MUNICIPAL POLICIES AND CODES (FORM MP-1)

Consistent with the provisions of the Vermont Community Development Program, and federal law, the (check one) [X] Town [ ] City [ ] Village of Hardwick has adopted the following policies and codes:

Equal Employment Opportunity Policy (required by 24 CFR 570.904 and modeled on the State of Vermont's State Government EEO Plan for FY 2022):

A. It is the policy and practice of this municipality to assure that no person will be discriminated against, or be denied the benefit of any activity, program, or employment process, in any area of employment, including but not limited to recruitment, advertising, hiring, promotion, transfer, demotion, lay off, termination, rehiring, rates of pay, benefits, development opportunities, and/or other compensation. This municipality is strongly committed to non-discrimination and equal opportunity in all employment actions for qualified persons without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identification, or disabling condition. It is the policy of this municipality to provide a workplace that is free of harassment for being a member of a protected class, and this municipality prohibits retaliatory action for any protected activity. With this in mind, the following policy is set in place.

1. This municipality shall consider all qualified applicants for available positions without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability, provided the individual is qualified to perform the work available. Attempts will be made to contact known sources of minority and women potential applicants to maximize the participation of such applicants.
2. All recruitment advertisements will include the municipality's commitment to Equal Employment Opportunity, and job specifications/descriptions should be reviewed periodically and properly identify job-related requirements.
3. EEO posters shall be placed and maintained in conspicuous locations.
4. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.
5. Compensation, benefits, job assignments, layoffs, employee development opportunities, and discipline shall be administered consistent with federal and state laws, and without bias to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability.
6. Executive, management and supervisory level employees have the responsibility to further the implementation of this policy and ensure conformance by subordinates.
7. Any municipal employee who engages in discrimination of a member of a protected class or unlawful harassment may be subject to appropriate discipline.
8. Any supervisory or managerial employee who knows of unlawful discrimination or harassment in the workplace, and fails to take immediate and appropriate corrective action, may be subject to disciplinary action.

B. The municipality is committed to its Equal Employment Opportunity Policy, and as part of the Equal Employment Opportunity Plan will:

1. Recruit, hire, upgrade, train, and promote in all job classifications without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability;
2. Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the municipality's commitment to workplace diversity;
3. Ensure that all other personnel actions such as compensation, benefits, municipal-sponsored training, educational tuition assistance, social and recreational programs shall be administered without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability;
4. Provide reasonable accommodations for applicants and/or employees with disabilities, which will enable them to successfully perform the essential job functions;
5. Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful;
6. Investigate claims of discrimination and unlawful harassment in the workplace; and
7. Promote inclusion and diversity in all levels of the workforce.

Fair Housing Policy (required by 24 CFR 570.904 and modeled on 24 CFR Part 6):

The policy set forth herein applies to all housing programs, both present and future, funded through the Vermont Community Development Program.

A. This municipality will not, directly or through contractual, licensing, or other arrangements, take any of the following actions on the grounds of race, color, national origin, religion, or sex:

1. Deny any individual any facilities, services, financial aid, or other benefits provided under any VCDP-funded program or activity;
2. Provide any facilities, services, financial aid, or other benefits that are different, or are provided in a different form, from that provided to others under any VCDP-funded program or activity;
3. Subject an individual to segregated or separate treatment in any facility, or in any matter of process related to the receipt of any service or benefit under any VCDP-funded program or activity;
4. Restrict an individual's access to, or enjoyment of, any advantage or privilege enjoyed by others in connection with facilities, services, financial aid or other benefits under any VCDP-funded program or activity;
5. Treat an individual differently from others in determining whether the individual satisfies any admission, enrollment, eligibility, membership, or other requirements or conditions that the individual must meet in order to be provided any facilities, services, or other benefit provided under any VCDP-funded program or activity;
6. Deny an individual an opportunity to participate in any VCDP-funded program or activity as an employee;

7. Aid or otherwise perpetuate discrimination against an individual by providing VCDP-funded financial assistance to an agency, organization, or person that discriminates in providing any housing, aid, benefit, or service;
8. Otherwise limit an individual in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by other individuals receiving the housing, aid, benefit, or service;
9. Use criteria or methods of administration that have the effect of subjecting persons to discrimination or have the effect of defeating or substantially impairing accomplishment of the objectives of the program or activity with respect to persons of a particular race, color, national origin, religion, or sex; or
10. Deny a person the opportunity to participate as a member of planning or advisory boards.

B. In determining the site or location of housing, accommodations, or facilities, this municipality will not make selections that have the effect of excluding persons from, denying them the benefits of, or subjecting them to discrimination on the ground of race, color, national origin, religion, or sex. This municipality will not make selections that have the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of this policy.

C. This municipality will not, directly or through contractual, licensing, or other arrangements, solely on the basis of handicap:

1. Deny a qualified individual with handicaps the opportunity to participate in, or benefit from, any VCDP-funded housing, aid, benefit, or service;
2. Afford a qualified individual with handicaps an opportunity to participate in, or benefit from, any VCDP-funded housing, aid, benefit, or service that is not equal to that afforded to others;
3. Provide a qualified individual with handicaps with any VCDP-funded housing, aid, benefit, or service that is not as effective in affording the individual an equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement as that provided to others;
4. Provide different or separate VCDP-funded housing, aid, benefits, or services to individuals with handicaps or to any class of individuals with handicaps from that provided to others unless such action is necessary to provide qualified individuals with handicaps with housing, aid, benefits, or services that are as effective as those provided to others;
5. Aid or perpetuate discrimination against a qualified individual with handicaps by providing significant assistance to an agency, organization, or person that discriminates on the basis of handicap in providing any housing, aid, benefit, or service to beneficiaries in the recipient's federally assisted program or activity;
6. Deny a qualified individual with handicaps the opportunity to participate as a member of planning or advisory boards;
7. Deny a dwelling to an otherwise qualified buyer or renter because of a handicap of that buyer or renter or a person residing in or intending and eligible to reside in that dwelling after it is sold, rented or made available; or

8. Otherwise limit a qualified individual with handicaps in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by other qualified individuals receiving the housing, aid, benefit, or service.

D. This municipality will not, directly or through contracting, licensing, or other arrangements, use age distinctions or take any other actions that have the effect, on the basis of age, of:

1. Excluding individuals from, denying them the benefits of, or subjecting them to discrimination under, a VCDP-funded program or activity; or
2. Denying or limiting individuals in their opportunity to participate in any VCDP-funded program or activity.

Use of Excessive Force Policy (42 USC sec. 5304(l):

This municipality (1) prohibits the use of excessive force by its law enforcement agencies against any individuals engaged in nonviolent civil rights demonstrations; and (2) prohibits its law enforcement agencies from physically barring entrance to or exit from a facility or location that is the subject of a nonviolent civil rights demonstration.

Policy on the Use of VCDP Funds for Federal Lobbying (Byrd Anti-Lobbying Amendment, 31 U.S.C. 1352 and 43 CFR part 18, New Restrictions on Lobbying. Submission of an application also represents the applicant's certification of the statements in 43 CFR part 18, appendix A, Certification Regarding Lobbying):

This municipality will not allow the use of VCDP funds to pay any person for the influencing or attempting to influence an officer of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any federal contract, grant, loan or cooperative agreement.

Code of Ethics for Administration of Vermont Community Development Program (24 CFR 570.489(h)):

The following code of ethical conduct for public officials, employees and/or affected contractors covers all aspects of the VCDP, whether or not specifically cited.

1. Goods and services shall be procured in a manner which maximizes free and open competition.
2. Officers and employees shall not participate in any decision concerning matters in which they have a financial interest.
3. Conflicts, and the appearance of conflicts, of interest shall be avoided in order to assure public confidence in the operations of governments.

4. Every effort will be made to actively recruit woman-owned or minority-owned businesses and to provide opportunities for local residents and businesses, consistent with Section 3 of the Housing and Urban Development Act of 1968.
5. All procurement actions shall be conducted in public and all records related thereto will be open to public review.

The Drug-Free Workplace Act of 1988 (41 U.S.C. 701 et seq.):

Requires Grantees to certify and assure the Department that they will establish a formal written policy that informs employees that the manufacture, distribution, possession and use of illegal drugs in the workplace are prohibited, and an ongoing drug-free awareness program.

If this municipality does not already have a drug-free workplace policy that is at least as robust as the following, it hereby establishes that:

As an employer, the {Municipality} is responsible for maintaining safe, efficient working conditions for its employees by providing a drug-free workplace. Therefore, municipal employees shall not engage in the unlawful manufacture, distribution, possession or use of controlled substances (drugs) on the job or on any municipal work site.

1. The illegal use, possession, sale, distribution, or manufacture of controlled substances in or on property belonging to the municipality will not be tolerated and is considered to be grounds for review and termination of employment at the discretion of the employee's supervisor.
2. Any employee of the municipality who has a controlled substance dependency, or any other controlled substance-related problem, shall immediately seek professional assistance or counseling.
3. Any employee of the municipality who is convicted of violating any criminal drug statute must inform his or her supervisor within 5 days after the conviction. The criminal conviction of any employee of this municipality for the use, possession, sale or distribution of a controlled substance may be considered grounds for review and termination of employment at the discretion of the employee's supervisor.
4. If an employee who is convicted of violating any criminal drug statute works in a federally funded program, the municipality shall notify the agency that provides the federal funding within ten (10) days of the municipality's receiving the notice of the conviction. In the case of the Vermont Community Development Program, notify the Department of Housing and Community Development.
5. Any employee on municipal premises who appears to be under the influence of, or who possesses illegal or non-medically authorized drugs, or who has used such drugs on municipal premises, may be temporarily relieved from duty pending further investigation.
6. If the use of legal drugs endangers safety, management may (but is not required to) reassign work on a temporary or permanent basis.

