

**ATTACHMENT 5A**  
**Public Hearing Notices,**  
**Agenda, and Minutes**

**January 10, 2018**



*Agenda for Regular City Council Meeting*

City Council Chambers, City Hall  
Wednesday, January 10, 2018

**6:15 P.M.**

- 1) Call to Order by the Mayor
- 2) 18-014. Review and Approve Agenda
- 3) 18-015. General Business and Appearances
- 4) 18-016. Consideration of the Consent Agenda
  - a) Approval of 01/03/2018 Council Meeting Minutes
  - b) Charter Amendment filing with the Clerk
- 5) 18-017. Presentation by CVPSA
- 6) 18.018 Budget discussion
- 7) 18-019. Workshop on TIF program
- 8) 18-020. Other Business
- 9) 18-021. Council Reports
- 10) 18-022. Mayor's Report
- 11) 18-023. City Clerk's Report
- 12) 18-024. City Manager's Report
- 13) *Adjournment*



## MEMORANDUM

To: Montpelier City Council

From: Stephanie Hainley  
Gail Henderson-King

Date: January 5, 2018

Re: Montpelier TIF – Viability Findings and Next Steps

At next week's Council meeting, we will discuss Tax Increment Financing (TIF), our findings about District viability in Montpelier, and next steps. **It is our determination that Montpelier does have a viable district and should proceed to preparing a TIF District Plan and obtain State approval.** It is our intent to explain how we got to this finding and hear Council's questions and feedback. This will be best done in a conversation and with a critical look at a few of the variables and factors that went into the analysis and the remaining issues. To be thoroughly prepared for that conversation, we have prepared the following memo to give Councilors some background to be well-informed beforehand. (We apologize for the length, but we trust you will appreciate the context!)

*To move forward cooperatively, some of our materials are confidential and a portion of the conversation needs to be in executive session to protect the privacy of some property owners and given the sensitive nature of the information that could impact the City's position in real estate negotiations.*

At next week's meeting, we will address the following questions:

- 1) What is TIF?
- 2) What was Phase I and its purpose?
- 3) What is Phase II? What is a vote to proceed to Phase II? And what *isn't* it?
- 4) What questions did White + Burke need to answer to assess viability? And what did W+B find?

- 5) What questions does City Council need to answer to feel confident in proceeding to Phase II?
- 6) If proceeding to Phase II, what are the next critical steps?

This memo will address Questions 2-6. (Materials to answer “What is TIF?” can be found on the City’s website and will be presented for the public at the meeting.)

### **What was Phase I and its purpose?**

In Summer 2017, the City Council authorized us (White + Burke) to determine TIF-readiness and begin the strategy and data collection to prepare for the creation of a TIF District. This was Phase I of our work. To do this, we:

- reviewed past planning initiatives,
- gathered data,
- met with various community members,
- met with the State,
- began financial modeling,
- analyzed need, cost, and timing of infrastructure,
- analyzed timing and value of potential private projects, and
- ran hypothetical scenarios to assess viability.

It is this work that led us to the ultimate finding that Montpelier has viability and to recommend that Montpelier proceed with the creation of a District.

### **What questions did White + Burke need to answer to assess viability?**

#### **And what did W+B find?**

As stated above, we have found that Montpelier has viability to create and make good use of a TIF District. To make this determination, we needed to answer the following questions:

- Are there private development projects that wouldn’t happen or would happen less desirably without public infrastructure assistance?
- What projects could be done that have sufficient increment to repay debt?
- Will these projects meet the statutory criteria?
- How can the City manage the cash flow?

#### *Infrastructure Demand and Project Viability*

After gathering the data, we determined that there are many infrastructure limitations that are hindering private development investment and that a TIF District could be a critical tool to catalyzing those projects, adding property value to the grand list and to the

vibrancy of the City. There are several key infrastructure projects that would have public benefit and that would allow for property owners to expand or build new residential and commercial spaces who would not otherwise be able to do so. <sup>1</sup>

For example, the Capitol Plaza is planning to build an 84-room hotel behind its existing hotel. To do this, though, they will need additional, structured parking. The cost of downtown parking would be impossible for the private project to bear and would result in no development or a much smaller project. This would not be maximizing the potential downtown density and usage that the City has identified as a goal. A parking deck with additional public parking could not only catalyze the hotel project, but also benefit other downtown businesses and property owners.

