

MANAGER'S REPORT

January 10, 2022

ACTION

Certificate of Highway Mileage 2022 Annually, we must review our highway mileage and note any changes. This year we discontinued two short roadways, Brookside Drive, so called, and TH29, the Foothills, so called. I have noted the changes and seek Board signatures.

Action requested Circulate for signatures.

Nationwide Settlement with Three Large Distributors and Janssen In mid-December, our attorneys discussed a potential nationwide settlement with the above-referenced companies. If towns and villages joined the settlement in sufficient numbers, Vermont would receive approximately \$65 million. The monies in this case are paid over 18 years in the distributors' case and 9 years in the Janssen case. A total of \$26 billion will be paid; \$22.8 billion of that will be available to states and their political subdivisions. The Town's amount is determined by a percentage of the Vermont payment, 2.485%. I authorized our attorneys to settle on our behalf given the time constraints. When monies will start to flow is not yet known for any of the settlements.

Action requested Motion to ratify the Manager's decision.

Municipal Policies and Codes Compliance The Vermont Community Development Department requires that participating towns adopt the attached policies. We have, of course, in the past. However, they were amended by the Department this past year requiring a re-adoption.

Action requested Motion to adopt the attached policies and sign where noted.

INFORMATIONAL

2021 Equalization Study Results We have received the results from the State for Bennington and North Bennington. The crazy housing market has had its impact. Our Common Level of Appraisal (CLA) dropped from 94+% to 85.41% for Bennington and 85.5% for No. Bennington. The Coefficient of Dispersion (COD) is at 17.63% up from +/-16% a year ago. A reappraisal is triggered if the CLA drops below 80% and/or the COD rises above 20%. We may be facing a reappraisal if the market stays like this.

FOLLOW UP

The Overtime Report for December is attached.

The Community Development and Permitting/Planning Reports are attached.

District 1
Certcode 0202-0

CERTIFICATE OF HIGHWAY MILEAGE
YEAR ENDING FEBRUARY 10, 2022

Fill out form, make and file a copy with the Town Clerk, and submit the Mileage Certificate on or before February 20, 2022 to: Vermont Agency of Transportation, Division of Policy, Planning and Intermodal Development, Mapping Section via email to: aot.mileagecertificates@vermont.gov or if necessary via mail to: VTrans PPAID - Mapping Section, 219 North Main Street, Barre VT 05641.

We, the members of the legislative body of BENNINGTON in BENNINGTON County
on an oath state that the mileage of highways, according to Vermont Statutes Annotated, Title 19, Section 305,
added 1985, is as follows:

PART I - CHANGES TOTALS - Please fill in and calculate totals.

Town Highways	Previous Mileage	Added Mileage	Subtracted Mileage	Total	Scenic Highways
Class 1	3.584				0.000
Class 2	12.231				0.000
Class 3	83.92		1.22	83.70	0.000
State Highway	28.186				0.000
Total	127.921				0.000
* Class 1 Lane	0.038				
* Class 4	3.77				0.000
* Legal Trail	1.95				

* Mileage for Class 1 Lane, Class 4, and Legal Trail classifications are NOT included in total.

PART II - INFORMATION AND DESCRIPTION OF CHANGES SHOWN ABOVE.

1. NEW HIGHWAYS: Please attach Selectmen's "Certificate of Completion and Opening".

2. DISCONTINUED: Please attach SIGNED copy of proceedings (minutes of meeting).

7429 The Footfalls
Brookside Dr.

Notice and minutes attached for
both

3. RECLASSIFIED/REMEASURED: Please attach SIGNED copy of proceedings (minutes of meeting).

4. SCENIC HIGHWAYS: Please attach a copy of order designating/discontinuing Scenic Highways.

IF THERE ARE NO CHANGES IN MILEAGE: Place an X in the box and sign below. ☐

PART III - SIGNATURES - PLEASE SIGN.

Signatures of Selectmen/ Aldermen/ Trustees:

Signature of T/C/V Clerk:

Date Filed:

Please sign ORIGINAL and return it for Transportation signature.

AGENCY OF TRANSPORTATION APPROVAL: Signed copy will be returned to T/C/V Clerk.

APPROVED:

Representative, Agency of Transportation

DATE:

1 BENNINGTON SELECT BOARD MEETING

2 130 RIVER STREET

3 BENNINGTON, VERMONT 05201

4 NOVEMBER 8, 2021

5 MINUTES

6 **SELECT BOARD MEMBERS PRESENT:** Jeannie Jenkins-Chair; Jeanne Conner-Vice Chair; Bruce
7 Lee-Clark; Jim Carroll; Sarah Perrin and Gary Corey.

8 **SELECT BOARD MEMBERS ABSENT:** Tom Haley.

9 **ALSO PRESENT:** Stuart Hurd-Town Manager; Dan Monks-Assistant Town Manager; Shannon
10 Barsotti-Community Development Director; Jonah Spivak-Communications Coordinator;
11 Representative Mary Morrissey; Norman LeBlanc-VFW Commander; Rick Zadle; Joseph
12 Krawczyk, Jr.; Gary Martin; Phil Young; Dr. Trey Dobson-SVMC Medical Director; Alexina Jones;
13 Jennifer Jasper; Nancy White; Jim Vires-CAT-TV; Jim Therrien-Bennington Banner and Nancy H.
14 Lively-Secretary.

15 At 6:00pm, Ms. Jenkins called the meeting to order and asked those not vaccinated to
16 wear a mask and social distance. There are wipes to wipe down the microphone if you wish to
17 speak.

18 **1. PLEDGE OF ALLEGIANCE**

19 The Pledge of Allegiance was recited.

20 **2. VISION STATEMENT**

21 Ms. Conner read the Town's Vision Statement that was adopted by the Select Board on
22 August 24, 2020:

23 "Bennington is a welcoming, engaged, inclusive, resilient community where everyone
24 regardless of identity shares in our vitality and benefits from an outstanding quality of life."

25 **3. CONSENT AGENDA**

26 **A. MINUTES OF OCTOBER 25, 2021**

27 **B. WARRANTS**

28 *Jim Carroll moved and Bruce Lee-Clark seconded to approve the Consent Agenda with*
29 *the Minutes of October 25, 2021 amended as follows:*

30 *Line 245, Change "The Town of Bennington received" to "The Bennington Police*
31 *Department received"*

32 *The motion carried with Tom Haley absent.*

33 **4. PROCLAMATION-PURPLE HEART COMMUNITY-VFW**

34 Mr. Carroll read the Town of Bennington Proclamation Purple Heart Community as
35 presented.

36 Representative Mary Morrissey cited the many people and organizations involved with
37 the Purple Heart award and the four recipients that were present for the sacrifices they have
38 made for our country during their military service. They are Rick Zadle, Joseph Krawczyk, Jr.,
39 Gary Martin and Phil Young.

40 Norman LeBlanc, VFW Commander, explained that the Purple Heart is the oldest award
41 still given to all ranks of military service to those that were wounded or died in the line of duty,
42 and thanked the Town for supporting our Purple Heart recipients.