7. All current and future employees shall be informed of this policy and shall acknowledge in writing their understanding and acceptance of this policy.

Subrecipient Oversight Monitoring Policy (required by Uniform Guidance, 2 CFR Part 200):

The policy set forth herein must be adopted by all municipalities using VCDP funds. Adoption of this policy certifies the Grantee shall be responsible for oversight monitoring of grant funds that are dispersed to a sub-recipient, to ensure the funds are properly managed.

To ensure such funds are managed according to the agreements and requirements of the granting agency, the Municipality will designate a municipal individual responsible for subrecipient monitoring. At a minimum, this will include:

1. Closely monitoring and reviewing the requisition of funds to the funding agency on a regular basis;
2. Reviewing the Subrecipient's financial management systems, internal control procedures, separation of duties, ensuring that different individuals review the invoices for payment and accuracy, from someone who writes the check, to someone who authorizes or signs the check, to someone who reconciles the Bank statements;
3. Reviewing the Subrecipient's procurement policies to ensure that they meet the requirements of 2 CFR Part 200, Uniform Federal Guidance;
4. Reviewing Labor Standards, if applicable, and the appropriate wage rates; securing payrolls and reviewing them for accuracy, and in the event there are any errors securing proof of restitution;
5. Ensuring that contractors are being paid appropriately, and lien waivers and other releases are secured from the contractors;
6. Closely monitoring the progress of the funded project through the review of required progress reports; and
7. Obtaining and reviewing the independent audit if required for the sub-recipient (expenditure of $750,000 or greater in one fiscal year); or the municipality may determine that its own single audit may be expanded to include the scope of federal funds expended at the subrecipient level; or the subrecipient may be eligible to have a program specific audit.
8. Authorized representatives of the Secretary of the Agency, the Secretary of HUD, the Inspector General of the United States, or the U.S. General Accounting Office shall have access to all books, accounts, records, reports, files, papers, things, or property belong to, or in use by, any Subgrantee or Subrecipients pertaining to the receipts of VCDP funds as may be necessary to make audits, examinations, excerpts, and transcripts.

Whistleblower Protections:

A. The Municipality shall not discriminate or retaliate against a municipal employee or agent for engaging in the following:

1. Providing to a public body a good faith report or good faith testimony that alleges an entity of municipal or state government, a municipal employee or official, or a person providing services to the municipality under contract has engaged in a violation of law or in waste, fraud, or abuse of authority, or an act threatening health or safety.
2. Assisting or participating in a proceeding to enforce the provisions of this policy.

B. Neither the Municipality nor any municipal officer or employee shall attempt to restrict or interfere with, in any manner, a municipal employee's ability to engage in any of the protected activity described in subsection (a) of this policy. Employees are not required to report misconduct to the municipality or its agents prior to reporting to any governmental entity and/or the public.

C. Neither the Municipality nor any municipal offer or employee shall require employees or agents to forego monetary awards as a result of such reports.

Texting While Driving Policy (Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving):

This municipality certifies and assures the Department that it will establish a formal written policy that informs employees that text messaging while operating a municipal vehicle is prohibited, and to conduct initiatives that encourage voluntary compliance with the municipal policy while off duty. If this municipality does not already have a such a policy that is at least as robust as the following, it hereby establishes that:

This municipality (1) prohibits the practice of texting while driving by its employees in municipal vehicles; and (2) requires its employees to adhere to Vermont statute, 23 V.S.A. § 1095b. "Handheld use of portable electronic device prohibited."

Violence Against Women Act (reauthorization March 2022: VAWA 2022):

This municipality certifies and assures the Department that it will establish formal written policies that support an individual's, including survivor's, right to seek law enforcement or emergency assistance, including, but not limited to, making certain forms available to occupants of publicly assisted housing. Further, this municipality shall develop additional requirements to review and report non-compliant local laws and ordinances. If this municipality does not already have a such a policy that is at least as robust as the following, it hereby establishes that:

This municipality shall (1) report on the existence of laws or policies they or their subgrantees (or state grant recipients) adopted that impose penalties based on requests for law enforcement or emergency assistance or based on criminal activity that occurred at a covered property; and (2) make

all required forms available to individuals living in CDBG assisted housing on the municipality's website and as requested.

Accessibility & 508 Compliance requirements (Section 504 Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990):

This municipality certifies and assures the Department that it shall consider and implement required accessibility requirements in its CDBG assisted facilities. Further, the municipality shall consider the accessibility of any materials produced via or related to federal funds and implement accessibility measures.

Adoption

Adopted by the Legislative Body on the 8th day of January, 2026.

LEGISLATIVE BODY

(Typed Name)	(Signature)
Eric Remick	
Ceilidh Galloway-Kane	
Shari Cornish	
Tim Ricciardello	
Danny Hale	

MUNICIPAL POLICIES AND CODES (FORM MP-1)

Consistent with the provisions of the Vermont Community Development Program, and federal law, the (check one) [X] Town [ ] City [ ] Village of Hardwick has adopted the following policies and codes:

Equal Employment Opportunity Policy (required by 24 CFR 570.904 and modeled on the State of Vermont's State Government EEO Plan for FY 2022):

A. It is the policy and practice of this municipality to assure that no person will be discriminated against, or be denied the benefit of any activity, program, or employment process, in any area of employment, including but not limited to recruitment, advertising, hiring, promotion, transfer, demotion, lay off, termination, rehiring, rates of pay, benefits, development opportunities, and/or other compensation. This municipality is strongly committed to non-discrimination and equal opportunity in all employment actions for qualified persons without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identification, or disabling condition. It is the policy of this municipality to provide a workplace that is free of harassment for being a member of a protected class, and this municipality prohibits retaliatory action for any protected activity. With this in mind, the following policy is set in place.

1. This municipality shall consider all qualified applicants for available positions without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability, provided the individual is qualified to perform the work available. Attempts will be made to contact known sources of minority and women potential applicants to maximize the participation of such applicants.
2. All recruitment advertisements will include the municipality's commitment to Equal Employment Opportunity, and job specifications/descriptions should be reviewed periodically and properly identify job-related requirements.
3. EEO posters shall be placed and maintained in conspicuous locations.
4. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.
5. Compensation, benefits, job assignments, layoffs, employee development opportunities, and discipline shall be administered consistent with federal and state laws, and without bias to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability.
6. Executive, management and supervisory level employees have the responsibility to further the implementation of this policy and ensure conformance by subordinates.
7. Any municipal employee who engages in discrimination of a member of a protected class or unlawful harassment may be subject to appropriate discipline.
8. Any supervisory or managerial employee who knows of unlawful discrimination or harassment in the workplace, and fails to take immediate and appropriate corrective action, may be subject to disciplinary action.

B. The municipality is committed to its Equal Employment Opportunity Policy, and as part of the Equal Employment Opportunity Plan will:

1. Recruit, hire, upgrade, train, and promote in all job classifications without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability;
2. Base employment decisions on the principles of Equal Employment Opportunity and with the intent to further the municipality's commitment to workplace diversity;
3. Ensure that all other personnel actions such as compensation, benefits, municipal-sponsored training, educational tuition assistance, social and recreational programs shall be administered without regard to race, color, religion, ancestry, national origin, age, gender, sexual orientation, sexual identity, or disability;
4. Provide reasonable accommodations for applicants and/or employees with disabilities, which will enable them to successfully perform the essential job functions;
5. Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity, or opposed any act or practice made unlawful;
6. Investigate claims of discrimination and unlawful harassment in the workplace; and
7. Promote inclusion and diversity in all levels of the workforce.

Fair Housing Policy (required by 24 CFR 570.904 and modeled on 24 CFR Part 6):

The policy set forth herein applies to all housing programs, both present and future, funded through the Vermont Community Development Program.

A. This municipality will not, directly or through contractual, licensing, or other arrangements, take any of the following actions on the grounds of race, color, national origin, religion, or sex:

1. Deny any individual any facilities, services, financial aid, or other benefits provided under any VCDP-funded program or activity;
2. Provide any facilities, services, financial aid, or other benefits that are different, or are provided in a different form, from that provided to others under any VCDP-funded program or activity;
3. Subject an individual to segregated or separate treatment in any facility, or in any matter of process related to the receipt of any service or benefit under any VCDP-funded program or activity;
4. Restrict an individual's access to, or enjoyment of, any advantage or privilege enjoyed by others in connection with facilities, services, financial aid or other benefits under any VCDP-funded program or activity;
5. Treat an individual differently from others in determining whether the individual satisfies any admission, enrollment, eligibility, membership, or other requirements or conditions that the individual must meet in order to be provided any facilities, services, or other benefit provided under any VCDP-funded program or activity;
6. Deny an individual an opportunity to participate in any VCDP-funded program or activity as an employee;

7. Aid or otherwise perpetuate discrimination against an individual by providing VCDP-funded financial assistance to an agency, organization, or person that discriminates in providing any housing, aid, benefit, or service;
8. Otherwise limit an individual in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by other individuals receiving the housing, aid, benefit, or service;
9. Use criteria or methods of administration that have the effect of subjecting persons to discrimination or have the effect of defeating or substantially impairing accomplishment of the objectives of the program or activity with respect to persons of a particular race, color, national origin, religion, or sex; or
10. Deny a person the opportunity to participate as a member of planning or advisory boards.