Another example is Sabins pasture. Although it has long been discussed as an optimum site for housing, Barre Street does not have sufficient water and sewer capacity nor the appropriate streetscape and road capacity to make that project possible. The additional cost of that infrastructure could not be borne by the development project itself. With the City investment into the infrastructure, the project could be viable for the property owner and the incremental tax revenue from the housing development could be used to pay down the debt service.

While the details of each project would be analyzed and negotiated closer to the time of construction, our analysis shows that it is viable. This is all that is required to establish the district. Once the tool is authorized, the City can entrepreneurially pursue individual deals and determine whether or not to proceed with a particular project at that time.

These private development projects range in size, scale, and timing. In a TIF District, investment into infrastructure can occur over ten years, so some of the projects identified are always more speculative than others. To address this, the projects are divided into three tiers based on impact, planning stage, financing, and design.

### *Sufficient Increment*

Viability greatly depends on the projects' scope and timing. We ran many scenarios through the financial model to determine if the increment was sufficient to repay debt service. Some of these scenarios worked and some did not. Running additional sensitivity analyses will be part of Phase II to determine exactly which projects to include in the Plan. To give Council a sense of those considerations, please see Attachment B – a

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<sup>1</sup> A full description of the private development projects and needed infrastructure being considered can be found in Attachment A for City Council. This is marked confidential for the sake of property owner privacy.

matrix of outcomes based on various input scenarios. (This is marked confidential because it includes assumptions and factors that could impact the City's future negotiation with property owners. We would like to discuss this range and gather feedback from the Council in executive session.)

Montpelier is also in the fortunate situation of having a private development project needing infrastructure in the very short term – Capitol Plaza. The terms of how the City will invest in infrastructure to support this project and incentivize other development are yet to be determined. And this will greatly impact the way the District is created. So as part of Phase II, it is our recommendation that the City simultaneously pursue development agreement negotiations with Capitol Plaza to explore the viability of that particular deal and its impacts on the TIF District. (This is addressed below in the last section of the memo and we will need to discuss in executive session.)

### *Statutory Criteria*

State statute requires that TIF District projects meet three of five project criteria: a need for infrastructure investment that cannot be borne by the municipal General Fund, creation of affordable housing, remediation of brownfields, creation or expansion of a business that creates jobs, and enhancing transportation

Montpelier is an unusual municipality because although there is more market demand for housing, retail, and office than most other cities and towns in Vermont, there is also greater infrastructure impact and demand because it is the capital of the State. With the large number of non-taxable properties, it is nearly impossible for the City to add infrastructure that would incentivize more private investment using the general fund; the additional strain on the taxpayer would be politically unpopular and a potentially unreasonable ask. This meets the TIF statutory criteria of need. The projects identified in our initial due diligence would also address issues of transportation and could potentially create jobs – meeting two of the other statutory criteria.

### *Cash Flow*

Cash flow is one particularly challenging aspect of TIF. In most cases, infrastructure needs to be built before properties are developed. So there are inherently years within TIF Districts where debt service needs to be paid, but incremental tax revenues have not yet been realized. During those years of deficit cash flow, the municipality must borrow intra-municipally or capitalize a sinking fund to cover those first few years. Over the course of the District's life, however, there should be sufficient incremental revenue to pay the annual debt service and repay the source that covered those initial years. When

municipalities have more costly infrastructure projects being done at the beginning of the District, those early cash flow deficits can be quite high and tricky to cover. This is something we have evaluated in Montpelier and will need to explore more fully in Phase II.

### *General Note about TIF Districts*

As with any economic development tool, the key is in *how* it is used. Our assessment is merely a review of how a District *could* work in Montpelier. We do not have a crystal ball; rather, we are working with the data we have today. How the projects unfold and how the investments are made will depend on City management, City Council, the voters, and the community stakeholders. And just having a District does not require the municipality to use it. Every district starts with a general menu of options and over the course of ten years, the municipality may choose to use it in a variety of ways to leverage growth and improve vitality.

### **What is Phase II? What is a vote to proceed to Phase II? And what isn't it?**

Phase II includes further evaluation of possible infrastructure projects to catalyze private development, further conversations with local stakeholders, the submission of a Letter of Intent to VEPC, the development of a TIF District Plan for City Council, and the VEPC application. There are myriad steps in all of these processes, which will be further explained at Wednesday's meeting.

