

City of
Montpelier
PLANNING & COMMUNITY DEV.
City Plan
2025

City Council DRAFT

June 20th, 2025

The official Montpelier City Plan 2025 is the website at <https://montpelier-city-plan-segroup.hub.arcgis.com/>. This is an unofficial copy of the original plan for archive purposes. If any discrepancy is found between this pdf and the official city plan website, then the website will be considered the official version.

All information contained in these Plan Chapters and Implementation Strategies are only as accurate as of the date of adoption of this plan. Any changes will be incorporated in future amendments to the plan.

The maps contained in this Plan are for planning purposes only. Data is only accurate as the original sources. Maps may contain errors or omissions.

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Montpelier City Plan 2025

Planning for our Future

Welcome to the Montpelier City Plan!

The Montpelier Planning Commission and City Council are excited to present the Montpelier City Plan 2025. The City Plan is where Montpelier puts its values into action. This plan consists of 12 chapters, each addressing the needs and goals of Montpelier including Land Use, Housing, Utilities & Facilities, Economic Development, Resilience, Historic Resources, Energy, Arts & Culture, Transportation, Natural Resources, Public Safety & Community Justice, and Community Services.

Online Format

The Montpelier City Plan is now presented in a web-based format. We hope readers will find this new, interactive format to be user-friendly and more easily accessible than traditional city plans.

A brief video explaining how to navigate the Plan and how to take advantage of its online features can be found below. Feedback and suggestions on how to improve the user experience are encouraged and appreciated. Paper copies of the Plan also available at City Hall and can be printed from the Additional Resources tab above.

The Need For a City Plan

This City Plan reflects the Montpelier Planning Commission's and planning staff's work over the past nine years to identify a broad range of aspirations and goals to support and grow Montpelier as a vibrant city. Through extensive consultation with city committees, the Plan also outlines specific actions and programs to achieve those goals. The City Plan's structure addresses two important needs. First, the City Plan is required by Vermont State law in order to secure critical state and federal funding and program participation. This is especially needed as Montpelier focuses on housing and business development. Second, the City Plan provides for focused policy discussion and direction to municipal staff and leaders as Montpelier moves toward implementing its goals.



The Montpelier Planning Commission and planning staff have identified three priorities that anchor this plan: 1) an urgent need to develop new and affordable housing stock; 2) the continued support and growth of Montpelier's businesses; and 3) improving the City's aging infrastructure and roads. Each of the Plan's 12 chapters addressing specific needs and goals are important, but they were developed with these three core priorities in mind.

Plan Development

Work on this City Plan started in 2016 and was guided by three objectives:

First, to increase public use of the City Plan. Montpelier's last Master Plan – adopted in 2009 and readopted in 2015 and 2017 – was rarely referenced and underutilized by the public. The City surveyed award-winning plans from around the country for ways to encourage greater visibility and use of this City Plan. That research revealed that online plans generate more views and engagement when compared to traditional paper documents. Online access to the City Plan provides the public with easy access to this information where it will most likely be sought.

Second, a more actionable plan. An effective City Plan needs clear and actionable strategies. Goals and aspirations require specific implementation strategies to become meaningful. As a result, this City Plan identifies specific actions and strategies to support each of its goals. Consultation with Montpelier's city commissions and committees was instrumental in developing implementation plans for each stated goal. Specific actions such as targeted regulatory changes, the creation of needed programs, and the further study of identified challenges will help drive the desired change in the city. This plan provides the details needed to bridge vision with results.