B. In determining the site or location of housing, accommodations, or facilities, this municipality will not make selections that have the effect of excluding persons from, denying them the benefits of, or subjecting them to discrimination on the ground of race, color, national origin, religion, or sex. This municipality will not make selections that have the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of this policy.

C. This municipality will not, directly or through contractual, licensing, or other arrangements, solely on the basis of handicap:

1. Deny a qualified individual with handicaps the opportunity to participate in, or benefit from, any VCDP-funded housing, aid, benefit, or service;
2. Afford a qualified individual with handicaps an opportunity to participate in, or benefit from, any VCDP-funded housing, aid, benefit, or service that is not equal to that afforded to others;
3. Provide a qualified individual with handicaps with any VCDP-funded housing, aid, benefit, or service that is not as effective in affording the individual an equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement as that provided to others;
4. Provide different or separate VCDP-funded housing, aid, benefits, or services to individuals with handicaps or to any class of individuals with handicaps from that provided to others unless such action is necessary to provide qualified individuals with handicaps with housing, aid, benefits, or services that are as effective as those provided to others;
5. Aid or perpetuate discrimination against a qualified individual with handicaps by providing significant assistance to an agency, organization, or person that discriminates on the basis of handicap in providing any housing, aid, benefit, or service to beneficiaries in the recipient's federally assisted program or activity;
6. Deny a qualified individual with handicaps the opportunity to participate as a member of planning or advisory boards;
7. Deny a dwelling to an otherwise qualified buyer or renter because of a handicap of that buyer or renter or a person residing in or intending and eligible to reside in that dwelling after it is sold, rented or made available; or

8. Otherwise limit a qualified individual with handicaps in the enjoyment of any right, privilege, advantage, or opportunity enjoyed by other qualified individuals receiving the housing, aid, benefit, or service.

D. This municipality will not, directly or through contracting, licensing, or other arrangements, use age distinctions or take any other actions that have the effect, on the basis of age, of:

1. Excluding individuals from, denying them the benefits of, or subjecting them to discrimination under, a VCDP-funded program or activity; or
2. Denying or limiting individuals in their opportunity to participate in any VCDP-funded program or activity.

Use of Excessive Force Policy (42 USC sec. 5304(l):

This municipality (1) prohibits the use of excessive force by its law enforcement agencies against any individuals engaged in nonviolent civil rights demonstrations; and (2) prohibits its law enforcement agencies from physically barring entrance to or exit from a facility or location that is the subject of a nonviolent civil rights demonstration.

Policy on the Use of VCDP Funds for Federal Lobbying (Byrd Anti-Lobbying Amendment, 31 U.S.C. 1352 and 43 CFR part 18, New Restrictions on Lobbying. Submission of an application also represents the applicant's certification of the statements in 43 CFR part 18, appendix A, Certification Regarding Lobbying):

This municipality will not allow the use of VCDP funds to pay any person for the influencing or attempting to influence an officer of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any federal contract, grant, loan or cooperative agreement.

Code of Ethics for Administration of Vermont Community Development Program (24 CFR 570.489(h)):

The following code of ethical conduct for public officials, employees and/or affected contractors covers all aspects of the VCDP, whether or not specifically cited.

1. Goods and services shall be procured in a manner which maximizes free and open competition.
2. Officers and employees shall not participate in any decision concerning matters in which they have a financial interest.
3. Conflicts, and the appearance of conflicts, of interest shall be avoided in order to assure public confidence in the operations of governments.

4. Every effort will be made to actively recruit woman-owned or minority-owned businesses and to provide opportunities for local residents and businesses, consistent with Section 3 of the Housing and Urban Development Act of 1968.
5. All procurement actions shall be conducted in public and all records related thereto will be open to public review.

The Drug-Free Workplace Act of 1988 (41 U.S.C. 701 et seq.):

Requires Grantees to certify and assure the Department that they will establish a formal written policy that informs employees that the manufacture, distribution, possession and use of illegal drugs in the workplace are prohibited, and an ongoing drug-free awareness program.

If this municipality does not already have a drug-free workplace policy that is at least as robust as the following, it hereby establishes that:

As an employer, the {Municipality} is responsible for maintaining safe, efficient working conditions for its employees by providing a drug-free workplace. Therefore, municipal employees shall not engage in the unlawful manufacture, distribution, possession or use of controlled substances (drugs) on the job or on any municipal work site.

1. The illegal use, possession, sale, distribution, or manufacture of controlled substances in or on property belonging to the municipality will not be tolerated and is considered to be grounds for review and termination of employment at the discretion of the employee's supervisor.
2. Any employee of the municipality who has a controlled substance dependency, or any other controlled substance-related problem, shall immediately seek professional assistance or counseling.
3. Any employee of the municipality who is convicted of violating any criminal drug statute must inform his or her supervisor within 5 days after the conviction. The criminal conviction of any employee of this municipality for the use, possession, sale or distribution of a controlled substance may be considered grounds for review and termination of employment at the discretion of the employee's supervisor.
4. If an employee who is convicted of violating any criminal drug statute works in a federally funded program, the municipality shall notify the agency that provides the federal funding within ten (10) days of the municipality's receiving the notice of the conviction. In the case of the Vermont Community Development Program, notify the Department of Housing and Community Development.
5. Any employee on municipal premises who appears to be under the influence of, or who possesses illegal or non-medically authorized drugs, or who has used such drugs on municipal premises, may be temporarily relieved from duty pending further investigation.
6. If the use of legal drugs endangers safety, management may (but is not required to) reassign work on a temporary or permanent basis.

7. All current and future employees shall be informed of this policy and shall acknowledge in writing their understanding and acceptance of this policy.

Subrecipient Oversight Monitoring Policy (required by Uniform Guidance, 2 CFR Part 200):

The policy set forth herein must be adopted by all municipalities using VCDP funds. Adoption of this policy certifies the Grantee shall be responsible for oversight monitoring of grant funds that are dispersed to a sub-recipient, to ensure the funds are properly managed.

To ensure such funds are managed according to the agreements and requirements of the granting agency, the Municipality will designate a municipal individual responsible for subrecipient monitoring. At a minimum, this will include:

1. Closely monitoring and reviewing the requisition of funds to the funding agency on a regular basis;
2. Reviewing the Subrecipient's financial management systems, internal control procedures, separation of duties, ensuring that different individuals review the invoices for payment and accuracy, from someone who writes the check, to someone who authorizes or signs the check, to someone who reconciles the Bank statements;
3. Reviewing the Subrecipient's procurement policies to ensure that they meet the requirements of 2 CFR Part 200, Uniform Federal Guidance;
4. Reviewing Labor Standards, if applicable, and the appropriate wage rates; securing payrolls and reviewing them for accuracy, and in the event there are any errors securing proof of restitution;
5. Ensuring that contractors are being paid appropriately, and lien waivers and other releases are secured from the contractors;
6. Closely monitoring the progress of the funded project through the review of required progress reports; and
7. Obtaining and reviewing the independent audit if required for the sub-recipient (expenditure of $750,000 or greater in one fiscal year); or the municipality may determine that its own single audit may be expanded to include the scope of federal funds expended at the subrecipient level; or the subrecipient may be eligible to have a program specific audit.
8. Authorized representatives of the Secretary of the Agency, the Secretary of HUD, the Inspector General of the United States, or the U.S. General Accounting Office shall have access to all books, accounts, records, reports, files, papers, things, or property belong to, or in use by, any Subgrantee or Subrecipients pertaining to the receipts of VCDP funds as may be necessary to make audits, examinations, excerpts, and transcripts.

Whistleblower Protections:

A. The Municipality shall not discriminate or retaliate against a municipal employee or agent for engaging in the following:

1. Providing to a public body a good faith report or good faith testimony that alleges an entity of municipal or state government, a municipal employee or official, or a person providing services to the municipality under contract has engaged in a violation of law or in waste, fraud, or abuse of authority, or an act threatening health or safety.
2. Assisting or participating in a proceeding to enforce the provisions of this policy.

B. Neither the Municipality nor any municipal officer or employee shall attempt to restrict or interfere with, in any manner, a municipal employee's ability to engage in any of the protected activity described in subsection (a) of this policy. Employees are not required to report misconduct to the municipality or its agents prior to reporting to any governmental entity and/or the public.

C. Neither the Municipality nor any municipal offer or employee shall require employees or agents to forego monetary awards as a result of such reports.

Texting While Driving Policy (Executive Order 13513, Federal Leadership on Reducing Text Messaging While Driving):

This municipality certifies and assures the Department that it will establish a formal written policy that informs employees that text messaging while operating a municipal vehicle is prohibited, and to conduct initiatives that encourage voluntary compliance with the municipal policy while off duty. If this municipality does not already have a such a policy that is at least as robust as the following, it hereby establishes that:

This municipality (1) prohibits the practice of texting while driving by its employees in municipal vehicles; and (2) requires its employees to adhere to Vermont statute, 23 V.S.A. § 1095b. "Handheld use of portable electronic device prohibited."