By approving our Phase II contract and authorizing the City management to proceed, Council is:

- Approving the continuation of data gathering, analysis, and due diligence
- Tasking us to come back to Council with a TIF District Plan Draft
- Giving the green light to continuing the process and pursuing setting up a TIF District in good faith.

This is NOT:

- A vote for any specific infrastructure project
- A vote to incur any debt
- A commitment to any particular property owner to build specific infrastructure
- An approval to add infrastructure to be paid for by the operating budget
- A final chance for input

## **What questions does City Council need to answer to feel confident in proceeding to Phase II?**

As Councilors, you will likely have a range of questions for us. To start, we think there are a few key things you will want to know or offer as feedback in order to proceed to Phase II.

- Is the range of infrastructure and private development projects generally consistent with the City's planning and economic development goals?
- Are these the types of projects in which you may want to invest over the next five to ten years?
- Do there seem to be sufficient options of configurations that could develop into a reasonable Plan?

We will be happy to address these questions and any concerns at the meeting, with the opportunity to return to Council on January 24 with any additional information.

## **If proceeding to Phase II, what are the next critical steps?**

If Council decides to proceed to Phase II, City management and White + Burke will dive deeper into the analysis to select the appropriate slate of projects that will allow the City the most flexibility and opportunity to use the TIF tool in a viable way.

Most importantly and most urgently, the City will need to dive more deeply into the Capitol Plaza project, which is the most real and timely. To do this, the City will need to pursue a development agreement to determine the feasibility of the project and see how it could be incorporated into a TIF District.

All development agreements will go through the City Council and would be separate from the process of creating a TIF District. While they are related and the terms of the development agreement would be incorporated in a TIF District Plan, they must happen separately and concurrently. This is typical in municipalities when a project is very close to construction, but is dependent on municipal infrastructure support.

If the City Council agrees with this approach, White + Burke can act as a consultant in the development agreement negotiations and will prepare a separate contract for those services. This could be presented at the meeting on January 24.

*Materials Attached*

We appreciate your attention this phase of work and look forward to a productive conversation on January 10. We have provided the following materials in a separate confidential PDF for your review.

- Attachment A: Project Descriptions
- Attachment B: Scenario Development and Sensitivity Analysis
- Attachment C: TIF District Comparison

**Minutes of the Montpelier City Council Meeting**  
**January 10, 2018, 6:00 PM**  
**City Council Chambers, City Hall**

In attendance: Mayor John Hollar, City Manager Bill Fraser, Councilors Anne Watson, Ashley Hill, Rosie Krueger, Dona Bate, Justin Turcotte, and Jean Olson was not present. City Clerk John Odum acted as secretary.

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- 18-014. Hearing no objection, the Mayor declared the proposed agenda approved by unanimous consent with the following amendments: Charter changes pulled from the consent agenda as a separate item for discussion, an appointment to the ADA Advisory Committee, a discussion of the GMTA transit, a discussion of a possible code of ordinances review, and an eminent domain action..
- 18-015. General Business and Appearances. Sara Duesterhoeft addressed the council on the upcoming AmeriCorps MLK Day event.
- 18-016. Councilor Turcotte moved approval of the consent agenda as amended. Councilor Hill seconded. The motion carried unanimously.

The Council discussed the proposed Charter Changes. Charter Change 1 is considered a technical correction to bring the City Charter into accordance with the preferred practice as regards committee membership. Charter Change 2 is considered a technical correction to reflect the establishment of the new Montpelier-Roxbury School District. Charter Change 3 is an amendment offered by the City Clerk to align the filing deadline for candidates for city office on the Annual City Meeting ballot to match the default state deadline (in order to avoid confusion and assist the Clerk's office administratively). The Council deferred to staff on the necessity of these changes.

Charter Change 4, which would exempt business reporting \$10,000 or less in property value from the business personal property tax, generated discussion as to whether that line should be drawn at a different number than \$10,000 as a business incentive. The City Clerk participated in discussion.

Councilor Bate moved that the Council file the four proposed Charter Changes as proposed with the City Clerk. Councilor Watson seconded. The motion carried unanimously.

