

December 11, 2023

Selectboard Meeting

Present: Doon Hinderyckx (absent), Pat Harvey, Frank Severy

**Guests:** Julie Smith, Kristen LaPell, Jeff Gephart, Nancy Woolley, Michael & Diane Teetsel, Tegan Murray, Donald Murray,

**Guests attending via zoom:** Martha Slater, Troy LaPell, Gene Krause, Orca Media, Midge Scanlan, Regina Poole Tegan Murray, Norm Cohen, Al Wakefield

Pat called the December 11, 2023, Selectboard meeting to order at 6:15 pm.

Pat confirmed the open meeting law conformity.

Pat moved to approve the November 27, 2023, Selectboard meeting minutes. Frank seconded. All in favor.

**Inclusion Declaration Discussion:** Norm Cohen read to the board about the inclusion declaration. Norm shared with the board that 131 municipalities have adopted this declaration in Vermont. He shared the declaration started in Franklin; Vermont close to 3 years ago. Bob Harnish of Pittsford, VT is the founder of the declaration. Al Wakefield shared with the board the support from the Chamber of Commerce saying it is vital for the growth of Vermont. VLCT also greatly supports with legal and administrative support. The Governor has also shared his support and included the second week in May as inclusion week and has signed the declaration for the State of Vermont. The board thanked both gentlemen for sharing the information. Pat said she would share around town and speak with the board as a whole board.

**Review November Treasurer's Report:** Pat moved to approve the November Treasurer's Report. Frank seconded. All in favor. So, approved. She indicated the \$300,000 amount that will need to go out to Bond for the West Hill Road Culvert replacement.

**Sign Errors and Omissions Certificate Form PVR-4261-E showing changes in 2023 to Grand List:** Pat moved to sign the certificate. Frank seconded. All in favor, so approved.

**Regional Discussion Team proposal to create the position of inter-municipal "White River Valley Energy Resiliency Coordinator.":** Jeff Gephart introduced Gene Krause, who presented the board with a Power Point presentation on the need for a regional coordinator. He shared several White River Valley towns that have come together to meet with representatives to address climate change in our small towns. At this event it was determined beneficial the need for additional help with more knowledge and capabilities. The towns who participated ranged from Brookfield to West Fairlee and from Chelsea to Hancock. Rochester sent Jeff Gephart as a representative. The group was facilitated by a grant from Vermont Counsel on Rural Development through Vital Communities. The group receive great technical advice and counsel from Two Rivers Ottauquechee Regional Commissions. This position as the regional energy coordinator they are proposing will assist in prioritizing energy, resilience and climate planning for our town and whole region of those towns served, establish collaborative relationships between the selectboard and nonprofit organizations and residents in our towns. This person will

also be facilitating the tracking of energy use, as well as the greenhouse gas emissions used. This person will also be a grant writer and bring that kind of expertise and skill as well. This person will work with the steering committee of those participating towns. The Steering Committee and TRORC will coordinate and manage the project. This will include schools as well as towns, with the impact climate change is having on both facilities. There will be regular reporting to the citizens. He shared more details about the proposal. This is a shared proposal among the participating towns. The costs will be distributed based on the Grand List for each town. This person will be working not only for the individual towns but also for the region. The steering committee will work closely with TRORC and TRORC will be the employer and will provide day-to-day supervision and accountability for the employees. The employee will not be housed at TRORC. TRORC would have to charge 80% of the salary and benefits for this individual. If we house this individual, then TRORC would only charge 10%. This is best to have TRORC be the oversight while at the same time have the service delivered to our communities. The town share is an estimate based on town involvement with the planning committee. This would give a better idea of what towns would want to participate in going forward. Those towns include Bethel, Braintree, Brookfield, Pittsfield, Randolph, Rochester, and Royalton. He proposed Rochester costs would estimate \$10,174 for the first year and the second year would propose an increase to \$13,675.00. The first year would be their pilot program and get funding supported from MERP funds. Once the interested towns can be clearly identified, the numbers can be finalized. The slides for this power point will be attached for further review. The board decided the best way to determine the outcome would be to take it to the voters and include it as a special item article on the Town Meeting warning. The committee is willing to share again at an informational town meeting such as Pre-town meeting to provide this information prior to the vote. The board thanked Gene for his presentation.

