -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-221-225-0000	HFD -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-221-418-0100	HFD -RETIREE HEALTH INSURANCE		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-271-225-0000	DISP -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-312-225-0000	DPW -HRA/CHOICECARE CARD		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-530-418-0100	PR -RETIREE HEALTH INSURANCE		
	Desc:	HRA 04.09.23-04.15.23	Acct:	10-622-418-0100	PDZ -Retiree Health Insurance		
	Desc:	HRA 04.09.23-04.15.23	Acct:	60-961-225-0000	HRA/CHOICECARE CARD		
	04.26.2023	FSA/HRA 04.16.23-04.22.23		1,156.26	\$5,835.48	0.00	5,835.48
	Desc:	FSA/HRA 04.16.23-04.22.23	Acct:	10-012-200-0510	SECTION 125 HEALTH CARE ACCT		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-121-225-0000	TM -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-174-225-0000	ASE -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-211-225-0000	HPD -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-221-225-0000	HFD -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-221-418-0100	HFD -RETIREE HEALTH INSURANCE		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-271-225-0000	DISP -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-312-225-0000	DPW -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-530-418-0100	PR -RETIREE HEALTH INSURANCE		
	Desc:	HRA 04.16.23-04.22.23	Acct:	10-622-225-0000	PDZ -HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	30-975-225-0000	HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	50-955-225-0000	HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	55-955-225-0000	HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	60-961-225-0000	HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	60-965-225-0000	HRA/CHOICECARE CARD		
	Desc:	HRA 04.16.23-04.22.23	Acct:	65-965-225-0000	HRA/CHOICECARE CARD		
	04.11.2023	FSA/HRA 04.02.23-04.08.23		265.00	\$8,299.41	0.00	8,299.41
	Desc:	FSA 04.02.23-04.08.23	Acct:	10-012-200-0510	SECTION 125 HEALTH CARE ACCT		

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Check Date: 4/28/2023 - 4/28/2023

Bank ID	Bank Name	Payee Name	Check Date	Check No.
Vendor ID	Vendor Name			
Detail: Invoice No.	Invoice Description	Cross Fund	Invoice Amt	Disc. Amt
				Net Amt.
Desc: HRA 04.02.23-04.08.23		Acct: 10-171-225-0000	FIN -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-171-418-0100	FIN -RETIREE HEALTH INSURANCE	
Desc: HRA 04.02.23-04.08.23		Acct: 10-181-225-0000	IT -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-211-225-0000	HPD -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-211-418-0100	HPD -RETIREE HEALTH INSURANCE	
Desc: HRA 04.02.23-04.08.23		Acct: 10-221-225-0000	HFD -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-221-418-0100	HFD -RETIREE HEALTH INSURANCE	
Desc: HRA 04.02.23-04.08.23		Acct: 10-271-225-0000	DISP -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-312-225-0000	DPW -HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-530-418-0100	PR -RETIREE HEALTH INSURANCE	
Desc: HRA 04.02.23-04.08.23		Acct: 10-622-418-0100	PDZ -Retiree Health Insurance	
Desc: HRA 04.02.23-04.08.23		Acct: 60-961-225-0000	HRA/CHOICECARE CARD	
Desc: HRA 04.02.23-04.08.23		Acct: 10-312-225-0000	DPW -HRA/CHOICECARE CARD	
Vendor Total:			20,610.51	0.00
				20,610.51

FUND 1 0 HRA

Bank Total: 20,610.51

	Holdback Total			703,885.00
Batch Totals:	0.00	402,433.04	0.00	1,106,318.04

MICHAEL HOYT

DANIEL FRASER

KIM SOUZA

LANNIE J. COLLINS

MARY M. ERDEI

ROCKET

ALLY TUFENKJIAN

GAIL OSTROUT

JOSEPH MAJOR