- 18-017. Authorities from the Central Vermont Public Safety Authority offered a presentation to the Council and participated in discussion. Participants included Tom Golonka, Paco Aumund, Doug Hoyt, Kim Cheney, Martin Prevost and Robert Sager. Police Chief Tony Facos participated. After discussion Councilor Olson moved that the Council support the actions of the Central Vermont Public Safety Authority to move ahead to create a partnership and that we would agree to support their request for \$28,200 (as an Annual City Meeting ballot question). Councilor Bate seconded, and the motion carried 4-2 (Councilors Turcotte and Hill voting nay) at 7:38.

The Mayor called for a recess at 7:39. The meeting was reconvened at 7:45.

18.018 City Manager William Fraser opened a discussion on the proposed budget, which included a discussion of separate financial items appearing on the coming ballot. Councilor Bate moved that the Council authorize the ballot question regarding Council and mayor payment to request \$2000 per councilor and \$4000 for the Mayor. Councilor Watson seconded. Discussion followed. At 7:55, the motion carried unanimously.

The Council discussed the status and cost of GMATA bus service in the City. No formal action was taken.

The Council discussed a potential top-to-bottom ordinance review process. No formal action was taken.

18-025. Councilor Hill moved the Council appoint Tina Wood to the ADA Advisory Committee. Councilor Bate seconded. The motion carried unanimously.

18-026. Councilor Watson moved the Council approve the Findings of Fact, Conclusions of Law and Order regarding Eminent Domain of Cummings Street property. Councilor Bate seconded. Discussion followed. At 8:18, the motion carried on a 5-1 vote (Councilor Turcotte voting nay).

18-021. Councilor Turcotte thanked citizens for patience with winter challenges and praised the Department of Public Works. Councilor Watson reported on the opening of the skating on the Statehouse lawn.

18-023. The City Clerk reported on ballot petitions in circulation.

18-024. The City Manager opened a brief discussion on meeting process and scheduling.

18-019. Stephanie Hainley and Gail Henderson-King (of White and Burke Advisors) were joined by Assistant City Manager Sue Allen for a Council workshop on the TIF program. After discussion, Councilor Watson moved a finding that further discussion of the real estate related matter in open session would place the City at a substantial disadvantage. Councilor Bate seconded. The motion carried unanimously.

Councilor Hill moved that the Council enter executive session to continue the discussion and include Ms. Allen, Ms. Hainley, and Ms. Henderson-King. Councilor Bate seconded. The motion carried unanimously.

Without objection, the Council returned to open session by unanimous consent at 9:36PM.

Councilor Hill moved that the City approve a phase 2 contract for White & Burke for a potential TIF application. Councilor Bate seconded, and the motion carried unanimously.

Without objection, the Mayor adjourned the meeting by unanimous consent at 9:37.

# Welch renews call: Get ethanol out of gas

**By GAIL BLAMDELL**  
STAFF WRITER

**BURLINGTON**—Rep. Eric Welch is again calling for the removal of ethanol from gasoline, citing the damage the controversial fuel does to smaller engines.

Vermont's lone representative to the U.S. House of Representatives went on a 30-mile automobile trek across Barre and Berlin with members of the Vermont Association of State Legislators on Monday morning. The trip was meant to show an assembly that can be impacted by ethanol added to gasoline. He then held a news conference

about ethanol.

Welch said he has been on a mission to get ethanol out of gasoline since he was elected to the House in 2007. He said the federal government must mandate to add ethanol to gasoline makes the George W. Bush administration.

"It had good intentions. It was intended to grow corn and turn that into ethanol and that would be a good fuel. It's turned out to be a well-intended but a well-intended bad," Welch said.

He said the cornfields that have been ploughed to make ethanol have created

"environmental consequences" that have resulted in a large amount of CO<sub>2</sub> plating in the Great Belt, as well as the loss of habitat for animals.

Welch said the ethanol mandate has also caused food prices to rise, contributing to farmers losing ground for their livestock. He said farmers now have to pay a higher price for grain because companies have gone up.

"Because of the other things (than) it has created for us it does a lot of damage to our small engines, including our snow machines that are small

engines," he said.

Mike Beaudet, the owner of Gill's Sales and Service which repairs small engines in East Montpelier, was also in attendance for Monday's news conference. Beaudet said the issue with ethanol is that it acts as a cleanser, so when it runs through an engine it collects the "garbage" and runs that through the engine, as well, which can cause problems. He said another issue is that ethanol can eat away at some of the rubber parts inside an engine that weren't designed for ethanol.