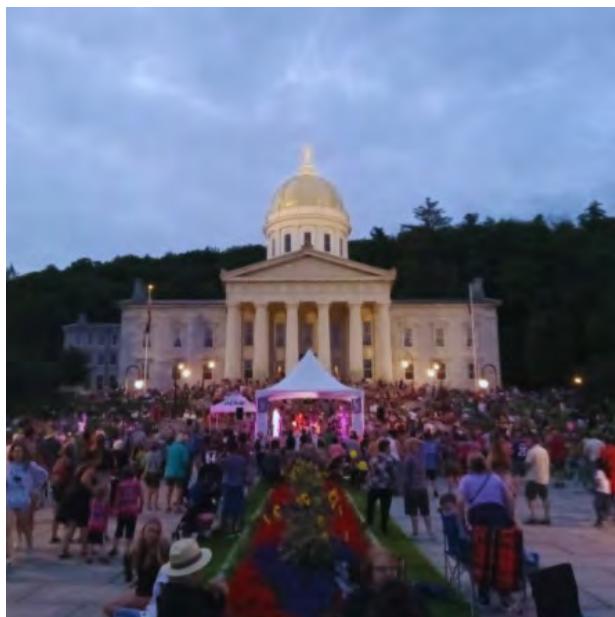
Third, a well-organized document. The Planning Commission and planning staff maintained the traditional 12-chapter organization of past plans when drafting this City Plan. This structure provides familiarity for readers of past plans while introducing the many new tools the online format provides.



Regional Impacts

Finally, this plan will affect neighboring communities, the Central Vermont Region, and the State. Citizens beyond Montpelier's borders will benefit from the efforts outlined in this City Plan. For example, the construction of housing, extension of utilities, and expansion of the arts

and outdoor recreation opportunities in Montpelier strengthen our neighbors. This City Plan seeks to further goals that align with the region and serves as touchpoint in developing cooperation with our neighbors to achieve a common vision of a safe, affordable, and enriching place to live and work. The Montpelier Planning Commission considered the Berlin, Middlesex, and East Montpelier Town Plans as well as Central Vermont Regional Plan during



the development of this plan. No inconsistencies among these plans and Montpelier plan appear to exist.

Thank you from the Planning Director!

This new City Plan was a huge project, and it took the hard work and great ideas of many people to get done. I would first like to thank two key architects of this plan without whom this project would have been much less successful:

- Julia Randall, Associate Community & Recreation Planner at SE Group who developed the storyboards and GIS elements.
- Evelyn Prim, Montpelier Communications Coordinator who was the lead on designing the Implementation Plan boards.

I also want to thank Nicholas Gauthier from my office whose expertise in GIS helped improve and clean up the entire plan. Next, I need to thank all the Committees and Commissions who took the time to meet and discuss their various pieces of the plan. Each member of these boards is a volunteer and a member of our community. Their input was critical to having this be a plan written by you rather than a city plan written by your staff.



Lastly, I need to thank the many Planning Commission members since 2016 who contributed to this plan including: Ariane Kissam (Chair), Maria Arsenlis, Aaron Kisicki, Gabe Lajeunesse, Sean Linehan, Timothy Sinnott, Leah Candland, Kirby Keeton (Chair), Bryan Mills, Carlton Anderson, John Adams, Marcella Dent, Geoff Battista, Barbara Conrey, Stephanie Smith, Leslie Welts (Chair), Kim Cheney (Chair), Jon Anderson, Tina Ruth, and Eileen Simpson.

Sincerely,

Mike Miller, Director of Planning & Community Development

- *The City of Montpelier would like to thank the Agency of Commerce and Community Development and the Department of Housing and Community Development for awarding the City of Montpelier a Municipal Planning Grant, without which this project may not*

have happened. These funds help make great planning happen throughout Vermont every year.



Contact Information

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Created for the City of Montpelier by SE Group.

Chapter 1- Land Use

Introduction

A comprehensive Land Use Plan, incorporating elements from across other chapters of the town plan, is necessary to achieve the vision of Montpelier as a sustainable, safe, vibrant, and affordable city. This chapter reinforces the goals and strategies identified in other areas of the plan and resolves some conflicts that arise in the synergies. Montpelier's land use plan is a comprehensive vision for where the city should move in the next 8 years and beyond.