Violence Against Women Act (reauthorization March 2022: VAWA 2022):

This municipality certifies and assures the Department that it will establish formal written policies that support an individual's, including survivor's, right to seek law enforcement or emergency assistance, including, but not limited to, making certain forms available to occupants of publicly assisted housing. Further, this municipality shall develop additional requirements to review and report non-compliant local laws and ordinances. If this municipality does not already have a such a policy that is at least as robust as the following, it hereby establishes that:

This municipality shall (1) report on the existence of laws or policies they or their subgrantees (or state grant recipients) adopted that impose penalties based on requests for law enforcement or emergency assistance or based on criminal activity that occurred at a covered property; and (2) make

all required forms available to individuals living in CDBG assisted housing on the municipality's website and as requested.

Accessibility & 508 Compliance requirements (Section 504 Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990):

This municipality certifies and assures the Department that it shall consider and implement required accessibility requirements in its CDBG assisted facilities. Further, the municipality shall consider the accessibility of any materials produced via or related to federal funds and implement accessibility measures.

Adoption

Adopted by the Legislative Body on the 8th day of January, 2026.

LEGISLATIVE BODY

(Typed Name)	(Signature)
Eric Remick	
Ceilidh Galloway-Kane	
Shari Cornish	
Tim Ricciardello	
Danny Hale	

Item #6 Town House Discussion

Base bid: $281,521
Town portion ($20,000) agreed to in original MOU with NEKarts

NEKarts: $261,521

NEKarts contribution to date: $220,603.08

Balance due from NEKarts: $40,917.92

Balance due to Ruggco: $50,702.66 *(includes change orders of $31,784.74)*

Town also put in an additional $22,000 in September

Black Dirt Farm
393 Stannard Mountain Road - Greensboro Bend, VT 05842
(802)533-7033 - www.blackdirtfarm.com

November 7, 2025

Hello Mr. Upson and the Hardwick Select Board,

I am reaching out regarding our Community Composting Pods, to increase the accessibility and viability of a food scrap collection service for Hardwick residents. As I am sure you already appreciate, these programs dramatically reduce waste sent to the landfill, mitigate water quality and climate change impacts from the landfill and the fertilizers used to replace them, and retain critical agricultural resources, like organic matter and nutrients, in the local food system, while also retaining dollars and jobs in our local economy. Additionally, as you know, for these reasons and others, as of 2020 Vermont mandated by law that all residents and businesses divert their food scraps from the landfill for beneficial reuse and/ or recycling.

Currently this program operates as a 'fee for service' model, in which residents subscribe to the program for $2 per week on an honor-system basis for use of one of five different locations throughout Hardwick, where they can dispose of their food scraps (four in Hardwick Village, one in East Hardwick). While the Pods are broadly used by many community members and fill up each week, the level of subscription has never kept pace with the actual use (in other words most people who use the Pods are not paying a subscription fee). We are thrilled by the level of participation and excited that the community is so broadly involved in composting, but we can no longer subsize this service. We would like to explore alternative models with the Town of Hardwick for covering these expenses and ensuring the long-term viability of the service.

As the Town is aware, Black Dirt Farm, with support from the Town of Hardwick and the Central Vermont Solid Waste Management District, established a Community Composting Pod program in 2022. This program was established in response to the needs expressed by the residents of Hardwick for more affordable and accessible food scrap drop off locations. Historically, the Hardwick community had access to a centralized food scrap drop off location located next to the old bank building at 21 Mill Street. This location featured six 48-gallon containers and was serviced weekly for roughly 5 years. It was widely used and appreciated, and the cost of servicing it was covered by the Central Vermont Solid Waste Management District (CVSWMD), as it did in several other towns operating similar drop-off programs. Sometime around 2015 the CVSWMD changed its policies and asked the Towns to take ownership of those programs. Most did, however Hardwick chose to discontinue the program and over the following several years there were multiple committees set up to explore feasible alternatives, none of which yielded anything. During these years Hardwick residents who were not composting at home, were either utilizing the services at All Metals Recycling (which were reportedly quite expensive), illegally making use of municipal drop-off sites in other towns contracting for services, like Greensboro or Wolcott, or driving to the free drop-off site in Stannard at Black Dirt Farm. We received a large volume of calls and emails during this time from Hardwick residents complaining about a lack of options.

In 2020 Black Dirt Farm received a small start-up grant from CVSWMD to pilot an innovative, semi-centralized model we called Community Composting Pods, each designed to service roughly 20 households, and we launched the program in the spring of 2022. The intention behind the Pod model was to create fee-for-service model that would improve access for Hardwick residents at an affordable price with a low regulatory requirement. Additionally, the Pod concept was intended to support a thriving community social environment by creating a service within walking distance of residences, and encouraging neighbors to have more unstructured, informal contact with one another. Each location has an established station with signage that also secures the containers to mitigate/ prevent animal access to the containers.

Enrollment was slightly more than 50% at its peak, and yet the locations are generally full each week, suggesting roughly half of the residents utilizing the program were not paying the $2/ week subscription fee. Despite posts on Front Porch Forum, our own social media posts and emails, and posters and notices at each of the Pod locations, enrollment has not improved, and has, in fact, declined. We estimate that only 30% of users are paying a subscription fee currently. While this is disappointing, it is worth noting that even non-paying users are doing an excellent job keeping trash out of the food scraps, applying wood shavings after depositing their food scraps, and otherwise using the locations respectfully and properly. Additionally, we receive lots of enthusiasm and expressions of support for the current model. Generally, people like the neighborhood quality of the model, the access it provides, and the cleanliness of the service.

Black Dirt Farm services each location once per week with specialized collection equipment and thoroughly washes every container with a hot water pressure washer every time we pick up. We supply wood shavings at each location to minimize odors, flies and four-legged foragers. We have real costs associated with providing these services and for us to keep supplying them, we need to revisit the business model to support them.

We would like to explore a new business model with the Town, in which the Town oversees these locations and contracts with Black Dirt Farm to service them. Other alternative approaches, such as centralizing collection in one place, could also be considered. We are currently under contract with the Towns of Wolcott and Greensboro to provide services in this manner.

There are three basic scenarios to consider – the present Pod model, the Pod model with twice the capacity at each location, and a centralized model. The two Pod models could be expanded, and additional locations could be set up to service more neighborhoods. A centralized system would require establishing a location to handle greater volumes of material and would require permitting.

In the present version, utilizing the Pod model, each location features one food scrap container (as well as one for wood shavings) serves roughly 20 households, and costs $50/ week to service. These locations are on private property, except for the Creamery Road site, which is on Town land. All locations are registered with the Vermont Agency of Natural Resources and can legally accept twice the volume (2 containers) than they are currently handling. If a second container was sited at each location (requiring the consent of Pod hosts and a modest upgrade to each location to prevent animal pressure), they would be able service twice the households, and the cost per unit would come down. In this scenario each location would cost $66/ week. If the Pod model were scrapped and a centralized location were established the cost per unit would essentially be the same as the second scenario above.

Black Dirt Farm would like to collaborate with the Town of Hardwick to develop this next iteration of programming to serve the composting needs of Hardwick residents, while ensuring the economic viability of the model. We would like to have a new model in place by the end of January 2026. If there is sufficient interest from the Select Board, we would be happy to put a more detailed proposal together for your consideration. Please let me know how and if you would like to proceed with the discussion. If the Town is uninterested in proceeding with the discussion, we will likely have to consider discontinuing services at the end of the calendar year.

Sincerely,

Tom Gilbert and the Black Dirt Farm crew

Current Pod locations include:

- Central Street, Hardwick, VT
- Riverside Terrace, Hardwick, VT
- Creamery Road, Hardwick, VT
- East Church Street, East Hardwick, VT
- Jenne Road, Hardwick, VT

RESOLUTION REGARDING NECESSITY FOR MUNICIPAL SMALL SYSTEM CAPACITY AND RESILIENCY PROGRAM TIER I FINANCING

WHEREAS, at a meeting of the Selectboard of the Town of Hardwick ("Town") held on January 8, 2026, the Selectboard members determined that the public interest and necessity require that the Town seek a Small System Capacity and Resiliency Program Tier I (SCRP) Loan through the Vermont Bond Bank for the purpose of paying for repairs to flood damaged infrastructure due to rainfall and flooding in the summer of 2023;

WHEREAS, the Town seeks to finance $1,700,000 to rebuild its lift station that was damaged in the July 2023 flooding;

WHEREAS, the Town expects to be reimbursed for a portion of these flood-damage repairs by FEMA and the State of Vermont; however, these reimbursements may not occur in a timely manner;

WHEREAS, the Town does not have sufficient funds to pay its current expenses until it is reimbursed for the flood-damage repairs;

NOW THEREFORE, BE IT RESOLVED, that the Town should issue a General Obligation Note to the Vermont Bond Bank for the purpose of obtaining an SCRP Loan in the amount of $1,700,000 to pay current expenses in anticipation of the FEMA and State of Vermont reimbursement;

BE IT FURTHER RESOLVED, that, pursuant to 24 V.S.A. § 1786, the Selectboard may borrow money by the issuance of its notes or orders for the purpose of paying current expenses, and such notes or orders must mature within one year from issuance;

BE IT FURTHER RESOLVED, that, should FEMA and State of Vermont reimbursement not occur within a year of issuance of the Note to the Vermont Bond Bank, the Town will seek any necessary voter approval for continued financing;

BE IT FURTHER RESOLVED, that by this Resolution of Necessity, the Selectboard hereby confirms the necessity of borrowing money through the SCRP to pay current expenses and authorizes the issuance of a note to the Vermont Bond Bank related to the same.