The other problem that he was finding is the shelf life of the gasoline with the ethanol in it is not as long as it used to be, so that will also drop performance in a lot of units that are using it," he said.

Beaudet said the problems typically involve older engines because newer engines are being built with ethanol in mind.

The mandate states that 10 percent of each gallon of gasoline must contain ethanol. Welch said that number was supposed to rise to 15 percent, but he and members of Congress have been able to keep

the percentage at 10. He said they've also been successful in moving a 55-cent per gallon subsidy ethanol producers had been receiving and a tariff that had been in place to shield U.S. produced ethanol from international competition.

Welch has cosponsored a bill to end the ethanol mandate, but said there has been a pushback, particularly from states that rely on corn production. Welch said he and other members of Congress are in talks with the corn industry to try to forge a compromise bill that both sides feel acceptable.



Jane Sanders and her husband, Sen. Bernie Sanders, I-Vt., walk through downtown in Philadelphia during the final day of the Democratic National Convention in July 2011.

## BURLINGTON COLLEGE

### Trustee testified about land deal

**THE ASSOCIATED PRESS**  
**BURLINGTON** — A former trustee at the college where U.S. Sen. Bernie Sanders' wife was president when a \$10 million real estate deal was struck said she testified before a grand jury in October about the deal, considered a major factor in the demise of the big Vermont school.

Former Burlington College trustee Robin Lloyd said she was asked about financing that would be used to help pay for a bank loan used to help buy the property from the Roman Catholic Diocese of Burlington when Joe P. Moynihan was president.

"They're trying to pull together where did the money come from to enable Burlington College to continue (People's United Bank) and the divorce to go ahead with the deal," Lloyd told the Burlington Free Press.

She said two FBI agents

**"Perhaps it was overreach, looking back on it, but at the time, it seemed to me it was the perfect place for a small college."**

Robin Lloyd, former Burlington College trustee

approached her in October, but she refused to speak with them without an attorney. Two weeks later she was subpoenaed to testify before a grand jury.

The current status of any grand jury investigation into Burlington College is unclear. A spokesman for the Vermont office of the U.S. attorney did not immediately return calls Monday seeking comment.

The college closed in 2010 after struggling under the weight of its purchase of land and building in 2010 from the diocese during the presidency of Sanders.

Jeff Weaver, who has served as a spokesman for the Sanders

family about the land deal, indicated a statement saying there's nothing new in recent reports, first made by the news website VTDigger, that Lloyd had been subpoenaed to testify before a grand jury.

"We have absolutely no reason to believe that there is anything new in recent reports," he said on the website VTDigger, that Lloyd had been subpoenaed to testify before a grand jury.

"As best we can tell, the facts at issue reported are simply reflecting an account of a government interview of a witness from several months ago."

Lloyd is the former chairwoman of the school's development committee. She said she was primarily asked machine questions during the grand jury testimony, specifically from 2010 to 2011.

The board of trustees supported the land deal at the time, she said.

"Perhaps it was overreach looking back on it, but at the time, it seemed to me it was the perfect place for a small college," Lloyd said.

## Police: Montpelier Toys for Tots gift trader cited again

**By EMMA DOMAGALA**  
**WILLISTON** — A Montpelier woman facing a criminal charge in Washington County for fraudulently returning Toys for Tots charitable campaign gifts was cited again for the same offense in Burlington on Tuesday.

Williamston police said they responded Saturday to the Walmart in its town for a possible fraudulent return complaint.

The Williamston employees were suspicious of the return as they were more of news reports about the same woman returning toys in Berlin, police said.

Tanya Drown, 39, was initially caught in Washington County for an incident at the Walmart in Berlin, police said.

Williamston police said they responded Saturday to the Walmart in its town for a possible fraudulent return complaint.

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Williamston police said they responded Saturday to the Walmart in its town for a possible fraudulent return complaint.

worth nearly \$150 and Drown received gift cards in the return, Williamston police said in an interview Saturday.

Drown then used the gift cards to make personal purchases, police said. She was issued a citation ordering her to appear in court in Burlington on Tuesday to face a charge of false pretenses, police said.

Berlin police announced Dec. 27 that Drown was facing a charge of false pretenses for a similar incident. She received a gift card for the returned items that was too, police said.

Drown said in a news release Drown admitted to a court citation to appear in Washington County criminal court on Feb. 9 in court.