43 *The Select Board signed the Town of Bennington Proclamation Purple Heart Community*
44 *recognizing August 7th of a given year as Purple Heart Day in Bennington.*

45 **5. COVID UPDATE**

46 Dr. Trey Dobson, SVMC Medical Director, did the following COVID update:

- 47 • Even though COVID cases had increased last week, those in the hospital have not.
- 48 • 25%-30% of the positive cases are coming from the under 12 age group who are not
- 49 eligible to be vaccinated with the rest from the elderly with underlying conditions.
- 50 • Several thousands in the 5-11 age group have already signed up for the vaccine when it
- 51 becomes available.
- 52 • We should be vigilant about this but it is not as dire as it would seem.
- 53 • The areas with more cases rotates throughout the State.
- 54 • IV treatment of COVID is expensive but prevents people from being hospitalized. Oral
- 55 treatments are expected to be available in early 2022.

56 *Board questions/comments answered by Dr. Dobson:*

57 Mr. Carroll: Are those getting COVID primarily the unvaccinated? Yes, about 5:1 unvaccinated
58 to vaccinated with 100% of the ICU admissions unvaccinated.

59 Ms. Conner: We're not hearing much about new variants. Is that still the case? Yes.

60 Ms. Conner: Do you have any advice for our holiday plans? Vaccinated people spreading COVID
61 to vaccinated people is extremely rare, however, unvaccinated transmitting to vaccinated is
62 where the risk lies.

63 Ms. Perrin: Has the hospital reached their goal of 100% vaccinated by November 1st? We will
64 be 100% compliant with a small group of people that are unvaccinated because of exemptions
65 for medical or religious reasons.

66 **6. PUBLIC COMMENT**

67 The following Public Comment Practices to make the experience for all involved a
68 productive and informative use of the Public Comment period at Select Board meetings was
69 placed on the podium for those that wish to make Public Comments to reference:

- 70 1. Public Comment is to allow residents an opportunity to share information or
71 make announcements that benefit the community at large.
- 72 2. The topic should **not** be related to an agenda item. If a member of the public
73 wants to comment on an agenda item they can do so during the discussion of
74 that item.
- 75 3. Comments should be 3 minutes or less.
- 76 4. You are required to state your real name and town of residence.
- 77 5. Sharing comments, announcements and concerns are encouraged rather than
78 asking questions. Public Comment is not a time for discussion. If you have
79 specific questions it is best to call the Town Manager to get a full explanation
80 and accurate information.
- 81 6. If the topic requires much discussion the item will be considered as an agenda
82 item at a future meeting.

83
84 Alexina Jones, Bennington Museum Director of Advancement, described the Soul Steps
85 performing group from New York City noting their performances all over the world. The New
86 York Times stated their performances were "electric and joyeous" as it was when they
87 performed in Bennington in June. We have received grants to support diversity in Bennington
88 and Soul Steps has begun a Go Fund Me campaign, as well.

89 Jennifer Jasper, Bennington Performing Arts Center Executive Director, added that on
90 December 11th at 7:30pm the Bennington Performing Arts Center will have a Public Reading of
91 Excerpts of Their Municipal Work in Progress - tickets are \$15/adults and \$10/students - as well
92 as, two free workshops on December 12th from 11:00am-Noon and 2:00pm-3:00pm. Also, free
93 on November 14th at 2:00pm the AAUW Bennington Chapter will present Bennington-World
94 War II- The Women and Men Who Served, and Community Theatre, Voices from the Grave on
95 November 20th at 2:00pm and 7:00pm, and on December 14th we have Jingle Jangle Jingle-eve
96 at 1:00pm and 4:00pm for \$10/adults and free for children under 10. Masks are still required in
97 the theatre.

98 **7. PUBLIC HEARING - NINJA TRAIL GRANT APPLICATION**

99 Mr. Monks did the following presentation:

- 100 ○ We are requesting approval of a \$200,000 grant application to the VTrans
101 Transportation Alternatives Grant Program for additional funds for the Ninja Path
102 Project.

- The funds will allow completion of Phase 1 - a link to Morse Road, a bridge across Furnace Brook, and a bridge across the drainage way behind Hannaford.
- The hope is to get the permits for the Phase 1 work this winter for the construction to begin during the next construction season. We will pursue getting the permits for the entire project regardless of whether or not we are awarded the grant.
- He is giving us a 50% chance of getting the grant. The State often looks favorably on a project that is ready to go and we are ready to go.
- The application is due by the end of November and it will be anywhere from 60 days to 6 months before we know if we will get the money.
- Phase 1 includes all project elements that cannot be done by the Town Highway Department.
- Phases 2 and 3 will be to pave the trail that is currently dirt to what is paved by Bennington College.
- The Ninja Trail runs behind Walmart (is complete), between the river and Morse Road, underneath Route 279, behind Hannaford to the entrance of Bennington College, through Bennington College to North Bennington, and connect to the Rail Trail.
- This would ultimately be a 1.5 to 2 mile pedestrian trail from Bennington to North Bennington.
- The Board will decide what modes of transportation will be allowed on the trail.
- Ninja = method of doing work, so based on the method by which work began on the path ~25 years ago, several volunteers lead by Joanne Erinhouse began constructing the Ninja Path.
- The map shared with the Board will be put on the Town's website.

Gary Corey moved and Bruce Lee-Clark seconded to approve applying for a \$200,000 VTrans Transportation Alternatives Grant as presented. The motion carried with Tom Haley absent.

8. PUBLIC HEARINGS HIGHWAY DISCONTINUANCE

A. BROOKSIDE DRIVE

B. THE FOOTHILLS (TH29)

Mr. Hurd stated that the Board did site visits on Brookside Drive at the entrance to Brookside Apartments on South Street and on The Foothills (TH29) driveway south of Corey Lane on Monument Avenue prior to tonight's meeting. The State of Vermont has identified them as "not real highways" and the Town hasn't serviced them in years. Both will go back to the property owners.

Bruce Lee-Clark moved and Jim Carroll seconded to discontinue Brookside Drive and The Foothills (TH29) as highways. The motion carried with Tom Haley absent.

9. DOWNTOWN FUNDING STRUCTURE

Ms. Jenkins stated that the Board will further discuss the Downtown Funding Structure and bring it back as an agenda item at a later date.

Public questions/comments:

Nancy White: Maintains that local approval is needed to change the Downtown Funding Structure.

10. COMMUNITY POLICING UPDATE

Ms. Jenkins reported as follows:

- The public review of procedures is ongoing until 5:00pm on November 17th.
- Thank you to Jonah Spivak for keeping the Task Force up-to-date and giving them what they are asking for.
- She and Mr. Haley are reaching out to a long list of towns, organizations and individuals to move the Declaration of Inclusion into action steps. We expect this process to take at least a couple of more weeks and then to bring some entry point recommendations to the Board for consideration.

11. EQUIPMENT BORROWING

Mr. Hurd noted that this year we are borrowing \$301,953.00 to purchase several pieces of highway equipment all approved within the recently approved budget. Included in this Note are a Kubota Tractor with Boom Mower, a Western Star Dump Truck and a 1 Ton Pickup Truck.

Sarah Perrin moved and Bruce Lee-Clark seconded to waive the reading of the Resolution, accept the Note for \$301,953.00, sign the Note, Resolution, and Tax Certificate to then forward onto the Treasurer and Clerk for their signatures where appropriate as presented. The motion carried with Tom Haley absent.