Jeff shared with the board the Resiliency Island; micro-grid received a certificate of Public Good.

**Office closure to the public from December 26-January 2. Reopening on January 3, 2024:**

Julie and Kristen will be working on closing out the year and getting ready for the new year during this time.

**Discuss next Selectboard meeting:** Pat moved to reschedule the regularly scheduled Selectboard Meeting from December 25<sup>th</sup> to Thursday, December 21 at 5 pm. Frank seconded. All in favor. So, approved. Julie will post the warning accordingly.

**Highway Updates:** Frank shared they finalized the funds due from the State for West Hill Bridge replacement. Martha asked about the reopening of Bethel Mountain Road. Kristen shared she received an email from Bethel stating it will now be in January.

**Grant Updates:** Kristen shared that she sent in the reimbursement for the Tree grant on Monday, December 4 and she received the funds on December 8. She also submitted reimbursement on the 4<sup>th</sup> for the State Structures Grant in the amount of \$175,000 for the West Hill Bridge. She is working very closely with the FLAP grant. She said there was some confusion about the breakdown of funding amounts. The total grant amount was \$600,000 and \$340,000 was dedicated to construction and \$260,000 was dedicated to design. They are

reworking the design grant into the construction and that will be a two-week process to sort that out. Kristen put in the reimbursement for the \$340,000.

Meeting adjourned at 7:14 pm

Respectfully Submitted,

Julie Smith

## White River Valley Energy Resilience Coordinator

Regional Discussion Team  
March 2023 – November 2023

### Agenda

- ☐ Introduction
- ☐ Why have an Energy Resilience Coordinator?
- ☐ Energy Resilience Coordinator
  - ☐ Examples
  - ☐ Job Description
  - ☐ Potential 2024 Projects
- ☐ Which Other Towns Are Doing This?
- ☐ Energy Resilience Coordinator - Cost
- ☐ How Do We Become a WRV ERC Town?



### Introduction

Vermont Council on Rural  
Development (VCRD)  
• Nov 2022 - Bethel EC applied  
for CREC program

Climate Resilient Economy  
Communities program (CREC)  
• Human resources assistance  
• Develop discussion goals  
• Host meetings of intertown  
discussion group  
• Write final report

**Goal 1:** Bring WRV energy  
committees/coordinators together to  
build a regional network for  
collaboration

**Goal 2:** Understand and identify  
gaps in the existing structures for  
Town Energy Committees, Energy  
Coordinators, and volunteers



### Introduction

14 towns invited to join forces

• Bethel • Randolph  
• Braintree • Rochester  
• Brookfield • Royalton  
• Chelsea • Stockbridge  
• Granville • Tunbridge  
• Hancock • Vershire  
• Pittsfield • West Fairlee

Guided and supported by

• VCRD  
• Vital Communities  
• TRORC  
• Tri-Valley Transit

Focused on a single goal out of nine possibilities:

Establish a structure to hire a

**Regional Energy Coordinator**

### Why Have an Energy Resilience Coordinator?

**VT Climate Action Plan, 2021**  
"Reduce greenhouse gas pollution to 26%  
below 2005 levels by 2025"

**VT Comprehensive Energy Plan, 2022**  
"Meet 25% of energy needs from renewable  
sources by 2025"

**TRORC Report Cards, 2021**  
• Many towns scored C or C-  
• First benchmark year is 2025

**Small Municipalities, Big Visions**

**Town Plans**  
• Updated for Act 174  
• Include local energy goals  
Community planning processes  
• R3, RACI, B4A

**Lack of human resources**  
• Staff/volunteer turnover  
• Volunteer motivation & commitment

### Why Have an Energy Resilience Coordinator?

- **Save \$\$** by sharing cost across towns
- **Increase capacity** to apply for and manage grant opportunities
- **Meet statewide benchmarks** for renewable energy generation and GHG reduction
- **Mitigate risks** of oil dependency (pollutant emissions, fluctuating costs, supply chain issues, disasters)
- **Share knowledge** across towns with similar sizes and finances