Planning Context

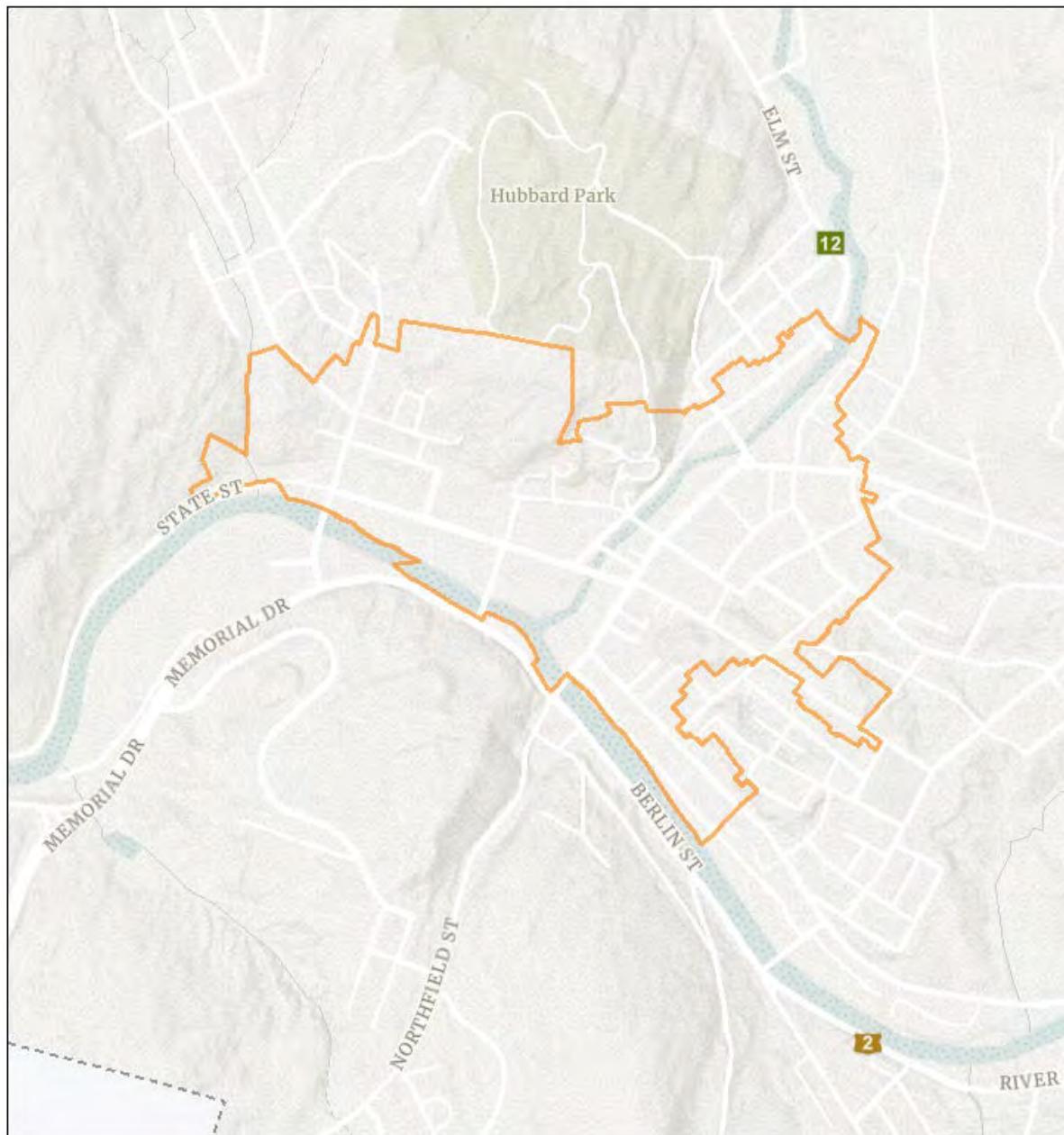
The Land Use Plan uses maps from other chapters to create a set of future land use maps: a future land use map to define areas, a zoning map for use in local regulations, and a state designation map for use in state level programming.