SIGNATURES ON FOLLOWING PAGE

_____
Dated

By: _____
Eric Remick, Selectboard Chair

_____
Dated

By: _____
Ceilidh Galloway-Kane, Selectboard Vice Chair

_____
Dated

By: _____
Shari Cornish, Selectboard Member

_____
Dated

By: _____
Danny Hale, Selectboard Member

_____
Dated

By: _____
Tim Ricciardello, Selectboard Member

ATTEST:

_____
Tonia Chase, Town Clerk & Treasurer

2026-2027 HARDWICK TOWN BUDGET

Projected Revenues

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
School Tax Admin Fee	$7,576	$7,078	$8,955	$1,877	26.51%
PILOT	$153,391	$147,898	$168,391	$20,493	13.86%
Current Use Hold Harm	$187,682	$181,780	$207,155	$25,375	13.96%
Delinquent Charges	$42,087	$22,500	$32,000	$9,500	42.22%
Tax Sale Interest	$65	$100	$50	($50)	-50.00%
Zoning Permits	$3,300	$4,000	$3,500	($500)	-12.50%
Licenses and Fees	$3,664	$3,500	$3,600	$100	2.86%
Recording Fees	$18,799	$19,000	$19,000	$0	0.00%
Dog Licenses	$1,796	$1,500	$1,750	$250	16.67%
DMV Fees	$165	$250	$175	($75)	-30.00%
Local Option Tax	$0	$0	$0	$0	100.00%
State Highway Aid	$162,598	$167,476	$172,500	$5,024	3.00%
Grant-in-Aid Revenue	$18,785	$20,000	$20,000	$0	0.00%
West Woodbury Revenue	$8,000	$8,000	$9,500	$1,500	18.75%
Gravel Pit Revenue	$9,100	$0	$0	$0	0.00%
Copying Fees	$11,246	$12,000	$12,000	$0	0.00%
Hardwick PD Ticket Rev	$15,385	$17,000	$17,000	$0	0.00%
PD SIU Revenue	$15,000	$3,500	$15,000	$11,500	328.57%
Outside Services-PD	$480	$1,000	$500	($500)	-50.00%
Sale of Equipment/Vehicles	$175	$0	$0	$0	0.00%
Interest on Investments	$61,297	$35,000	$55,000	$20,000	57.14%
Miscellaneous Revenue	$25,959	$1,000	$1,000	$0	0.00%
Sale of Real Estate	$75,000	$0	$0	$0	0.00%
Insurance Payout	$4,786	$0	$0	$0	0.00%
Water Transfer	$157,280	$186,678	$170,981	($15,697)	-8.41%
Sewer Transfer	$143,605	$172,236	$170,981	($1,255)	-0.73%
Room Rent	$25	$50	$50	$0	0.00%
PD Vest Grant	$628	$650	$650	$0	0.00%
PD Vast Patrol	$3,658	$4,000	$3,500	($500)	-12.50%
State Highway Safety Grants	$9,139	$15,000	$15,000	$0	0.00%
FEMA Flood 2023 & 2024	$458,399	$0	$0	$0	0.00%
USDA Grant - Ped. Bridge	$100,000	$0	$0	$0	0.00%
Misc. Grants	$21,997	$0	$0	$0	0.00%
Green Up Day Grant	$400	$400	$400	$0	0.00%
Total Revenues	**$1,721,465**	**$1,031,595**	**$1,108,638**	**$77,044**	**7.47%**
Total Budget	***$4,697,313***	***$4,417,752***	***$4,793,130***	***$375,378***	***8.50%***
Property Taxes	**$2,975,848**	**$3,386,157**	**$3,684,492**	**$298,335**	**8.81%**

Budget Summary

Highway Department	$ 1,570,301	$ 1,112,852	$ 1,157,652	$ 44,801	4.03%
Police Department	$ 891,451	$ 1,014,585	$ 1,063,520	$ 48,935	4.82%
Administration/Office	$ 807,535	$ 906,980	$ 860,040	$ (46,940)	-5.18%
Payroll (Elected & Appointed)	$ 12,555	$ 16,778	$ 15,118	$ (1,660)	-9.89%
Fire Department	$ 88,488	$ 46,702	$ 57,321	$ 10,619	22.74%
Line Items	$ 1,331,166	$ 1,229,241	$ 1,544,815	$ 315,574	25.67%
Buildings	$ 93,854	$ 90,615	$ 94,663	$ 4,048	4.47%
Total Budget	***$ 4,795,351***	***$ 4,417,752***	***$ 4,793,130***	***$ 375,378***	***8.50%***

2026-2027 HARDWICK TOWN BUDGET

Highway Department

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Public Works Payroll (6 FT)	$387,085	$394,992	$412,604	$17,612	4.46%
Overtime	$45,751	$30,000	$40,000	$10,000	33.33%
Sewer Operator	$400	$750	$500	($250)	-33.33%
Social Security Expense	$33,362	$31,619	$33,674	$2,054	6.50%
Workers' Compensation	$22,702	$23,809	$24,518	$709	2.98%
Unemployment Insurance	$399	$416	$387	($29)	-7.00%
VLCT/PACIF	$11,430	$13,727	$12,802	($925)	-6.74%
Health Insurance	$121,461	$154,770	$145,090	($9,680)	-6.25%
Dental/Vision/Life/Disability	$6,087	$8,157	$8,032	($125)	-1.53%
Retirement Expense	$31,482	$30,812	$33,945	$3,133	10.17%
Operating Expense/Supplies	$18,790	$18,000	$19,000	$1,000	5.56%
Permits/Fees	$3,652	$4,000	$3,800	($200)	-5.00%
Telephone/Internet	$1,349	$1,500	$1,500	$0	0.00%
Culverts	$1,821	$7,500	$5,000	($2,500)	-33.33%
Grant-in-Aid Expense	$9,294	$6,200	$9,000	$2,800	45.16%
Uniforms	$8,525	$8,000	$9,700	$1,700	21.25%
Line Painting/Crosswalks	$1,745	$1,000	$1,500	$500	50.00%
Road Signs	$5,262	$1,500	$2,500	$1,000	66.67%
Streetscape Maintenance	$746	$1,000	$1,000	$0	0.00%
Storm Drains	$7,365	$2,500	$3,000	$500	20.00%
Safety/Training	$210	$1,000	$500	($500)	-50.00%
Equipment Expense	$92,965	$80,000	$80,000	$0	0.00%
Gasoline Fuel	$3,116	$4,500	$4,000	($500)	-11.11%
Diesel Fuel	$58,981	$65,000	$65,000	$0	0.00%
July 2023 Flood	$38,938	$0	$0	$0	0.00%
July 2024 Flood	$375,003	$0	$0	$0	0.00%
Gravel Pit Operation	$99,622	$70,000	$80,000	$10,000	14.29%
Ditch Stone	$0	$0	$0	$0	0.00%
Hydroseeding	$0	$1,500	$1,000	($500)	-33.33%
Mud Season Material	$7,335	$0	$0	$0	0.00%
Chloride	$15,552	$12,000	$12,000	$0	0.00%
E. Hardwick Sidewalks	$599	$599	$599	$0	0.00%
Roadside Mowing	$8,770	$10,000	$10,000	$0	0.00%
Paving/Patching	$5,470	$5,000	$5,500	$500	10.00%
Brush Cutting	$9,600	$8,000	$6,000	($2,000)	-25.00%
Downtown Maintenance	$2,535	$5,000	$5,000	$0	0.00%
Street Sweeping	$5,250	$5,000	$5,500	$500	10.00%
Winter Sand	$14,400	$15,000	$15,000	$0	0.00%
Salt	$113,247	$90,000	$100,000	$10,000	11.11%
Totals	**$1,570,301**	**$1,112,852**	**$1,157,652**	**$44,801**	**4.03%**

2026-2027 HARDWICK TOWN BUDGET

Administration & Office Expenses

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF	% DIFF
Town Manager's Office Staff Payroll (4 FT/1 PT)	$329,024	$428,431	$374,521	($53,909)	-12.58%
Town Clerk's Office Payroll (2 FT)	$111,119	$117,201	$122,190	$4,990	4.26%
Social Security/Child Care Tax	$33,600	$40,595	$36,955	($3,640)	-8.97%
Workers' Compensation	$2,184	$2,535	$2,359	($176)	-6.95%
Unemployment Insurance	$436	$550	$414	($136)	-24.69%
VLCT/PACIF	$2,554	$2,991	$2,758	($233)	-7.79%
Health Insurance	$170,035	$197,226	$190,207	($7,019)	-3.56%
Dental/Vision/Life/Disability	$7,823	$8,135	$8,482	$346	4.25%
Retirement Expense	$29,606	$37,316	$37,253	($62)	-0.17%
Town Manager Supplies	$6,509	$5,500	$6,500	$1,000	18.18%
Town Clerk Supplies	$4,215	$4,000	$4,500	$500	12.50%
Town Report Expense	$3,282	$3,800	$4,500	$700	18.42%
Conferences/Dues/Mileage	$1,122	$1,000	$1,200	$200	20.00%
Tax Billing/Collection Exp.	$1,076	$1,400	$1,200	($200)	-14.29%
Telephone	$3,589	$4,000	$4,000	$0	0.00%
Advertising	$2,992	$2,200	$2,500	$300	13.64%
Copier	$0	$100	$4,500	$4,400	4400.00%
Election Expense	$2,000	$500	$1,500	$1,000	200.00%
IT Services & Mgmt./Software	$19,486	$39,000	$40,000	$1,000	2.56%
Budget Act Adjustment Expense	$43,492	$0	$0	$0	0.00%
Misc Grant Expense	$11,575	$0	$0	$0	0.00%
July 2023 Flood	$644	$0	$0	$0	0.00%
July 2024 Flood	$12,424	$0	$0	$0	0.00%
Equipment Purchases	$2,137	$3,000	$4,000	$1,000	33.33%
Assessor Supplies	$2,288	$2,500	$5,500	$3,000	120.00%
Education/Training	$656	$1,500	$1,200	($300)	-20.00%
Zoning Supplies	$3,669	$3,500	$3,800	$300	8.57%
Totals	**$807,535**	**$906,980**	**$860,040**	**($46,940)**	**-5.18%**