## Energy Resilience Coordinator - Examples

Sustainable Woodstock, Environmental Sustainability Coordinator	TRORC, Planner (Steven Bauer)	TRORC, Intermunicipal Regional Energy Coordinator
<ul style="list-style-type: none"> <li>Coordinate the Sustainable Woodstock Energy Action and Transportation Action Group</li> <li>Design evaluation tools for tracking and assessing the effectiveness of programs</li> <li>Maintain existing relationships with municipalities, regional energy groups, and other partners</li> </ul>	<ul style="list-style-type: none"> <li>Assist 23 towns in TRORC region to reaching energy goals in Town Plan</li> <li>Coordinate energy projects; write and review bids on energy projects</li> <li>ID locations for EV charging stations</li> <li>ACCD funded (Fall 21 - Spring 22)</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate with IREC steering committee to promote actions that advance Town Plan goals</li> <li>ID grant opportunities for energy efficiency projects</li> <li>Track energy usage; verify energy efficiency savings</li> </ul>

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## Energy Resilience Coordinator Job Description

Assist towns and schools in prioritizing, developing, and implementing regional and local energy-resilience projects.

Develop and maintain collaborative partnerships with selectboards, town energy committees, school boards, nonprofit groups, and community residents in support of resilience initiatives.

Track and record town energy data to support grant applications and provide benchmarks for improvement over time.

Research, complete, and/or coordinate grant applications for town and regional energy-resilience projects.

Assist the regional steering committee with the development of outreach and engagement strategies.

Develop reports and presentations and present these to town and school officials as needed.



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## Energy Resilience Coordinator Potential 2024 Projects

Project	Cost	Comments
1. Regional Energy Efficiency Program	\$100,000 - \$200,000	Assessing energy efficiency opportunities across the region.
2. Regional Energy Storage Program	\$500,000 - \$1,000,000	Investigate feasibility of energy storage for peak demand.
3. Regional Renewable Energy Program	\$1,000,000 - \$2,000,000	Explore opportunities for renewable energy projects.
4. Regional Energy Resilience Program	\$200,000 - \$400,000	Develop strategies to enhance energy resilience.
5. Regional Energy Data Collection Program	\$50,000 - \$100,000	Establish a system for collecting and analyzing energy data.

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## Capacity of WRV Towns

WRV ERC Discussion (invited towns)		
Town	Population	Median Income (Household)
Granville	573	\$1,250
Hancock	479	\$4,419
Upper WRV	1099	\$2,941
Rochester	440	\$8,382
Pittsfield	733	71,252
Braintree	978	66,319
Brookfield	1383	67,212
Middle WRV	4774	70,000
Belchertown	1912	\$5,768
South Bayfield	2255	67,000
Tunbridge	1337	68,919
Chicopee	1272	59,821
Westfield	727	62,333
West Falmouth	762	69,811
19054		64,677

Many similarities between towns in the upper White River Valley:

- Low median income
- Small population
- Travel out of town to work
- Burnt-out volunteers
- Limited resources to hire additional municipal staff

Grey highlight = Towns with rep active in WRV conversation

Source: 1990 US Census

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## Energy Resilience Coordinator - Cost

TRORC provided flexible cost estimates depending on the needs of the WRV ERC group:

- Full-time, in office \$80 - \$100/hr
- Full-time, remote \$44 - \$60/hr
- Part-time, in office \$80 - \$100/hr

The discussion team considered different cost division scenarios:

- Flat fee
- per Capita
- Grand List

The scenario the WRV team selected is:  
**Full-time, remote, Grand List**

\*Source: TRORC - WRV IREC 10/14/23 Meeting minutes, 10/25 Meeting minutes

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## Energy Resilience Coordinator - Cost

### Estimated Total Cost: Full-time, remote, Grand List

Remote	Full-time	Compensation & Benefits
Office in home or one of the town offices	1,950 hours total	\$44 - \$60 hourly
TRORC provides admin support for a fee	37.5hrs per wk for 52 wks	\$86k - \$117k annual
		Maximum w/ Admin
		\$125,000
		May be less

\*Source: TRORC - WRV IREC 10/14/23 Meeting minutes, 10/25 Meeting minutes

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## Energy Resilience Coordinator - Cost

1. **Active Towns** -- those towns that sent representatives and actively participated in preparing this proposal.