Bringing Together Information

This map includes information found in maps used in other chapters of the town plan, including:

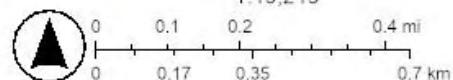
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Historic District

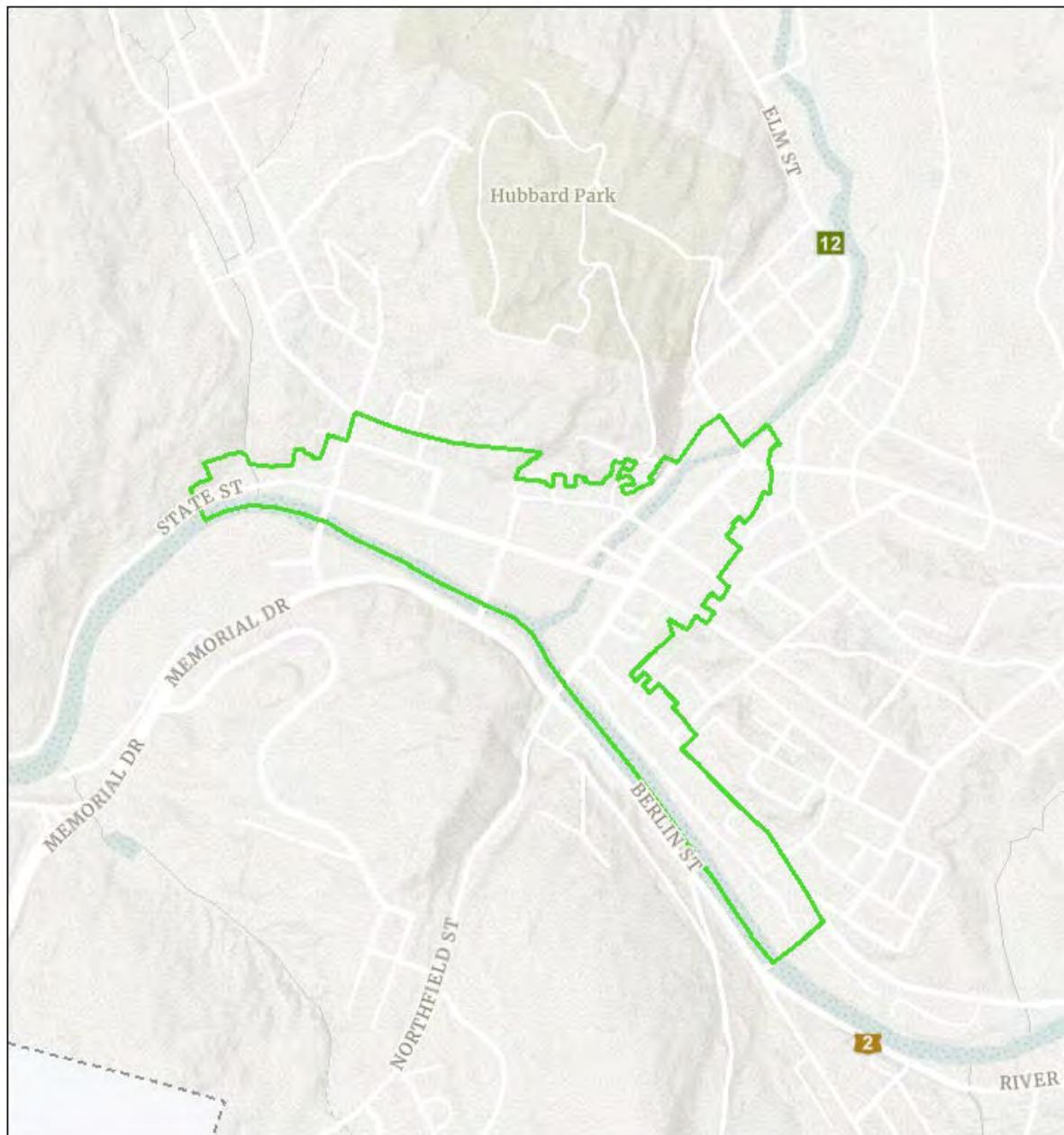


4/11/2025

1:19,213

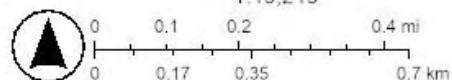
 National Register Historic District

Designated Downtown

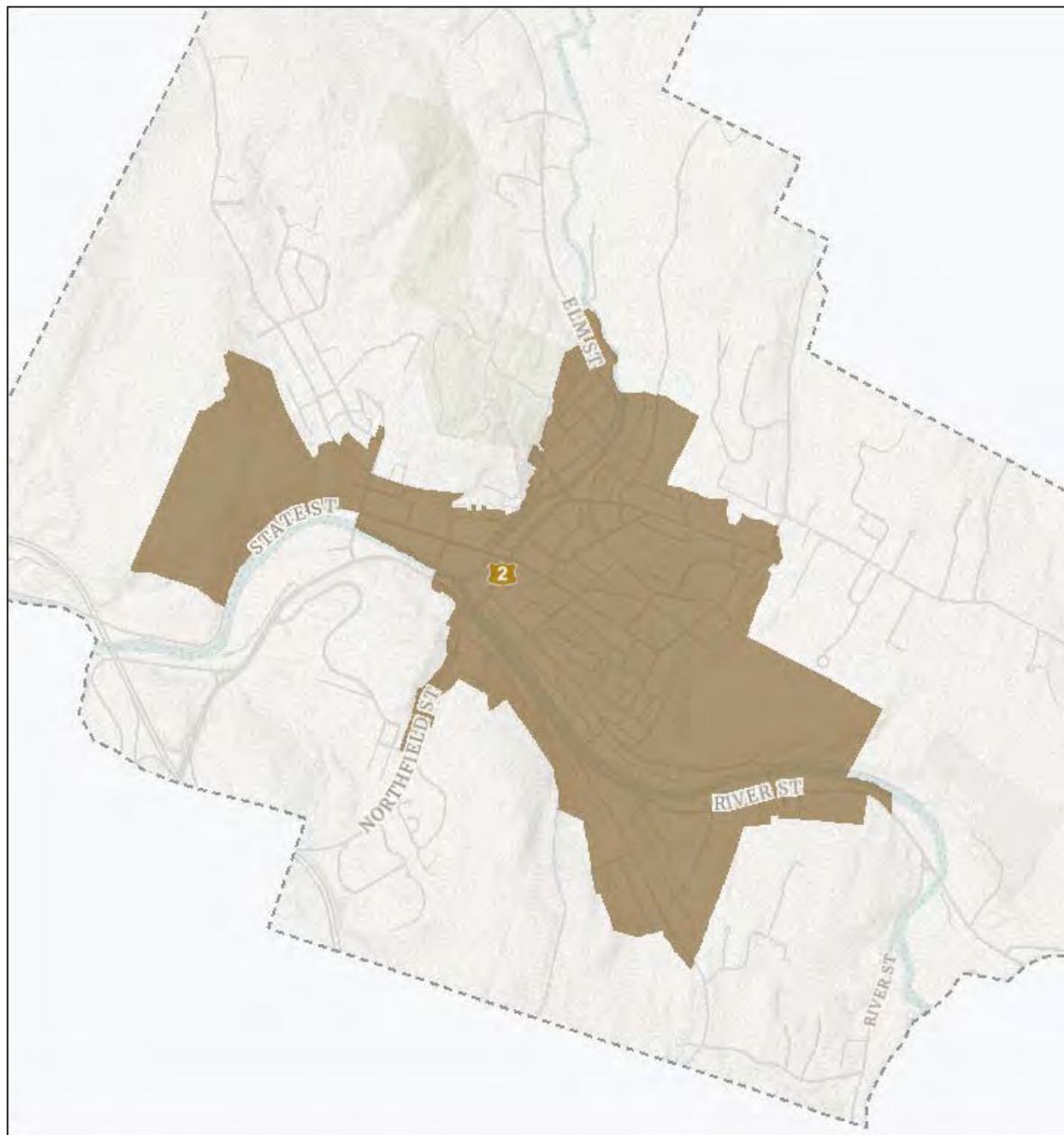


4/11/2025

1:19,213

 Designated Downtown

Existing Growth Center (2019)