Other Payroll

Public Official's Liability	$2,624	$2,918	$2,918	$0	0.00%
Election Officials	$50	$200	$200	$0	0.00%
Planning/DRB Board	$2,375	$2,800	$2,500	($300)	-10.71%
Board of Civil Authority	$36	$60	$700	$640	1066.67%
Moderator	$0	$50	$50	$0	0.00%
Select Board	$5,000	$5,000	$5,000	$0	0.00%
Energy Coordinator	$50	$50	$50	$0	0.00%
Solid Waste Rep	$113	$150	$150	$0	0.00%
TEC - Conference Fees	$0	$100	$100	$0	0.00%
Town Service Officer	$100	$150	$150	$0	0.00%
Part Time Labor	$0	$500	$500	$0	0.00%
Health Officer	$600	$600	$600	$0	0.00%
Town Website Coordinator	$600	$900	$1,000	$100	11.11%
Social Security Expense	$1,007	$3,300	$1,200	($2,100)	-63.64%
Totals	**$12,555**	**$16,778**	**$15,118**	**($1,660)**	**-9.89%**

2026-2027 HARDWICK TOWN BUDGET

Police Department

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF	% DIFF
Police Payroll (6 including Chief)	$451,380	$538,971	$538,246	($725)	-0.13%
Overtime	$71,332	$58,716	$70,000	$11,284	19.22%
Part-Time Officers (1-2)	$48,945	$40,000	$45,000	$5,000	12.50%
Social Security Expense	$45,904	$47,444	$48,602	$1,158	2.44%
Workers' Compensation	$34,694	$36,405	$37,470	$1,065	2.92%
Unemployment Insurance	$810	$982	$769	($213)	-21.69%
VLCT/PACIF	$20,561	$27,419	$22,206	($5,213)	-19.01%
July 2024 Flood	$2,959	$0	$0	$0	0.00%
Health Insurance	$59,273	$88,689	$106,451	$17,762	20.03%
Dental/Vision/Life/Disability	$5,915	$8,004	$8,004	$0	0.00%
Retirement Expense	$55,496	$69,332	$72,077	$2,745	3.96%
Supplies	$5,654	$7,500	$7,500	$0	0.00%
Training	$6,729	$4,500	$6,000	$1,500	33.33%
Memberships	$175	$150	$200	$50	33.33%
Legal Expenses	$0	$1,500	$1,000	($500)	-33.33%
IT Services/Email/Internet	$3,013	$3,000	$6,000	$3,000	100.00%
Dispatch Services	$31,238	$32,423	$33,396	$973	3.00%
Telephone	$3,909	$4,000	$4,200	$200	5.00%
Vehicle Maintenance	$13,312	$7,500	$8,500	$1,000	13.33%
Advertising	$988	$500	$800	$300	60.00%
Radio Service	$480	$800	$500	($300)	-37.50%
Investigation Expense	$600	$2,000	$1,000	($1,000)	-50.00%
Uniforms (Cleaning)	$56	$1,000	$500	($500)	-50.00%
Uniform Purchases	$3,168	$3,000	$3,000	$0	0.00%
Gasoline	$8,835	$11,000	$10,000	($1,000)	-9.09%
Tires	$1,965	$1,500	$1,600	$100	6.67%
Education	$0	$500	$500	$0	0.00%
Equipment	$6,041	$4,000	$9,000	$5,000	125.00%
Total PD Operating Exp.	**$883,433**	**$1,000,835**	**$1,042,520**	**$41,685**	**4.17%**
SIU Expense	$13	$1,750	$7,500	$5,750	328.57%
Enforcement/Safety/Misc. Grants	$1,915	$7,500	$7,500	$0	0.00%
Equipment Grants	$6,090	$3,000	$5,000	$2,000	66.67%
Vest Grant	$0	$1,500	$1,000	($500)	-33.33%
Total Special PD Expenses	**$8,018**	**$13,750**	**$21,000**	**$7,250**	52.73%
Total PD Expenses	**$891,451**	**$1,014,585**	**$1,063,520**	**$48,935**	**4.82%**

2026-2027 HARDWICK TOWN BUDGET

Buildings

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Memorial Building					
Custodial Services Expense	$11,461	$11,060	$11,747	$ 687	6.21%
Custodial S.S. Expense	$775	$823	$874	$ 51	6.20%
VLCT/PACIF	$3,209	$3,580	$3,466	$ (114)	-3.19%
Operating Exp/Supplies	$4,533	$4,400	$4,500	$ 100	2.27%
Building Maint./Repair	$1,241	$4,300	$4,000	$ (300)	-6.98%
Utilities	$4,988	$5,598	$5,637	$ 39	0.00%
Fuel Oil	$9,126	$10,000	$9,500	$ (500)	-5.00%
Elevator/Fire Alarm	$2,069	$2,500	$3,500	$ 1,000	40.00%
Generator	$0	$100	$100	$ -	0.00%
Totals	$37,401	$42,361	$43,324	**$ 963**	**2.27%**
Public Safety Building					
VLCT/PACIF	$3,054	$3,440	$3,360	$ (80)	-2.33%
Operating Expenses	$333	$750	$500	$ (250)	-33.33%
Building Maint./Repair	$10,424	$1,500	$2,000	$ 500	33.33%
Utilities	$3,237	$3,178	$3,658	$ 480	15.09%
Fuel Oil	$4,958	$6,000	$5,500	$ (500)	-8.33%
Custodial Services Expense	$7,372	$4,500	$4,500	$ -	0.00%
Custodial Serv. S.S. Expense	$562	$335	$335	$ (0)	-0.06%
Totals	$29,940	$19,703	$19,852	**$ 149**	**0.76%**
Fire Station					
VLCT/PACIF	$3,383	$3,758	$3,758	$ -	0.00%
Utilities	$2,708	$2,961	$3,060	$ 99	3.33%
Fuel Oil	$6,556	$7,000	$7,000	$ -	0.00%
Building Maint./Repair	$787	$1,000	$1,000	$ -	0.00%
Totals	$13,433	$14,719	$14,818	**$ 99**	**0.67%**
Highway Garage					
Heating Fuel	$4,848	$1,985	$5,000	$ 3,015	151.89%
Building Maint./Repair	$713	$3,000	$3,000	$ -	0.00%
Utilities - Garage	$3,569	$4,144	$4,033	$ (111)	-2.67%
Totals	$9,130	$9,129	$12,033	**$ 2,904**	**31.81%**

2026-2027 HARDWICK TOWN BUDGET

Buildings continued...

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Town House					
VLCT/PACIF	$1,863	$2,288	$2,087	-$201	-8.80%
Building Maint./Repair	$554	$1,000	$750	-$250	-25.00%
Utilities	$422	$425	$450	$25	5.88%
Totals	$2,839	$3,713	$3,287	**-$426**	**-11.48%**
Historical Depot					
VLCT/PACIF	$173	$190	$200	$10	5.26%
Building Maint./Repair	$0	$300	$300	$0	0.00%
Totals	$173	$490	$500	**$10**	**2.04%**
Yellow Barn					
VLCT/PACIF	$90	$0	$0	$0	0.00%
Maintenance	$847	$500	$850	$350	70.00%
Totals	$936	$500	$850	**$350**	**70.00%**