Bethel, Braintree, Brookfield, Pittsfield, Randolph, Rochester, Royalton

2. **Follower Towns** -- those towns followed the discussion updates, however, they did not send representatives or actively participate.

Tunbridge, Vershire, West Fairlee

3. **Invited Towns** -- Expressed interest but did not take part in preparing the proposal.

Chelsea, Granville, Hancock, Stockbridge



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## How Was the Cost Calculated?

**Municipal Equalized Grand List** from the State of VT Department of Taxation. Task force felt this was an equitable way to distribute the costs without pricing the program out of the reach of the smallest towns.

**Maximum: \$125k** per year. Includes compensation, benefits and admin costs. Most likely will be less depending on the negotiated compensation package.

**1st year Pilot** uses \$32k from town MERP grants. Calculations based on \$93k maximum. Could be less if additional funds paid up front.

**2nd year** may be funded by savings generated by the program. Energy cost savings have been achieved by other programs in the region.

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## Cost If Active Towns Participate

Town	Grand List	%	Yr 1 - 93,000	Yr 2 - 125,000
Bethel	2,018,601	13%	12,290	162,519
Braintree	1,095,018	7%	6,667	8,961
Brookfield	2,034,350	13%	12,386	16,648
Pittsfield	1,247,475	8%	7,595	10,209
Randolph	4,520,318	30%	27,522	36,992
Rochester	1,670,979	11%	10,174	13,675
Royalton	2,687,741	18%	16,365	21,995

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## Cost If Active and Follower Towns Participate

Town	Grand List	%	Yr 1 - 93,000	Yr 2 - 125,000
Bethel	2,018,601	11%	10,223	13,741
Braintree	1,095,018	6%	5,546	7,454
Brookfield	2,034,350	11%	10,303	13,848
Pittsfield	1,247,475	7%	6,318	8,492
Randolph	4,520,318	25%	22,893	30,770
Rochester	1,670,979	9%	8,463	18,296
Royalton	2,687,741	15%	13,612	18,296
Tunbridge	1,636,457	9%	8,288	11,140
Vershire	716,744	4%	3,630	4,879
West Fairlee	735,450	4%	3,725	5,006

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## Cost If Active and Follower Towns Participate

Town	Grand List	%	Yr 1 - 93,000	Yr 2 - 125,000
Bethel	2,018,601	9%	8,644	11,672
Braintree	1,095,018	5%	4,711	6,332
Brookfield	2,034,350	9%	8,752	11,764
Pittsfield	1,247,475	6%	5,367	7,213
Randolph	4,520,318	21%	19,447	26,138
Rochester	1,670,979	8%	7,189	9,662
Royalton	2,687,741	12%	11,563	15,542
Tunbridge	1,636,457	8%	7,040	9,463
Vershire	716,744	3%	3,084	4,145
West Fairlee	735,450	3%	3,164	4,253
Chelsea	1,311,312	6%	5,654	7,528
Granville	409,556	2%	1,712	2,318
Hancock	376,692	2%	1,620	2,178
Stockbridge	1,160,523	5%	4,993	6,711

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## How Do We Become a WRV ERC Town?

### Establish structure

- Assign a volunteer representative to the WRV ERC steering committee
- Town reps may or may not live in the town they are representing

### Approve funding

- Add WRV ERC to the 2024-2025 budget
- Add WRV ERC to the 2024 Town Meeting agenda



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# White River Valley Energy Resilience Coordinator

## Job Description

DRAFT 9/28/23

Items in red text are TBD

### Nature and Scope of Position

The Energy Resilience Coordinator for the fourteen towns in Vermont's White River Valley develops and manages climate-resilience projects in concert with a regional steering committee and local governments, residents, nonprofits, and businesses. This position focuses on realizing the upper White River Valley's commitment to reducing energy consumption, greenhouse gas emissions, and energy-related financial and social costs; strengthening community resiliency and sustainability; and implementing renewable technologies and energy infrastructure. This is a [salaried/contractual] position with benefits.