12. MANAGER'S REPORT

Mr. Hurd reported the following:

- ✓ EPA Action - JARD Site, Bowen Road - The EPA will be installing monitoring wells at the JARD site to gather groundwater to further determine the impact on the surrounding environment. They had capped the site 3 years ago but there are still PCB's in the water. We don't expect them to find any hazards - such as on the baseball field. The work is expected to take 3 weeks.
- ✓ Franklin Lane Update - The design plans are completed and a formal bid process has been delayed due to the unavailability of contractors in our region until Spring 2022.
- ✓ Town Website Redesign - The plans to redesign the Town's website is slowly forming and hope to be ready to send out a request for proposals by January 2022. We have

~\$24,000 in this fiscal year for this project and will have a better idea of the cost by the next meeting. This will be an agenda item for the November 22nd meeting.

- ✓ Citizen Survey - The Citizen Survey, begun in October, was closed on November 5, 2021. The process of consolidating and tallying the results will now begin. We currently have 640 responses in with an additional 180 anticipated by the end of the week.

13. UPCOMING AGENDA

November 22, 2021 - Website Update

November 22, 2021 - Look At Our Progress Since the Vermont Housing and Rural Development Community Visit in 2012. (The report that was produced is on the Town's website under Government/Documents.). Ms. Jenkins read some of the comments that were made in that report from 2012, such as our leadership, concern for youth and their lack of engagement, non-residents think more highly of Bennington than residents do, and Bennington is a town "lined up to succeed".

November 22, 2021 - 1. Develop a Bennington Vision Statement, Developing Community Connections and a Positive Town Image. 2. Making Downtown Bennington a Destination and Building a New Bennington Town Green.

December 13, 2021 - Advancing a Bennington Community Center and Improving Recreation and Collaborating to Address Poverty and Building a Working Group.

14. OTHER BUSINESS

Mr. Corey: The Vermont Business Magazine announced their 40 winners under 40 years old. Congratulations to Beth Wallace and Mikaela Lewis.

Ms. Conner: Congratulations to everyone involved in the 10-year project to complete the safe and beautiful Orchard Village Path to Willowbrook and to Molly Stark School. There were several in attendance at the ribbon cutting last week.

Ms. Perrin: Volunteers are needed for families in need of gifts this year through the Spirit of Sharing put on by the Agency of Human Services partnered with the Rotary Club. Last year they served 473 children. If interested, please contact www.gettoknowrotary@gmail.com.

At 7:16pm, Bruce Lee-Clark and Jeanne Conner seconded the adjournment of the meeting. The motion carried with Tom Haley absent.

Respectfully submitted, Nancy H. Lively, Secretary

Public Notices

days after the date of sale.

The mortgagor is entitled to redeem the premises at any time prior to the sale by paying the full amount due under the mortgage, including the costs and expenses of the sale. Other terms to be announced at the sale.

DATED: September 15, 2021
By: /s/ Rachel K. Ljunggren
Rachel K. Ljunggren, Esq.
Bendett and McHugh, PC
270 Farmington Ave., Ste. 151
Farmington, CT 06032

AD#s 60397, 60398
09/28/2021
10/05/2021, 10/12/2021

TOWN OF BENNINGTON NOTICE OF PUBLIC HEARING

The Town of Bennington Select Board hereby gives notice that pursuant to 19 VSA § 708-710 Et. Seq., it has under consideration whether to order the discontinuance of two highways, TH29, the Foothills, so called, and Brookside Drive, the entrance to Brookside Apartments, described as follows:

Parcel 1. TH 29 The Foothills - Beginning at an iron pipe in the west line of Monument Avenue, so called in the Town of Bennington, Vermont and running westerly 487.83 feet; thence turning included angle of 90 degrees and running 25.00 feet; thence turning an included angle of approximately 90 degrees and

Public Notices

running easterly approximately 486.60 feet; thence turning an included angle of approximately 66 degrees and running 27.34 feet to the place of the beginning.

Parcel 2. Brookside Drive - Beginning at a point in South Street, so called in the Town of Bennington, Vermont and running easterly approximately 105 feet; thence turning an included angle of 90 degrees and running approximately 61 feet; thence turning an included angle of 90 degrees and running 105.17 feet; thence turning an included angle of 90 degrees and running 60.73 feet to the place of the beginning.

The Select Board will conduct a hearing on the above on Monday, November 8, 2021 at its regularly scheduled meeting at the Bennington Fire Facility at 6:00 p.m. The Board shall view the premises at 5:00 p.m. Brookside Drive and 5:15 p.m. the Foothills on Monday, November 8, 2021.

Dated at Bennington, Vermont this 1st Day of October, 2021.

For the Select Board
Stuart A. Hurd, Town Manager

AD# 60867
10/05/2021.

Attention: Daily newspaper now accepting subscription orders. Interested persons should call: 1-800-245-0254

Tag Sales

The Safari Supply Gun Shop is having its GIGANTIC Columbus Day Weekend Sale

Over 100 guns, fishing tackle, reloading equipment, gunsmithing and tons of ammo.

Trades and Consignments always welcome.

They will be liquidating all non-sporting related antiques and collectibles for dirt cheap.

Sale starts at 10:30 AM on Friday July 2nd and ends on Monday, July 5th.

Located north of Manchester and south of Rutland at 1333 US Rte 7 - Danby/Mount Tabor

Sale Starts at 10:30 AM - Friday October 8th and ends on Monday, October 11th.

DON'T MISS THIS ONE !!

\$100 and Under

BASKETS, large variety. \$1 each. Call 518-686-7794.

BREAD MACHINE, Welbilt. \$5. Call 518-686-7794.

FREE BOOKS, ALL AGES. Call 518-686-7794.

\$100 and Under

GATE LEG TABLE, good condition. \$50. Call 518-686-7794.

JUICEMAN automatic juice extractor. \$5. Call 518-686-7794.

OLD FARM TOOLS, \$5 & \$10. Call 518-686-7794.

PAMPERED CHEF large regular lid/bowl. \$10. Call 518-686-7794.

SOFT SERVE ICE CREAM MAKER. \$5. Call 518-686-7794.

WOODEN BATHROOM MEDICINE CABINET and lights. \$5. Call 518-686-7794.

Merchandise Wanted

OLD DRUMS & CYMBALS: Prefer full sets from 1950's-60's. Buying single drums or cymbals, also. Paying cash. 413-774-4990

WANTED: used not abused record albums. Call Mike, 802-440-2540.

Fishing and boating supplies to buy or sell?



Hook up with our classifieds!