2026-2027 HARDWICK TOWN BUDGET

Line Items

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Auditing	$27,870	$29,000	$29,000	$0	0.00%
Animal Control	$2,594	$3,000	$3,500	$500	16.67%
Professional/Project Services	$17,425	$15,000	$40,000	$25,000	166.67%
Assessor Services	$43,200	$45,000	$45,600	$600	1.33%
NVDA	$2,482	$2,774	$2,774	$0	0.00%
VLCT	$5,101	$5,214	$5,366	$152	2.92%
Jeudevine Memorial Library	$161,449	$181,010	$193,954	$12,944	7.15%
Memorial Day	$500	$500	$500	$0	0.00%
Caspian Lake	$4,500	$4,750	$4,900	$150	3.16%
Cemeteries	$24,566	$28,000	$30,000	$2,000	7.14%
Springfest	$0	$0	$10,000	$10,000	100.00%
Capital Equipment Fund	$307,347	$175,000	$185,000	$10,000	5.71%
Capital Fire Equipment Fund	$40,000	$50,000	$50,000	$0	0.00%
Capital Road Fund	$160,000	$160,000	$100,000	($60,000)	-37.50%
Capital General Fund	$100,000	$100,000	$107,000	$7,000	7.00%
Loader & Grader Payment	$57,011	$57,012	$57,012	$0	0.00%
Mackville Rd. Bond Payment	$21,167	$20,519	$20,519	$0	0.00%
Gravel Pit Bond Payment	$43,637	$43,160	$42,204	($956)	-2.22%
Library Bond Payment	$34,997	$47,500	$46,424	($1,076)	-2.27%
2014 Fire Truck Bond Payment	$30,386	$30,454	$30,454	$0	0.00%
2021 Fire Truck Bond Payment	$22,555	$21,079	$20,976	($103)	-0.49%
Highway Garage Bond Payment	$0	$0	$150,000	$150,000	100.00%
Tax Mapping	$5,100	$4,000	$5,100	$1,100	27.50%
Solid Waste District	$2,972	$2,920	$3,838	$918	31.44%
Streetlights	$24,666	$24,562	$26,639	$2,077	8.46%
Memorial Park Electricity	$110	$150	$150	$0	0.00%
Employment Practices Ins.	$5,586	$5,832	$5,809	($23)	-0.39%
Community Crime Ins.	$776	$836	$815	($21)	-2.49%
Town Service Officer Expenses	$0	$500	$500	$0	0.00%
Hazard Mitigation	$0	$1,000	$1,000	$0	100.00%
FEMA Flood Local Share of Damages	$0	$0	$150,000	$150,000	100.00%
Cyber Security	$0	$1,500	$0	($1,500)	-100.00%
Tax Sale Expense	$0	$2,000	$1,000	($1,000)	-50.00%
Tax Abatement Expense	$7,182	$500	$500	$0	0.00%
Insurance Deductibles	$3,855	$0	$0	$0	0.00%
Pedestrian Bridge Planning	$11,150	$0	$0	$0	0.00%
Conservation Commission	$500	$500	$500	$0	0.00%
Equity Committee	$1,393	$1,500	$1,500	$0	0.00%
Recreation Dept.	$19,351	$20,412	$16,180	($4,232)	-20.73%
Hardwick Trails	$10,958	$11,577	$11,833	$256	2.21%
County & Gravel Pit Taxes	$34,960	$36,008	$36,358	$351	0.97%
Rescue Squad	$95,820	$96,472	$107,910	$11,438	11.86%
Totals	**$1,331,166**	**$1,229,241**	**$1,544,815**	**$315,574**	**25.67%**

TOWN OF HARDWICK
CAPITAL FIRE EQUIPMENT PURCHASE SCHEDULE

YEAR	Ladder L1	Pumper E1	Fire E2	Tanker W1	SPEND TOTAL	FUNDS SET ASIDE	ACCOUNT BALANCE
Bal 6/30/25							$110,423
2026					$0	**$50,000**	$160,423
2027					$0	**$50,000**	$210,423
2028					$0	**$60,000**	$270,423
2029					$0	**$70,000**	$340,423
2030					$0	**$80,000**	$420,423
2031					$0	**$90,000**	$510,423
2032				$400,000	$400,000	**$100,000**	$210,423
2033					$0	**$110,000**	$320,423
2034					$0	**$120,000**	$440,423
2035					$0	**$130,000**	$570,423
2036		$0			$0	**$140,000**	$710,423
2037					$0	**$150,000**	$860,423
2038					$0	**$155,000**	$1,015,423
2039		$1,000,000			$1,000,000	**$160,000**	$175,423
2040					$0	**$165,000**	$340,423
2041					$0	**$170,000**	$510,423
2042					$0	**$175,000**	$685,423
2043					$0	**$180,000**	$865,423
2044					$0	**$185,000**	$1,050,423
2045	$ 700,000				$700,000	**$190,000**	$540,423
2046			$ 600,000		$600,000	**$195,000**	$135,423

1) Ladder Truck L1 is replaced every 25 years. Replace in 2045.
2) Pumper E1 is replaced every 25 years. Replace in 2039.
3) Pumper E2 is replaced every 25 years. Replace in 2046.
4) Tanker W1 is replaced every 25 years. Replace in 2032.
5) These are best guess estimates for used equipment.

TOWN OF HARDWICK
CAPITAL EQUIPMENT PURCHASE SCHEDULE

YEAR	Dump Truck 1	Dump Truck 2	Dump Truck 3	Dump Truck 4	F-550 Truck 5	F250 Truck 6	F150 Truck 7	Lawn Mower	Excavator	Toolcat	Police Cruiser	SPEND TOTAL	FUNDS SET ASIDE	ACCOUNT BALANCE
Bal 6/30/25														*$ 247,682*
2026				$280,000							$55,000	$335,000	**$175,000**	$87,682
2027		$150,000									$65,000	$215,000	**$185,000**	$57,682
2028								$20,000		$65,000	$65,000	$150,000	**$200,000**	$107,682
2029						$70,000					$66,000	$136,000	**$215,000**	$186,682
2030					$130,000		$55,000					$185,000	**$230,000**	$231,682
2031			$290,000								$66,000	$356,000	**$245,000**	$120,682
2032	$290,000										$68,000	$358,000	**$260,000**	$22,682
2033											$68,000	$68,000	**$265,000**	$219,682
2034										$75,000	$70,000	$145,000	**$270,000**	$344,682
2035								$20,000				$20,000	**$275,000**	$599,682
2036			$0	$300,000							$70,000	$370,000	**$280,000**	$509,682
2037		$170,000			$140,000						$72,000	$382,000	**$285,000**	$412,682
2038									$200,000		$72,000	$272,000	**$290,000**	$430,682
2039						$80,000					$74,000	$154,000	**$295,000**	$571,682
2040							$60,000			$80,000		$140,000	**$300,000**	$731,682
2041			$300,000								$74,000	$374,000	**$305,000**	$662,682
2042	$300,000							$20,000			$76,000	$396,000	**$310,000**	$576,682
2043											$76,000	$76,000	**$315,000**	$815,682
2044					$150,000						$78,000	$228,000	**$320,000**	$907,682
2045												$0	**$325,000**	$1,232,682
2046										$85,000	$78,000	$163,000	**$330,000**	$1,399,682

1) Increases in costs are based on a "best guess" scenario with input from dealers
2) Loader & Grader purchased in Summer 2023. Replace in FY 2038. *Borrow.*
3) Police Cruisers traded or replaced about every 5 years
4) Dump trucks 1, 2, 3, 4 are traded about every 10 years
5) Truck 5 is traded about every 7 years
6) Truck 6 and 7 are traded about every 10 years
7) Excavator purchased 2023. Replace in FY2038.

TOWN OF HARDWICK
CAPITAL ROAD SCHEDULE

Year	Center Road	Hardwick Street	Paving (see below)	Spend Total	Funds Set Aside	Account Balance
Bal 6/30/25						$454,391
2026	-$490,000		$0	-$490,000	**$160,000**	$124,391
2027			-$110,000	-$110,000	**$100,000**	$114,391
2028			-$100,000	-$100,000	**$110,000**	$124,391
2029			-$80,000	-$80,000	**$110,000**	$154,391
2030			-$80,000	-$80,000	**$115,000**	$189,391
2031			-$70,000	-$70,000	**$115,000**	$234,391
2032		-$325,000		-$325,000	**$115,000**	$24,391
2033			-$60,000	-$60,000	**$120,000**	$84,391
2033		0	-$60,000	-$60,000	**$120,000**	$144,391
2034			-$60,000	-$60,000	**$120,000**	$204,391
2035			-$60,000	-$60,000	**$125,000**	$269,391
2036			-$60,000	-$60,000	**$125,000**	$334,391
2037			-$70,000	-$70,000	**$125,000**	$389,391
2038			-$70,000	-$70,000	**$130,000**	$449,391
2039			-$70,000	-$70,000	**$130,000**	$509,391
2040			-$70,000	-$70,000	**$130,000**	$569,391
2041			-$70,000	-$70,000	**$135,000**	$634,391
2042	-$500,000			-$500,000	**$135,000**	$269,391

Paving Projects:

FY 2027:	Marshall St., Perry Ln, Buffalo St., W. Church St.
FY 2028:	West Hill Rd.(partial) Wakefield St., High St.
FY 2029:	To Be Determined
FY 2030:	To Be Determined
FY 2031:	To Be Determined