### Salary Range

[TBD], commensurate with experience.

### Supervision

This position reports to [TBD].

### Duties

The following is a list of the current primary duties and responsibilities of the position. This list may be amended as circumstances dictate.

- Assist towns and schools in prioritizing, developing, and implementing regional and local energy-resilience projects.
- Develop and maintain collaborative partnerships with selectboards, town energy committees, school boards, nonprofit groups, and community residents in support of resiliency initiatives.
- Track and record town energy data to support grant applications, track progress towards state emissions goals, and provide benchmarks for improvement over time.
- Research, complete, and/or coordinate grant applications for town and regional energy-resilience projects.
- Assist the regional steering committee with the development of outreach and engagement strategies to educate community residents about energy-resilience initiatives. This can include (but is not limited to) in-person events and media campaigns.
- Develop reports and presentations regarding project recommendations and accomplishments, and present these to town and school officials as needed.
- Travel periodically within the region as necessary.
- Other duties as mutually agreed between the employee and the steering committee.

### Skills and Experience

#### Required

- Demonstrated ability to work independently, cooperatively, and effectively with a diverse population.
- Clear and effective written and verbal communication skills, including the ability to speak publicly to groups of all sizes.
- Demonstrated ability to oversee and facilitate projects to timely completion.
- Demonstrated interest in and knowledge about sustainable energy and mitigating environmental impact.

- Bachelor's degree from an accredited college or university, preferably in planning, public policy, environmental science, sustainability, or a related field. Relevant experience may be substituted for education.

#### Desired

- Community organizing experience.
- Experience in securing grants for funding.
- Experience working with local or regional governments, community agencies, and organizations.
- Experience working with rural communities.
- Strategic planning experience.

#### **Application**

Cover letter and resumes can be submitted to [email address].

During the interview process, we will request three letters of recommendation and/or professional references we may contact.

The fourteen communities in the White River Valley include Bethel, Braintree, Brookfield, Chelsea, Granville, Hancock, Pittsfield, Randolph, Royalton, Rochester, Stockbridge, Tunbridge, Vershire, and West Fairlee.

[Employer] is an Equal Employment Opportunity employer.



**InterRegional Energy Coordinator (IREC)  
Cost Per Town Based on Grand List**

**Source:**  
Vermont Department of Taxes  
Equalized Education and Municipal Grand List  
Effective January 1, 2023

IREC Equalized Grand List 1st Year

Town <sup>1</sup>	Involvement Level <sup>2</sup>	Municipal Equalized Grand List	All Towns Participate <sup>3</sup>	Without Minimal Involvement Towns <sup>3</sup>	High Involvement Towns Only <sup>3</sup>
Involvement Level2:			Sum:	Sum:	Sum:
▼ High			\$ 65,713	\$ 77,358	\$ 93,000
Bethel	High	\$ 2,018,601	\$ 8,684	\$ 10,223	\$ 12,290
Braintree	High	\$ 1,095,018	\$ 4,711	\$ 5,548	\$ 6,687
Brookfield	High	\$ 2,034,350	\$ 8,752	\$ 10,303	\$ 12,388
Pittsfield	High	\$ 1,247,475	\$ 5,367	\$ 6,318	\$ 7,595
Randolph	High	\$ 4,520,318	\$ 19,447	\$ 22,893	\$ 27,522
Rochester	High	\$ 1,670,979	\$ 7,189	\$ 8,463	\$ 10,174
Royalton	High	\$ 2,687,741	\$ 11,563	\$ 13,612	\$ 16,365
▼ Interested			\$ 13,288	\$ 15,642	0
Tunbridge	Interested	\$ 1,636,457	\$ 7,040	\$ 8,288	
Vershire	Interested	\$ 716,744	\$ 3,084	\$ 3,630	
West Fairlee	Interested	\$ 735,450	\$ 3,164	\$ 3,725	
▼ Minimal			\$ 13,999	0	0
Chelsea	Minimal	\$ 1,314,312	\$ 5,654		
Granville	Minimal	\$ 402,556	\$ 1,732		
Hancock	Minimal	\$ 376,632	\$ 1,620		
Stockbridge	Minimal	\$ 1,160,535	\$ 4,993		
► (blank)			\$ 93,000.00	\$ 93,000	\$ 93,000.00

<sup>1</sup> Towns invited to take part.