Toys for Tots is a volunteer program that collects new, unworn apparel toys during the Christmas season for needy children. The toys are distributed to homeless children in Vermont.

## In Brief

### STATE

#### Police: Man jacked in machete attack

**STEELEBURNE** — What started as a report of a knife-wielding vandal smashing car windows in the parking lot of a Steepleburne Road middle school might end in a serious case of a man jacked late when a Burlington man was arrested and jailed for attempted murder.

The Steepleburne police and Alabaster, 32, was taken into custody without incident after following him off onto a room at the motel that catered to homeless residents.

Police were summoned to the scene shortly after 10 p.m. and discovered an injured 73-year-old woman Ibrahim allegedly attacked

with a machete. The woman sustained multiple injuries including a significant leg wound, according to police, who said she was transported to the University of Vermont Medical Center where she was treated and later released.

Police said the woman's alleged assailant, who was later identified as Ibrahim, barricaded himself in the room and started shouting before finally surrendering early Saturday morning. Tactical assistance was provided by police from Burlington, Essex and Milton.

Police said Ibrahim was jacked at the Children's Regional Correctional Facility in South Burlington for lack of \$75,000 bond following his arrest. He was scheduled to be arraigned Monday on the attempted murder charge at the criminal courthouse in Burlington.

— Staff reports

## 3rd gender on drivers' licenses near

**By DONALD WEISS-TEHMAN**  
**VERMONT PUBLIC RADIO**  
**MONTPELIER** — The Department of Motor Vehicles is getting a new computer system that would allow it to add a third option for people who do not identify as male or female.

The department asked the Law Enforcement Advisory Board to weigh in on the proposed change, and discuss if it would have an impact on the way police officers do when they stop people for traffic violations.

Richard Gauthier, chairman of the Law Enforcement Advisory Board, said the board had said members of the transgender community last year.

After hearing from them at those meetings, he said most of the members of the board were opposed to adding a third gender option.

"Law enforcement does not see that as an issue for them in the upcoming year," Gauthier said. "The general opinion around the table was that it wasn't going to make the most

**"Law enforcement does not see that as an issue for them in the upcoming year."**

Richard Gauthier  
chairman, Law Enforcement Advisory Board

of people's problems if they are pulled over by the police. And the said in a legal sense it protects those Vermonters who are committing to a gender that is not an official state document.

"I think it's a major concern for folks who are transgender," Richards said. "It acknowledges who they are and that's an important thing for us to do."

Gregory Lawrence, the first state to offer a third gender option on its driver's license last year, California and Washington, D.C., have both since made the change.

Bernis Binley, executive director of the Burlington Free Press, quoted a Better Life forum over the weekend which he attended for the first

time from his personal commitment.

He first tweeted Saturday: "Awe-some!! That makes us one step closer to the apocalypse."

Binley then added: "What if someone said it's awesome they are going to recognize people who are transgender? I'm not being mean, I'm just asking. Not all recognition is awesome."

Monday, Binley responded to Binley's criticism about his comments.

"If I had to do it over again I would simply ask the question," he said. "I would not try to be provocative or funny, but I would just ask the question: 'What if someone said it's awesome they are going to recognize people who are transgender? I'm not being mean, I'm just asking. Not all recognition is awesome.'"

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Applicants may apply in person at the Public Works Office, 563 D. & Main Street, and at the Public Works Office, 100 State St., 19 Main Street. Contact our scheduling department for more information on the job description and job application materials. For more information about this position, call 802-223-8400.

The City of Montpelier is an Equal Opportunity Employer.

Theresa J. McCall, Director of Public Works

**City of Montpelier** AGENDA FOR REGULAR CITY COUNCIL MEETING

America's Small Town Capital

Wednesday, January 10, 2015  
City Council Chambers, City Hall 6:15 P.M.

1. Call to Order by the Mayor
2. 18-014 Review and Approve Agenda
3. 18-015 General Business and Approvals
4. 18-016 Consideration of the Content Agenda
  - a) Approval of 01/03/2014 Council Meeting Minutes
  - b) Charter Amendments in filing with the Clerk
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6. 18-018 Budget discussion
7. 18-019 Workshop on HR program
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12. 18-024 City Manager's Report
13. Adjournment

Office of the City Manager

(This meeting will be televised on Ovea Media Channel 7.)

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