**Prices based on current market prices; increases are expected, schedule may vary depending on price*

**Conditions of roads may change, resulting in a change to the paving schedule*

Town of Hardwick Capital Improvements Three-Year Plan

	Balance 6/30/2025	*FY 2026 Last Year*	FY 2027	FY 2028	FY 2029	Future Balance
Buildings						
Memorial Building	$33,897	$12,000	$12,000	$12,000	$12,000	$81,897
Public Safety Building	$12,523	$5,000	$5,000	$5,000	$5,000	$32,523
Highway Garage	$79,672	$30,000	$35,000	$40,000	$45,000	$229,672
Fire Department	$20,168	$2,000	$0	$0	$0	$22,168
Library	$26,131	$0	$0	$0	$0	$26,131
Town House	$21,129	$5,000	$5,000	$5,000	$5,000	$41,129
Carey Rd. Property	$1,376	$0	$0	$0	$0	$1,376
Historical Depot	$12,730	$1,000	$1,000	$1,000	$1,000	$16,730
Subtotal	**$207,626**	***$55,000***	**$58,000**	**$63,000**	**$68,000**	**$451,626**
Public Works						
Gravel Pit Reclaim	$14,306	$0	$0	$0	$0	$14,306
Sidewalk Expense	$58,672	$10,000	$12,000	$14,000	$16,000	$110,672
Guardrails	$21,992	$5,000	$5,000	$5,000	$5,000	$41,992
Road Signs/Crosswalks	$5,460	$2,000	$2,000	$2,000	$2,000	$13,460
Bridge #4 East Hardwick	$151,034	$10,000	$10,000	$10,000	$10,000	$191,034
Bridge Fund	$35,147	$10,000	$10,000	$10,000	$10,000	$75,147
Subtotal	**$286,611**	***$37,000***	**$39,000**	**$41,000**	**$43,000**	**$446,611**
General Government						
Trails Capital Account	$22,691	$0	$0	$0	$0	$22,691
Recreation Capital Fund	$6,512	$0	$0	$0	$0	$6,512
Fire Department Equipment/Clothing	$15,280	$8,000	$8,000	$8,000	$8,000	$47,280
Vault Expenses	$16,545	$0	$0	$0	$0	$16,545
Cemetery Upgrades	$22,500	$0	$0	$0	$0	$22,500
Police Equipment	$6,061	$0	$2,000	$2,000	$2,000	$12,061
Accrued Interest	$31,619	$0	$0	$0	$0	$31,619
Subtotal	**$121,208**	***$8,000***	**$10,000**	**$10,000**	**$10,000**	**$159,208**
CAPITAL IMPROVEMENT FUND	**$615,445**	***$100,000***	**$107,000**	**$114,000**	**$121,000**	**$1,057,445**

2026-2027 HARDWICK TOWN BUDGET

Library Budget

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Library Payroll (1 FT & 2 PT)	$93,416	$108,169	$112,768	$4,600	4.25%
Social Security/FICA Expense	$7,140	$8,048	$8,390	$342	4.25%
Worker's Comp	$1,004	$725	$1,100	$375	51.79%
Unemployment	$300	$319	$319	($0)	-0.12%
VLCT/PACIF	$450	$702	$550	($152)	-21.69%
Health Insurance - Librarian only	$19,562	$22,804	$23,486	$682	2.99%
Dental/Vision/Life/Disability	$992	$1,547	$1,065	($481)	-31.12%
Retirement (2)	$3,647	$6,059	$6,534	$475	7.84%
Books- Adult	$3,355	$3,750	$3,950	$200	5.33%
Books - Juvenile	$2,496	$2,200	$2,200	$0	0.00%
Books - Young Adult	$698	$700	$700	$0	0.00%
Magazines- Adult	$424	$400	$400	$0	0.00%
Audio books/ DVDs - Adult	$214	$400	$200	($200)	-50.00%
Audio books/ DVDs - Juvenile	$344	$200	$100	($100)	-50.00%
Computer Software/Technology	$316	$400	$300	($100)	-25.00%
Computer Databases	$1,993	$1,800	$2,100	$300	16.67%
Courier Expense	$688	$600	$700	$100	16.67%
Internet Expense	$0	$0	$0	$0	0.00%
Equipment	$135	$200	$150	($50)	-25.00%
Telephone/Elevator Alarm & Monito	$1,636	$1,700	$2,500	$800	47.06%
Supplies - General	$2,384	$2,500	$2,500	$0	0.00%
Youth Supplies	$654	$700	$700	$0	0.00%
Postage	$552	$725	$450	($275)	-37.93%
Professional Services	$700	$200	$400	$200	100.00%
Conferences / Memberships	$425	$400	$400	$0	0.00%
Mileage	$138	$200	$150	($50)	-25.00%
Advertising	$195	$150	$50	($100)	-66.67%
Restricted Donation Expense	$117	$0	$0	$0	0.00%
Jeudevine Friends Expense	$0	$0	$0	$0	0.00%
Internet Transition Grant Expense	$3,268	$3,000	$3,000	$0	100.00%
Interlibrary Grant Expense	$684	$650	$650	$0	0.00%
Misc. Grant Expense	$10,137	$500	$500	$0	100.00%
Total Operating Budget	**$158,065**	**$169,748**	**$176,312**	**$6,565**	3.87%
Custodial Services Expense	$5,121	$9,273	$9,114	($159)	-1.71%
Custodial Services S.S. Expense	$503	$690	$678	($12)	-1.71%
Building Insurance	$1,374	$2,500	$10,000	$7,500	300.00%
Electricity	$5,170	$2,800	$7,500	$4,700	167.86%
Fuel Oil	$3,526	$6,000	$3,000	($3,000)	-50.00%
Water/Sewer	$1,198	$750	$900	$150	20.00%
Maintenance Expense	$1,876	$2,500	$2,000	($500)	-20.00%
Total Library Building Budget	**$18,769**	**$24,513**	**$33,192**	**$8,679**	**35.41%**
Friends of Jeudevine Donations	**$ -**				
Restricted Donations	**$ (911.06)**				
Interest on Investments	**$ (1,124.00)**	**$ (500.00)**	**$ (800.00)**		
Grant Income	**$ (14,225.08)**	**$ (5,000.00)**	**$ (5,000.00)**		
Courier Revenue	**$ (281.28)**	**$ (250.00)**	**$ (250.00)**		
Fund Balance Contribution		**$ (3,000.00)**	**$ (4,000.00)**		
Misc. Income	**$ (3,522.21)**	**$ (4,500.00)**	**$ (5,500.00)**		
Town Appropriation	**$161,449**	**$181,010**	**$193,954**	**$12,944**	**7.15%**
Fund Balance as of 06.30.2025	**9,495**				

2026-2027 HARDWICK TOWN BUDGET

Recreation Budget

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Recreation Coordinator	$2,960	$5,000	$0	($5,000)	-100.00%
Recreation Committee Stipends	$0	$0	$1,000	$1,000	100.00%
Social Security/FICA	$240	$372	$0	($372)	-100.00%
VLCT Workers Comp/Insurance	$116	$120	$0	($120)	-100.00%
VLCT Unemployment Insurance	$30	$40	$0	($40)	-100.00%
VLCT PACIF/Liability Insurance	$71	$80	$80	$0	0.00%
Community Programming	$15,899	$14,500	$5,500	($9,000)	-62.07%
Green- Up Day	$0	$0	$2,000	$2,000	100.00%
Teach America to Swim	$0	$0	$7,000	$7,000	100.00%
Supplies and Advertising	$0	$300	$500	$200	66.67%
Maintenance	$35	$0	$100	$100	100.00%
Total Expenses	**$19,351**	**$20,412**	**$16,180**	**-$4,232**	**-20.73%**

2026-2027 HARDWICK TOWN BUDGET

Trails Budget

	ACTUAL 2024-2025	BUDGET 2025-2026	PROPOSED 2026-2027	$ DIFF.	% DIFF.
Trails Salaries	$3,622	$3,750	$3,920	$170	4.53%
Social Security/Child Care Tax	$292	$279	$292	$13	4.53%
Trail Repair & New Construction	$41	$800	$800	$0	0.00%
Equipment Repair and Maintenance	$1,868	$900	$1,200	$300	33.33%
Gas, Oil and Diesel	$457	$500	$500	$0	0.00%
Publicity/Advertising/Signage & Maps	$215	$600	$400	($200)	-33.33%
Program and Activities	$2,692	$2,800	$2,800	$0	0.00%
VLCT Workers Comp/Insurance	$140	$150	$160	$10	6.67%
VLCT Unemployment Insurance	$30	$50	$50	$0	0.00%
VLCT PACIF/Liability Insurance	$1,599	$1,748	$1,711	($37)	-2.12%
TOTALS	**$10,958**	**$11,577**	**$11,833**	**$256**	**2.21%**

FY2027 Estimated Tax Rate based on Proposed FY2027 Budget and Impact on a $100,000 home

FY2027 Estimated Tax Rate		
FY 2027 Proposed Property Taxes		$3,684,492
Estimated Grand List July 1, 2026		$338,993,600.00
FY 2027 Estimated Tax rate		$0.01087
	Value per $100	$1.087
FY2026 Municipal Tax rate		$0.01006
	Value per $100	$1.006
Impact on a $100,000 home		$ -
Estimated FY2027 municipal tax liability on a $100,000 home		$1,086.89
FY2026 tax liability on a $100,000 home		$1,006.30
Increase (decrease) in FY2027 before appropriations		$80.59
Estimated increase in Tax Rate reflected in actual dollars/100		$0.0806
Percent Increase in Property Tax rate from FY2026 to FY2027		**8.01%**

Impact of Appropriations on a $100,000 home		
Estimated value of Appropriations		$52,961.00
Proposed Property Taxes with Appropriations		$3,737,452.76
FY2027 Estimated Tax rate		$0.0110
	Value per $100	$1.103
Estimated FY2027 municipal tax liability on a $100,000 home		$1,102.51
Increase (decrease) in FY2027 on a $100,000 home		$96.21
Estimated increase in Tax Rate reflected in actual dollars/100		$0.0962
Percent Increase in Property Tax rate from FY2026 to FY2027		**9.56%**