<sup>2</sup> Estimated level of Interest based on participation and expressed Interest.

<sup>3</sup> 1st Year based on a net cost of \$92,000. This includes \$125k estimated compensation, benefits and other expenses based on the high end of IREC task force research. The Total Cost is reduced by \$32k based on B towns applying MERP funding for first year pilot program.

IREC Equalized Grand List 2nd Year

Town <sup>1</sup>	Involvement Level <sup>2</sup>	Municipal Equalized Grand List	All Towns Participate <sup>3</sup>	Without Minimal Involvement Towns <sup>3</sup>	High Involvement Towns Only <sup>3</sup>
Involvement Level2:			Sum:	Sum:	Sum:
▼ High			\$ 88,324	\$ 103,975	\$ 125,000
Bethel	High	\$ 2,018,601	\$ 11,672	\$ 13,741	\$ 16,519
Braintree	High	\$ 1,095,018	\$ 6,332	\$ 7,454	\$ 8,981
Brookfield	High	\$ 2,034,350	\$ 11,784	\$ 13,848	\$ 16,648
Pittsfield	High	\$ 1,247,475	\$ 7,213	\$ 8,492	\$ 10,209
Randolph	High	\$ 4,520,318	\$ 26,138	\$ 30,770	\$ 36,992
Rochester	High	\$ 1,670,979	\$ 9,662	\$ 11,375	\$ 13,675
Royalton	High	\$ 2,687,741	\$ 15,542	\$ 18,296	\$ 21,995
▼ Interested			\$ 17,860	\$ 21,025	0
Tunbridge	Interested	\$ 1,636,457	\$ 9,483	\$ 11,140	
Vershire	Interested	\$ 716,744	\$ 4,145	\$ 4,879	
West Fairlee	Interested	\$ 735,450	\$ 4,253	\$ 5,006	
▼ Minimal			\$ 18,816	0	0
Chelsea	Minimal	\$ 1,314,312	\$ 7,600		
Granville	Minimal	\$ 402,556	\$ 2,328		
Hancock	Minimal	\$ 376,632	\$ 2,178		
Stockbridge	Minimal	\$ 1,160,535	\$ 6,711		
► (blank)			\$ 125,000.00	\$ 125,000	\$ 125,000.00

<sup>1</sup> Towns invited to take part.

<sup>2</sup> Estimated level of Interest based on participation and expressed Interest.

<sup>3</sup> 2nd Year based on a total cost of \$125k without MERP monies. This includes compensation, benefits and other expenses at the high end of our research.

### Actively Participating Towns Only

Town <sup>1</sup>	Municipal Equalized Grand List <sup>2</sup>		First Year <sup>3</sup>	Second Year <sup>4</sup>
▼ Active			\$ 93,000	\$ 125,000
Bethel	\$ 2,018,601	13%	\$ 12,290	\$ 16,519
Braintree	\$ 1,095,018	7%	\$ 6,667	\$ 8,961
Brookfield	\$ 2,034,350	13%	\$ 12,386	\$ 16,648
Pittsfield	\$ 1,247,475	8%	\$ 7,595	\$ 10,209
Randolph	\$ 4,520,318	30%	\$ 27,522	\$ 36,992
Rochester	\$ 1,670,979	11%	\$ 10,174	\$ 13,675
Royalton	\$ 2,687,741	16%	\$ 18,365	\$ 21,995
► Follower			0	0
► Invited			0	0
▼ Total			\$93,000.00	\$125,000.00
Total	\$15,274,482		\$93,000.00	\$125,000.00