Tuesday, October 5, 2021

	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30
6	WRGB News (N)	Family Feud	FBI "Trauma" (N)		FBI: International (N)		FBI: Most Wanted (N)		News (N)	(35) Colbert
10	WTEN Wheel (N)	Jeopardy!	Bachelor in Paradise (SF) (N)	'TVPG'					News 10 (N)	(35) Kimmel
11	WEKW Boston (N)	Steves' Euro	Roots "To the Manor Born"		American Masters (N)	'TV14'			Amanpour/Company (N)	
13	WNYT Ent. Tonight	InsEd. (N)	The Voice (N)		La Brea "Day Two" (N)		New Amsterdam (N)		News (N)	(35) Tonight
17	WMHT (6:30) News	Antiques Rd	Roots "To the Manor Born"		American Masters (N)	'TV14'			Amanpour/Company (N)	
19	WCDC Wheel (N)	Jeopardy!	Bachelor in Paradise (SF) (N)	'TVPG'					News 10 (N)	(35) Kimmel
22	WWLP Wheel (N)	Jeop. (N)	The Voice (N)		La Brea "Day Two" (N)		New Amsterdam (N)		22 News (N)	(35) Tonight
23	WXXA News10 (N)	Judge Judy	The Resident (N)		Our Kind of People (N)		News10 (N)	News10 (N)	TMZ (N)	DishNat. (N)
41	WVTA North	Rural/Deliver	Roots "To the Manor Born"		American Masters (N)	'TV14'			Amanpour/Company (N)	
45	WCWN Your Life (N)	Your Life (N)	DC's Stargirl (N)		Supergirl (N)		CBS News at 10 (N)		News (N)	News
51	WNYA Tamron Hall (N)		Chi.Fire "Hanging On"		News (N)	Seinfeld	Chicago Fire		Seinf. 2/2	Family Guy
53	WYPX Chicago Fire		Chi.Fire "On the Warpath"		Chicago Fire		Chicago Fire		Chicago Fire	
57	WGBY (6:30) News	Steves' Euro	Roots "To the Manor Born"		American Masters (N)	'TV14'			Amanpour/Company (N)	
A&E	Storage W.	Storage W.	Storage W.	Storage W.	Storage W.	Storage W.	Storage W.	Storage W.	(05) S. Wars	(35) S. Wars
AMC	(6:30) **** Fright Night		*** Thirteen Ghosts '01, Hor	'TVMA'			*** The Crazies '10, Myst	'TVMA'		
ANPL	North Woods Law		Wildside "Targeting Trespassers" (N)	'TV14'			North Woods Law		North Woods Law	
BRAVO	VanderR "Unfriended"		Vanderpump Rules (N)		Vanderpump Rules (N)		Watch (N)	Vanderpump Rules		F. Karma
CNBC	The News (N)		Generation Gamble (N)		Shark Tank		Shark Tank		Shark Tank	
CNN	Erin Burnett OutFront (N)		Anderson Cooper 360 (N)		Cuomo Prime Time (N)		Don Lemon Tonight (N)		Don Lemon Tonight (N)	
COMC	Daily Show	(45) Tosh.0	(20) Tosh.0		(55) Tosh.0	Tosh.0	Tosh.0	Tosh.0	Daily S. (N)	(45) SouthPk
CSNNE	(6:30) Early	Early Edition		Slants	Breakdown	Slants	Boston Sports (N)		Boston Sports Tonight	
CSPAN	(10:00) U.S. House of Representatives (L)				Politics & Public	The day's major public affairs and political events. 'TVG'				
DISC	Repo "Hired Guns"		Airplane Repo "Thrill of the Hunt" 'TV14'				Airplane Repo "Risk, Reward, Repo" 'TVPG'			
DISN	(55) BigCity	(25) BigCity	(55) BigCity	(25) BigCity	Bunk'd	Bunk'd	BigCity	BigCity	Miraculous	Miraculous
EI	(55) Chrisley	(25) Chrisley	Chrisley	Chrisley	Chrisley	Chrisley	Celebrity Game Face (N)		Cash (N)	Nightly (N)
ESPN	Baseball Tonight (L)		MLB Baseball American League Wild Card (L) 'TVG'						SportsCenter (N)	
ESPN2	Baseball Tonight (L)		MLB Baseball Wild Card (L) 'TVG'						NFL Live (N)	
FNC	Fox News Primetime (N)		Tucker Carlson (N)		Nannity (N)		The Ingraham Angle (N)		Outfield (N)	

MUNICIPAL POLICIES AND CODES (FORM MP-1)

Consistent with the provisions of the Vermont Community Development Program, and federal law, the (check one) ☒ Town ☐ City ☐ Village of Bennington 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 2017):

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) requires Grantees to certify and assure the Department that they 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."

Adoption

Adopted by the Legislative Body on the 10th day of January, 2022.

LEGISLATIVE BODY

(Typed Name)

(Signature)



Jeannie Jenkins, Chair

James Carroll

Gary Corey

Bruce C. Lee-Clark

Jeanne Conner, Vice Chair

Tom Haley

Sarah Perrin



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Agency of Administration

Phone: (802) 828-5860
Fax: (802) 828-2239

December 23, 2021

Town Clerk
Town of Bennington
205 South Street
Bennington, VT 05201

2021 Equalization Study Results

This letter serves as notification of the results of Property Valuation and Review (PVR)'s 2021 equalization study. Every year we are required to certify the equalized education property value (EEPV or EEGL) and coefficient of dispersion (COD) for each Vermont town (32 V.S.A. § 5406). This letter also communicates the Common Level of Appraisal (CLA) for your town and explains how it will impact your homestead and nonhomestead education tax rates.

Education Grand List (from 411):	\$957,336,785
Equalized Education Grand List (EEGL):	\$1,120,920,281
Common Level of Appraisal (CLA):	85.41 % or 0.8541
Coefficient of Dispersion (COD):	17.63 %

For a copy of your town final computation sheet and certified sales report, please see:

tax.vermont.gov/municipal-officials

The **education grand list** listed here is what was reported by your town to the state on the 411 form with your town's cable (if applicable) and tax increment financing (TIF) amounts (if any) included. This number represents the town's total property value that is subject to the education property tax (from the most recent grand list available) and serves as the numerator in the computation of the CLA. Please note: tax revenue from any TIF property value is subject to allocation (32 V.S.A. § 5404a).

The **equalized education grand list (EEGL)** represents PVR's statutorily-mandated estimate of total fair market value of the education grand list in your town and serves as the denominator in the computation of the CLA. To find out more about how the equalization study is conducted, how to read the certified sales report, and additional instructions on how to appeal your results, please see the "Introduction to Vermont's Equalization Study" document at:

tax.vermont.gov/municipal-officials

The **common level of appraisal (CLA)** is determined by dividing the education grand list by the equalized education grand list (32 V.S.A. § 5401). A number over 100% indicates that property in your town is generally listed for more than its fair market value. A number less than 100% indicates that property is generally listed for less than its fair market value. A CLA below 85% or over 115% necessitates a reappraisal (32 V.S.A. § 4041a). The homestead and nonhomestead tax rates in your town will be adjusted by your town's CLA (32 V.S.A. § 5402).



The nonhomestead rate in your town will be the statewide nonhomestead rate divided by your CLA. The homestead rate will be the town homestead rate (which is determined by the per-pupil spending of any school district(s) to which your town belongs) divided by the CLA. A CLA greater than 100% will result in a downward adjustment of tax rates, and a CLA less than 100% will result in upward adjustment.

To get answers to many common questions about tax rates and how they are determined and to see how the current year property tax rates for your town were calculated, please see the department's education tax resources at: tax.vermont.gov/education-tax-rates

The **coefficient of dispersion (COD)** is a measure of how fairly distributed the property tax is within your town. It is calculated as the average of the (absolute) difference of each sales ratio (list price divided by sales price) in the study from the median ratio. That result is then divided by the median ratio to get the COD, which is expressed as a percent (32 V.S.A. § 5401). A high COD means that within your town many taxpayers are paying more than their fair share and many are paying less than their fair share. A COD over 20% necessitates a reappraisal (32 V.S.A. § 4041a).

Appeals: A municipality may petition the director of Property Valuation and Review for a redetermination of its EEPV and/or COD (32 V.S.A § 5408). All petitions must be in writing and signed by the chair of the municipality's legislative body. Petitions should contain a plain statement of matters being appealed and a statement of the remedy being sought. **Petitions must be received by PVR by the close of business on the 35th day after mailing of this letter.** Additional instructions on appeals can be found in the "Introduction to Vermont's Equalization Study" document at:

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We at PVR are aware that many towns are concerned about the change in the market due to the affects of Covid-19 over the past year. Sales have increased generally in price and some towns have seen this more than others. This is a typical real estate market reaction which is seen when conditions in the world change such as economy, politics etc.

As a result there are more towns experiencing large drops in their CLA. This is to be expected in a market shift. As you may have seen recently on the news, education base rates are expected to decrease which will minimize the effect of changing CLA's on the tax rates in towns with large shifts. There will also be many more reappraisal orders going out to towns than in a typical year as a result. If you have concerns about your results you should talk with your District Advisor about what the best plan of action might be for your town.

If you have any questions, please contact your **district advisor** or call 802-828-5860.

Sincerely,



Jill Remick, Director
Property Valuation and Review

cc: Chair, Board of Listers
Chair, School Board
Chair, Select Board
Superintendent of Schools



State of Vermont
Department of Taxes
133 State Street
Montpelier, VT 05633-1401

Phone: (802) 828-5860
Fax: (802) 828-2239

Agency of Administration

December 23, 2021

Town Clerk
Town of Bennington (for North Bennington ID)
205 South Street
Bennington, VT 05201

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Education Grand List (from 411):	\$71,273,500
Equalized Education Grand List (EEGL):	\$83,362,320
Common Level of Appraisal (CLA):	85.5 % or 0.8550
Coefficient of Dispersion (COD):	17.63 %

For a copy of your town final computation sheet and certified sales report, please see:

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If you have any questions, please contact your **district advisor** or call 802-828-5860.

Sincerely,



Jill Remick, Director
Property Valuation and Review

cc: Chair, Board of Listers
Chair, School Board
Chair, Select Board
Superintendent of Schools

12/28/21
02:35 pm

Town of Bennington Payroll
Overtime Report
12/25/21 - 12/30/21

Page 1 of 1

DEPARTMENT	OT HRS	GROSS AMT	OVERTIME	PRCT
TOTALS FOR DEPT 300	0.00	758.31	0.00	0.00%
TOTALS FOR DEPT 321	0.00	3,573.60	0.00	0.00%
TOTALS FOR DEPT 340	0.00	294.31	0.00	0.00%
TOTALS FOR DEPT 341	0.00	3,530.41	0.00	0.00%
TOTALS FOR DEPT 343	0.00	2,160.00	0.00	0.00%
TOTALS FOR DEPT 344	0.00	2,198.00	0.00	0.00%
TOTALS FOR DEPT 350	0.00	2,610.00	0.00	0.00%
TOTALS FOR DEPT 362	0.00	3,858.00	0.00	0.00%
TOTALS FOR DEPT 365	0.00	3,364.40	0.00	0.00%
TOTALS FOR DEPT 371	7.00	9,489.36	276.96	2.92%
TOTALS FOR DEPT 410	156.00	46,908.30	6,874.40	14.65%
TOTALS FOR DEPT 510	40.50	17,713.00	1,659.07	9.37%
TOTALS FOR DEPT 540	36.00	8,540.08	1,599.76	18.73%
TOTALS FOR DEPT 590	21.00	7,720.10	960.90	12.45%
TOTALS FOR DEPT 790	0.00	848.80	0.00	0.00%
REPORT TOTALS	260.50	** ,***.**	11,371.09	10.01%

12/21/21
02:21 pm

Town of Bennington Payroll
Overtime Report
12/18/21 - 12/23/21

Page 1 of 1

DEPARTMENT	OT HRS	GROSS AMT	OVERTIME	PRCT
TOTALS FOR DEPT 321	0.00	3,573.60	0.00	0.00%
TOTALS FOR DEPT 340	0.00	294.31	0.00	0.00%
TOTALS FOR DEPT 341	0.50	3,547.75	17.34	0.49%
TOTALS FOR DEPT 343	0.00	2,160.00	0.00	0.00%
TOTALS FOR DEPT 344	0.00	2,198.00	0.00	0.00%
TOTALS FOR DEPT 350	0.00	2,610.00	0.00	0.00%
TOTALS FOR DEPT 362	0.00	3,558.00	0.00	0.00%
TOTALS FOR DEPT 365	2.50	3,457.10	92.70	2.68%
TOTALS FOR DEPT 371	1.00	8,907.02	34.62	0.39%
TOTALS FOR DEPT 410	143.00	44,402.23	6,654.19	14.99%
TOTALS FOR DEPT 510	27.50	17,874.80	959.40	5.37%
TOTALS FOR DEPT 540	14.00	8,788.32	576.32	6.56%
TOTALS FOR DEPT 590	12.50	7,279.38	520.18	7.15%
TOTALS FOR DEPT 790	0.00	848.80	0.00	0.00%
REPORT TOTALS	201.00	** ,***.**	8,854.75	8.09%

12/14/21
01:54 pm

Town of Bennington Payroll
Overtime Report
12/11/21 - 12/16/21

Page 1 of 1

DEPARTMENT	OT HRS	GROSS AMT	OVERTIME	PRCT
TOTALS FOR DEPT 321	0.00	3,573.60	0.00	0.00%
TOTALS FOR DEPT 340	0.00	294.31	0.00	0.00%
TOTALS FOR DEPT 341	0.00	3,530.41	0.00	0.00%
TOTALS FOR DEPT 343	0.00	2,184.00	0.00	0.00%
TOTALS FOR DEPT 344	0.00	2,198.00	0.00	0.00%
TOTALS FOR DEPT 350	0.00	2,826.00	0.00	0.00%
TOTALS FOR DEPT 362	0.00	3,558.00	0.00	0.00%
TOTALS FOR DEPT 365	2.50	3,457.10	92.70	2.68%
TOTALS FOR DEPT 371	2.50	8,934.95	86.55	0.97%
TOTALS FOR DEPT 410	117.25	44,245.66	5,264.41	11.90%
TOTALS FOR DEPT 510	32.00	18,027.62	1,116.24	6.19%
TOTALS FOR DEPT 540	43.00	10,890.12	1,648.92	15.14%
TOTALS FOR DEPT 590	14.00	7,323.39	564.19	7.70%
TOTALS FOR DEPT 790	0.00	848.80	0.00	0.00%
REPORT TOTALS	211.25	**,**.*	8,773.01	7.84%