### Active and Follower Towns

Town <sup>1</sup>	Municipal Equalized Grand List <sup>2</sup>		First Year <sup>3</sup>	Second Year <sup>4</sup>
▼ Active			\$ 77,358	\$ 103,975
Bethel	\$ 2,018,601	11%	\$ 10,223	\$ 13,741
Braintree	\$ 1,095,018	6%	\$ 5,546	\$ 7,454
Brookfield	\$ 2,034,350	11%	\$ 10,303	\$ 13,848
Pittsfield	\$ 1,247,475	7%	\$ 6,318	\$ 8,492
Randolph	\$ 4,520,318	28%	\$ 22,893	\$ 30,770
Rochester	\$ 1,670,979	9%	\$ 8,463	\$ 11,375
Royalton	\$ 2,687,741	15%	\$ 13,812	\$ 18,296
▼ Follower			\$ 15,642	\$ 21,025
Tunbridge	\$ 1,636,457	8%	\$ 8,288	\$ 11,140
Vershire	\$ 718,744	4%	\$ 3,630	\$ 4,879
West Fairlee	\$ 735,450	4%	\$ 3,725	\$ 5,006
► Invited			0	0
▼ Total			\$ 93,000	\$ 125,000
Total	\$18,363,133.00		\$ 93,000	\$ 125,000

### All Towns

Town <sup>1</sup>	Municipal Equalized Grand List <sup>2</sup>		First Year <sup>3</sup>	Second Year <sup>4</sup>
▼ Active			\$ 65,713	\$ 88,324
Bethel	\$ 2,018,601	8%	\$ 8,684	\$ 11,672
Braintree	\$ 1,095,018	5%	\$ 4,711	\$ 6,332
Brookfield	\$ 2,034,350	9%	\$ 8,752	\$ 11,764
Pittsfield	\$ 1,247,475	6%	\$ 5,367	\$ 7,213
Randolph	\$ 4,520,318	21%	\$ 19,447	\$ 26,138
Rochester	\$ 1,670,979	8%	\$ 7,189	\$ 9,662
Royalton	\$ 2,687,741	12%	\$ 11,563	\$ 15,542
▼ Follower			\$ 13,288	\$ 17,880
Tunbridge	\$ 1,636,457	8%	\$ 7,040	\$ 9,463
Vershire	\$ 718,744	3%	\$ 3,084	\$ 4,145
West Fairlee	\$ 735,450	3%	\$ 3,164	\$ 4,253
▼ Invited			\$ 13,999	\$ 18,816
Chelsea	\$ 1,314,312	6%	\$ 5,654	\$ 7,600
Granville	\$ 402,558	2%	\$ 1,732	\$ 2,328
Hancock	\$ 378,832	2%	\$ 1,620	\$ 2,178
Stockbridge	\$ 1,160,535	5%	\$ 4,993	\$ 6,711
▼ Total			\$93,000.00	\$125,000.00
Total	\$ 21,617,168		\$93,000.00	\$125,000.00

<sup>1</sup> Towns that sent representatives and actively participated in developing the proposal.

<sup>2</sup> Equalized Grand List from the State of Vermont Department of Taxation. This is the Municipal not the School Grand List.

<sup>3</sup> 1st Year based on a net cost of \$92,000. This includes \$125k estimated compensation, benefits and other expenses based on the high end of IREG task force research. Cost is reduced by \$32k based on 8 towns applying MERP funding for first year pilot program. This is the most this will cost your town for the first year.

<sup>4</sup> The 2nd and subsequent years are estimated maximum cost to your town without applying the MERP fund grants. These are only available for the first year. History in other towns show that most towns who make this kind of investment realize savings to the town budget that covers most if not all of the cost.

<sup>1</sup> Includes active participating towns. Adds towns that did not send representatives, but closely followed the progress of the emerging proposal.

<sup>2</sup> Equalized Grand List from the State of Vermont Department of Taxation. This is the Municipal not the School Grand List.

<sup>3</sup> 1st Year based on a net cost of \$92,000. This includes \$125k estimated compensation, benefits and other expenses based on the high end of IREG task force research. Cost is reduced by \$32k based on 8 towns applying MERP funding for first year pilot program. This is the most this will cost your town for the first year.

<sup>4</sup> The 2nd and subsequent years are estimated maximum cost to your town without applying the MERP fund grants. These are only available for the first year. History in other towns show that most towns who make this kind of investment realize savings to the town budget that covers most if not all of the cost.

<sup>1</sup> Included all towns invited to attend including Active and Followers. Add towns invited who responded with initial interest, but no follow through or further participation.

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