12/07/21
01:24 pm

Town of Bennington Payroll
Overtime Report
12/04/21 - 12/09/21

Page 1 of 1

DEPARTMENT	OT HRS	GROSS AMT	OVERTIME	PRCT
TOTALS FOR DEPT 321	0.00	3,573.60	0.00	0.00%
TOTALS FOR DEPT 340	0.00	294.31	0.00	0.00%
TOTALS FOR DEPT 341	0.00	3,530.40	0.00	0.00%
TOTALS FOR DEPT 343	0.00	2,160.00	0.00	0.00%
TOTALS FOR DEPT 344	0.00	2,198.00	0.00	0.00%
TOTALS FOR DEPT 350	0.00	2,610.00	0.00	0.00%
TOTALS FOR DEPT 362	0.00	3,558.00	0.00	0.00%
TOTALS FOR DEPT 365	1.00	3,401.48	37.08	1.09%
TOTALS FOR DEPT 371	4.00	10,020.24	184.64	1.84%
TOTALS FOR DEPT 410	99.75	45,556.30	4,567.89	10.03%
TOTALS FOR DEPT 450	0.00	1,375.00	0.00	0.00%
TOTALS FOR DEPT 510	0.00	16,919.42	0.00	0.00%
TOTALS FOR DEPT 540	22.50	9,174.70	897.49	9.78%
TOTALS FOR DEPT 590	8.50	7,112.32	353.12	4.96%
TOTALS FOR DEPT 790	0.00	848.80	0.00	0.00%
REPORT TOTALS	=====	=====	=====	=====
	135.75	**,***.**	6,040.22	5.38%

11/30/21
11:44 am

Town of Bennington Payroll
Overtime Report
11/27/21 - 12/02/21

Page 1 of 1

DEPARTMENT	OT HRS	GROSS AMT	OVERTIME	PRCT
TOTALS FOR DEPT 321	0.00	3,573.60	0.00	0.00%
TOTALS FOR DEPT 340	0.00	294.31	0.00	0.00%
TOTALS FOR DEPT 341	0.00	3,559.31	0.00	0.00%
TOTALS FOR DEPT 343	0.00	2,160.00	0.00	0.00%
TOTALS FOR DEPT 344	0.00	2,198.00	0.00	0.00%
TOTALS FOR DEPT 350	0.00	2,610.00	0.00	0.00%
TOTALS FOR DEPT 362	0.00	3,558.00	0.00	0.00%
TOTALS FOR DEPT 365	0.00	3,364.40	0.00	0.00%
TOTALS FOR DEPT 371	8.50	8,996.83	340.43	3.78%
TOTALS FOR DEPT 410	296.50	64,481.42	12,955.08	20.09%
TOTALS FOR DEPT 510	48.00	18,833.72	1,934.91	10.27%
TOTALS FOR DEPT 540	45.50	11,028.23	1,867.03	16.93%
TOTALS FOR DEPT 590	14.50	7,363.75	604.55	8.21%
TOTALS FOR DEPT 790	0.00	848.80	0.00	0.00%
REPORT TOTALS	413.00	**,***.**	17,702.00	13.32%

Recreation:

a. YMCA program planning:

The Bennington Community Center (Rec Center) has a busy pool schedule with lap swimming, water exercise classes, swimming classes and family swim. New exercise equipment will be coming soon to the weight room, and a strength and conditioning room has opened in the basement. The Y is also running afterschool programs at the Village School in North Bennington, the Bennington Sports Center (old Catamount School), Shaftsbury, and Pownal schools. At Benn High, there are also eight exercise classes and a walking group meeting every week. The pool, adult fitness, and youth program schedules are updated regularly on the Bennington Recreation center Facebook page. Masks are now required in the Bennington Community Center.

b. Bennington Outdoor Recreation Collaborative:

The Town of Bennington received a \$10,000 grant from the Vermont Community Foundation to support outdoor recreation with wayfinding signs, photography, graphic design, and print media. Jonah Spivak redesigned the Town's recreation page to highlight more outdoor recreation opportunities and partners. I hired a local photographer to take photos of outdoor recreation sites and people enjoying them during the fall. I am finalizing the outdoor recreation wayfinding signs with GVH studio and signs will be installed this winter.

c. Appalachian Trail Community designation:

The Appalachian Trail Conservancy officially designated Bennington as an Appalachian Trail Community, which puts Bennington on the map for their marketing and promotion to AT hikers. I am on the advisory committee for the Bennington AT Community, and we are working on educational events for Bennington residents, a "Trail Fest" event for both locals and AT hikers, as well as trail improvements and wayfinding. MAUHS teacher Dylan Wajda has started a Mountain Club outing club for teens, and we are planning some activities on the AT this coming spring. The next AT Community meeting will be held via Zoom at 6 pm on January 18th. The Zoom link will be posted on the town's website.

e. Recreational Facilities and Animating Infrastructure Grant:

The Town of Bennington received a Recreation Facilities grant from the State of Vermont to add fencing around the green space next to the Morgan Springs water facility at Memorial Park (Rec Center). This is a sizable green space that will be used for youth programming, outdoor exercise classes, and community picnics. The new fencing is installed at the green space and allowed the Y to run a popular youth soccer program this fall. Another Animating Infrastructure grant will support art installations along the fence, such as creative benches and gates, collaborating with local artists and designers through the Vermont Arts Exchange. We are also working with a local landscape designer on landscape plantings next spring.

f. Trolley line path:

I am on the advisory committee for the Trolley Line path scoping study that is led by Cat Bryars and Mark Anders of BCRC. This study examines the feasibility of converting the abandoned electric trolley car bed in Southwestern Vermont into a 14-mile shared-use path for pedestrians and cyclists traveling between Bennington and Pownal, VT and Williamstown, MA.

Economic Development Committee:

I am part of the town committee that has formed to discuss the Town's economic development priorities and work with consultants White and Burke.

Vermont Begins Here:

Eight Oh Two Marketing is continuing the digital marketing campaign to promote Bennington. We are running Facebook ads to promote winter travel to Bennington. VBH blog posts for January promoted winter outdoor recreation in Bennington as well as upcoming events at Bennington Performing Arts Center and Winterfest in North Bennington.

Local Food Security:

I meet monthly with the Southern Vermont Regional Food Network, which promotes a stronger regional network for sustainable local agriculture.

The downtown market advisory group developed out of the SVRFN and is focused on a downtown market that supports local farms and food producers and supplies fresh produce to downtown Bennington. They have formed a nonprofit, now called Bennington Community Market, and the market will be located at 239 Main Street. The market received a town loan for \$200,000 to begin construction on a commercial kitchen at the market space and will be launching a website and fundraising campaign this month.

Community Development Block Grants:

The Berkshire Family YMCA, UCS Head Start, and Sunrise Family Resource Center received VCDP grants to support Covid-19 related expenses and HVAC upgrades. The Town also received a VCDP grant for \$500,000 to support the Shire Housing Bennington Family Housing project at 300 Pleasant Street. I am working on paperwork required for each grant agreement and subgrant agreement along with progress reports. Shires Housing submitted a VCDP application for two recovery housing projects and Hale Resources received additional funding for the affordable housing development at 219 Pleasant Street. The Recovery Housing project on Gage Street was awarded a \$360,000 grant and Squire House will be considered for the next round of funding. I submitted year end financial reports for CDBG grants and loans.

Historic Preservation Grants:

I am working with GVH Studio on a history/recreation/arts and culture panels for a new downtown kiosk funded with an historic preservation (CLG program) grant. The kiosk will be completed and installed in

Community Development Report: January 5, 2022

Shannon Barsotti

January. I also submitted another historic preservation grant in partnership with Bennington College to put the college campus on the National Register of Historic Places, and we were awarded this \$5,000 grant.

Franklin Lane Improvement Project:

Dan and I have been meeting with MSK Engineering and BCRC to discuss final improvements to Franklin Lane. Scheduling contractors during the busy summer and fall season has been a challenge and the work will start next spring. This project is funded with a \$50,000 Downtown Transportation Fund grant.

Municipal Planning Grant:

Bennington received a VT Department of Housing and Community Development Municipal Planning Grant to develop a re-use plan for the recently closed Energizer battery factory. The MPG award of \$22,000 was combined with a \$20,000 state Brownfields grant to also do an environmental assessment of the property. BCRC helped the Town to manage the project, and Camoin Associates, Inc. was chosen to complete the reuse study and housing study. The study can be found on the town's website under Special Reports and Documents. Bill Colvin of BCRC will present findings from the final report at the next Select Board meeting.

Bennington Winter Study:

Jonah Spivak and I met with Divine Bradley at Bennington College to discuss his winter study students doing a community project downtown. The students will work on conceptual designs for community spaces at Benn High and will interview community organizations who are interested in using the space for youth and adult programs, wellness classes, and arts programs.

Community Outreach:

In the past month, I have met with the Berkshire Family YMCA management team, the owner of Benn High LLC, Eight Oh Two Marketing, Historic Preservation Commission, Bennington Community Market, Southern Vermont Regional Food System, Town Economic Development committee, Better Bennington Corporation, Shires Housing, AT Community Committee, Divine Bradley (MFA fellow at CAPA), State Senator Kesha Ram, and the SVSU.



Town of Bennington

Communications Coordinator Report — January 10, 2022

After three months on the job,

I now know enough about the town's inner workings to say how impressed I am with the level of pride and dedication shown by Town employees. No business or organization is perfect, but as someone coming from the outside and getting a full look "under the hood" at Town operations, there is ample reason for the citizens of this community to be proud of the team they have at the Town working on their behalf.

Citizen Outreach:

I've met with, emailed, messaged, or spoken with 18 citizens since my last report. In some ways, I'm the complaint department of last resort, and resolving issues between citizens and different Town departments is a regular theme in my work. Happily most of these efforts are positive, even if some of them are issues that defy a quick solution. Some individuals are now in regular contact from me regarding their ongoing issues and I will stay with them until we reach a resolution.

Business Outreach:

I've limited my outreach to businesses during the holiday season as that is not generally a good time to be dropping in for anything other than purchases! Having said that, I worked with Shannon and Jenny Dewar from the BBC to organize a meeting with a group of downtown merchants around the idea of helping market and promote our growing cluster of antique related businesses downtown. I've also personally delivered mask signage to one business and have worked with the BBC and Chamber to share the new mask rule and links to the signage.

Celebratory Events:

We had a very successful unveiling ceremony for 219 Pleasant Street that brought a number of state officials to town to celebrate, including Josh Hanford, Commissioner of Housing and Community Development and Caitlin Corkins, Department of Historic Preservation. We also had Melanie Paskevich from Neighborworks, as well as Kelley Legacy and Jim Brown from the Bank of Bennington and others.

Facebook and Social Media:

Facebook is our primary social media outlet. We are currently averaging 12,800 in our reach and over 5,000 in our engagement. Our most popular posts in the past month have been about the Pleasant Street ceremony, but by far the most attention was on the post about our municipal forests, with a whopping 8,200 reach for that post alone. Not far behind that was a post about a surplus D-7 tractor that the Town purchased with 6,500 reach. The posts telling stories about our town, our history, and community events, continue to be the types of post people are drawn to.

Riverwalk:

On December 6 the planned followup meeting of partners, collaborators, and stakeholders was held. It was an opportunity for all the groups to share what they had accomplished and it included a presentation by the BBC design committee on scoping plans for Riverwalk improvements. A press release on progress went to the Banner this week.

2021 Bennington Survey:

The survey was presented, along with a press release, and results were shared as appropriate with various departments and partners. This was a particularly useful exercise for me in my new role. We also learned a lot that will inform our next survey.

Website Update:

The RFP for the website redevelopment has been completed and will be sent this week as planned.

The timeline is as follows:

- RFP issued January 6, 2022.
- RFP questions accepted up to and including January 24th, 2022. All questions and answers will be posted on the town website at <https://benningtonvt.org/website-RFP>.
- Proposals due January 31, 2022.

The goal is to finalize the chosen vendor on or around February 28th.

Community Newsletter:

This collaborative effort with the Bennington Banner is in the works and I am expecting to see a design sample from the Banner in the next day or two. I hope to see it in print later this month!

Cyber Security / IT:

Hacking attempts continue to be an ongoing problem. Over the last six weeks we have done a series of internal communications focused on educating staff on the most common email and phishing scam attempts in hopes that this will make such attempts less likely to succeed.

The IT/Security team has also had a couple of more meetings with RCS, our IT/technology vendor, regarding continued development of security protocols and policies for the Town.

250th Planning:

There were less 250th meetings at the State and Federal levels due to the holidays, but the VT250th Education sub committee did meet and continues to work on how to include more about our history in education to get our citizens more informed and excited in advance of the celebrations.

On the local educational front, I have been meeting with the SVSU about what we can do right here in Bennington to further that effort. I am participating in a follow up meeting on that later this week. There is a lot of support locally for this educational effort! I've also been involved with planning for our 250th event for this year, which will be the anniversary of the "Incident of Remember Baker's Thumb" ...stay tuned for more on that.

Departmental Outreach:

I've spent a fair amount of time working with R.J. Joly and Larry Gates at the Department of Public Works in order to first educate myself and then inform the community more about our infrastructure and the work that is being done... and it's a lot! Knowing the positive ways that our tax dollars are being spent is a key part of our effort of growing confidence in Town government as a whole.

Press and Community Outreach:

I already mentioned the 219 Pleasant Street unveiling, but want to note here how such work has collateral benefits. Namely that a story about the unveiling in VT Digger ended up in a developer inquiry from Burlington to ask about the Energizer property. Who knows if that will go anywhere, but it's an example of how promoting these stories can have unexpected positive benefits.

I was also involved in the setup for the Governor's press conference when he came to Bennington for the completion of the water system expansion.

Shannon Barsotti and I worked together to do a presentation at the Senior Center... the first in a series of presentations that we will be doing to various groups throughout the community. We have a presentation planned with the Bennington Rotary later this month, but there is a chance we may need to reschedule that due to COVID concerns.

Organizational Collaboration:

In addition to my work with the SVSU regarding 250th educational efforts, we will also be partnering with them on outreach for the Willow Park project that I will discuss below.

I've also been working with Shannon to do a collaborative project with Divine Bradley and Bennington College. Currently that effort is focused on how we can use that collaboration to benefit planning and outreach for the Benn High projects that Shannon is working on.

New Projects:

A big project on the horizon that we have already started planning on is Willow Park. The playground there is at the end of its useable life and I have been working with a team at the Town that includes numerous departments to work on this effort. A draft public outreach plan has been created and a draft RFP for the work is being developed now. A lot more will be coming about this in the next few months!

Another quick project was pivoting on the Dog Park to allow it to be used in the winter months. Our Facilities team worked very quickly to make that happen and will be meeting with the Dog Park founders later this month to assess how things are going and make plans for future improvements.

Most recently I've been asked by Larry Gates to assist with communications regarding the lead line project currently underway to reduce the number of households that are not responding to this effort. I'm working with MSK to help with that process.

Outreach by the numbers:

Looking at my calendar and email for the last month, here are some stats for you...

Number of FB Posts - 22

(not including simple announcements)

Number of emails sent - 640+/-

Number of meetings attended - 32

**12-Years At a Glance
Permit Totals Only**

Month	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
January	2	6	12	11	5	8	15	10	5	6	5	11
February	7	7	7	6	7	15	8	5	7	5	8	9
March	11	6	31	13	12	10	14	19	11	13	9	19
April	32	34	31	18	22	27	14	15	15	23	11	29
May	31	27	27	38	20	23	19	27	23	24	19	23
June	32	34	32	20	19	21	19	10	14	12	25	16
July	23	20	24	33	29	47	16	29	30	28	12	16
August	26	14	30	21	29	20	18	25	25	16	27	16
September	32	15	21	32	27	22	21	21	23	26	9	14
October	22	19	38	30	21	28	9	19	20	20	17	29
November	12	22	10	16	11	12	8	16	11	8	15	19
December	7	17	18	18	7	10	5	8	11	11	5	10
Total	237	221	281	256	209	243	166	204	195	192	162	211

December 2021

Construction Type	Month to date	Month to Date Volume	Year to date	Year to Date Volume
	Permit Totals		Permit Totals	
Single Family Dwelling	0	\$0.00	4	\$1,025,000.00
Duplex	0	\$0.00	0	\$0.00
Mobile Homes	0	\$0.00	2	\$103,700.00
Apartments	1	\$60,000.00	2	\$3,260,000.00
Apartment Renovations	0	\$0.00	15	\$2,804,500.00
Condominiums	0	\$0.00	0	\$0.00
Residential Renovations	2	\$89,000.00	10	\$722,200.00
Residential Additions	0	\$0.00	3	\$180,000.00
Commercial Construction	0	\$0.00	1	\$1,998,000.00
Commercial Renovations	2	\$39,500.00	26	\$2,072,446.70
Industrial Construction	0	\$0.00	0	\$0.00
Industrial Renovations	0	\$0.00	1	\$109,000.00
Garages	0	\$0.00	9	\$332,400.00
Sheds	1	\$2,000.00	28	\$139,265.95
Decks/ Porch	0	\$0.00	30	\$243,150.00
Institutions	0	\$0.00	6	\$964,900.00
Signs	0	\$0.00	20	\$32,555.00
Use & Zoning	0	\$0.00	12	\$24,918,055.00
Subdivision	1	\$0.00	8	\$0.00
Home Occupation	0	\$0.00	1	\$0.00
Propane Tank/Storage Tank	0	\$0.00	0	\$0.00
Boilers/Furnaces/RTU's, A/C	0	\$0.00	0	\$0.00
Tents	1	\$6,393.00	7	\$7,818.00
Handicap Access/Ramps	0	\$0.00	1	\$4,327.00
Concreate Slabs	0	\$0.00	0	\$0.00
Cell Towers/Communications	0	\$0.00	0	\$0.00
Solar Installations	0	\$0.00	9	\$525,575.00
Camps	0	\$0.00	1	\$2,000.00
Withdrawn	1	\$21,000.00	5	\$111,100.00
Demolition	1	\$0.00	10	\$0.00
Total	10	\$217,893.00	211	\$39,555,992.65

Town of Bennington Planning and Zoning

Detailed Permit Report

Permit types included: Building

Approval status included: Granted

Occupancy status included: Any status

Decision dates included: Between 12/01/2021 and 12/31/2021

<i>Parcel number Land Record Book and Pages</i>	<i>Permit number</i>	<i>Owner's name Applicant's name Location</i>	<i>Permit type Cert. of Occ.</i>	<i>Decision</i>	<i>Fee paid Cost of project</i>
50536500	20-049	REIS JEFFREY L Jeffery Reis Jr 209 MAPLE ST Renovate single family dwelling	Building C.O. Not required	Withdrawn 12/02/2021	348.00 21,000.00
38501504	21-171	MEMORY LANE LLC Cynthia Murphy 357 SHIELDS DR Add Bathroom In Office Space (36 sq-ft)	Building C.O. Pending	Granted 12/03/2021	50.00 4,500.00
43520700	21-172	STROHL DANIEL C & ALLISON W Daniel & Allison Strohl 2 HUNT ST Interior Renovations - Moving Basement Stairs/Front	Building C.O. Pending	Granted 12/06/2021 And Adding Pantry	25.00 14,000.00
08013900	21-173	SVHC REALTY INC Classical Tents & Party Goods 982 MANSION RD 33x50 Structure Tent For Drive Thru Testing (2 Months)	Building C.O. Granted	Granted 12/13/2021 12/15/2021	50.00 6,393.00
51545500	21-174	REDDBIDD LLC John and Lisa Redding 716 MAIN ST Interior Renovations - Creating One Bedroom	Building C.O. Pending	Granted 12/15/2021	360.00 60,000.00
49516402	21-177	VERMONT MILL PROPERTIES INC Vermont Mill Properties 160 BENMONT AV Interior Renovations Into Office Space	Building C.O. Pending	Granted 12/27/2021	230.40 35,000.00
08015300	21-178	SCUTT RYAN J Ryan Scutt 1126 BLUESTONE RD 8x12 Shed	Building C.O. Pending	Granted 12/21/2021	35.00 2,000.00
08011500	21-180	CURRIER MELISSA Melissa Currier 19 JENNINGS DR Interior Home Renovation - Kitchen/Dining Area	Building C.O. Pending	Granted 12/27/2021	50.00 75,000.00

01/03/2022

08:03 am

Town of Bennington Planning and Zoning
Detailed Permit Report

Page 1
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Permit types included: Local/Custom

Approval status included: Granted

Occupancy status included: Any status

Decision dates included: Between 12/01/2021 and 12/31/2021

<i>Parcel number Land Record Book and Pages</i>	<i>Permit number</i>	<i>Owner's name Applicant's name Location</i>	<i>Permit type Cert. of Occ.</i>	<i>Decision</i>	<i>Fee paid Cost of project</i>
59502003	2021	GARDEN HOMES MANAGEMENT CORP Garden Homes Management Corp 350 GORE RD PK Removal of a 12x65 1971 Bendix Trailor	Local/Custom C.O. Not required	Granted 12/02/2021	25.00

01/03/2022

08:04 am

Town of Bennington Planning and Zoning
Detailed Permit Report

Page 1
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Permit types included: Subdivision

Approval status included: Granted

Occupancy status included: Any status

Decision dates included: Between 12/01/2021 and 12/31/2021

Parcel number Land Record Book and Pages	Permit number	Owner's name Applicant's name Location	Permit type Cert. of Occ.	Decision	Fee paid Cost of project
58522009	21-176	JELLEY KEITH R & FRANCINE M TRUST Rodney Hughs Jr 275 GORE RD 2-Lot Boundary Line Adjustment	Subdivision C.O. Not required	Granted 12/14/2021	50.00