4/11/2025

Existing 2019 Growth Center

1:38,425
0 0.23 0.45 0.9 mi
0 0.38 0.75 1.5 km

Floodplains

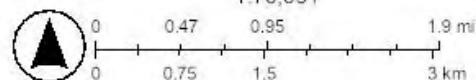


6/18/2025

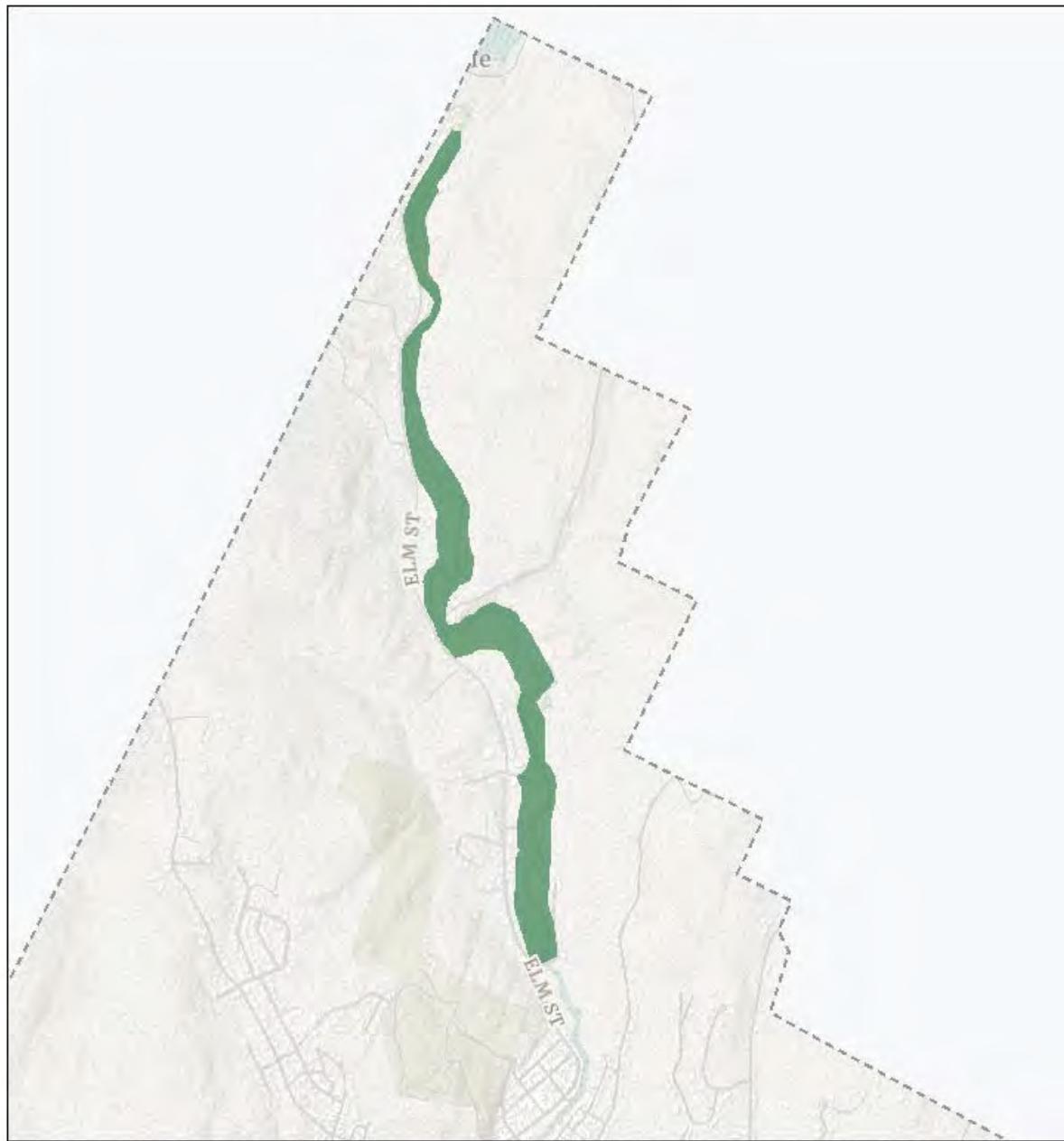
FEMA Flood Hazard Area

█ 1-percent annual chance floodplains with Base Flood Elevations (BFE)

█ 1-percent annual chance floodplains without Base Flood Elevations (BFE)

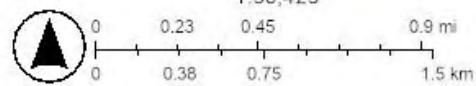


North Branch River Corridor

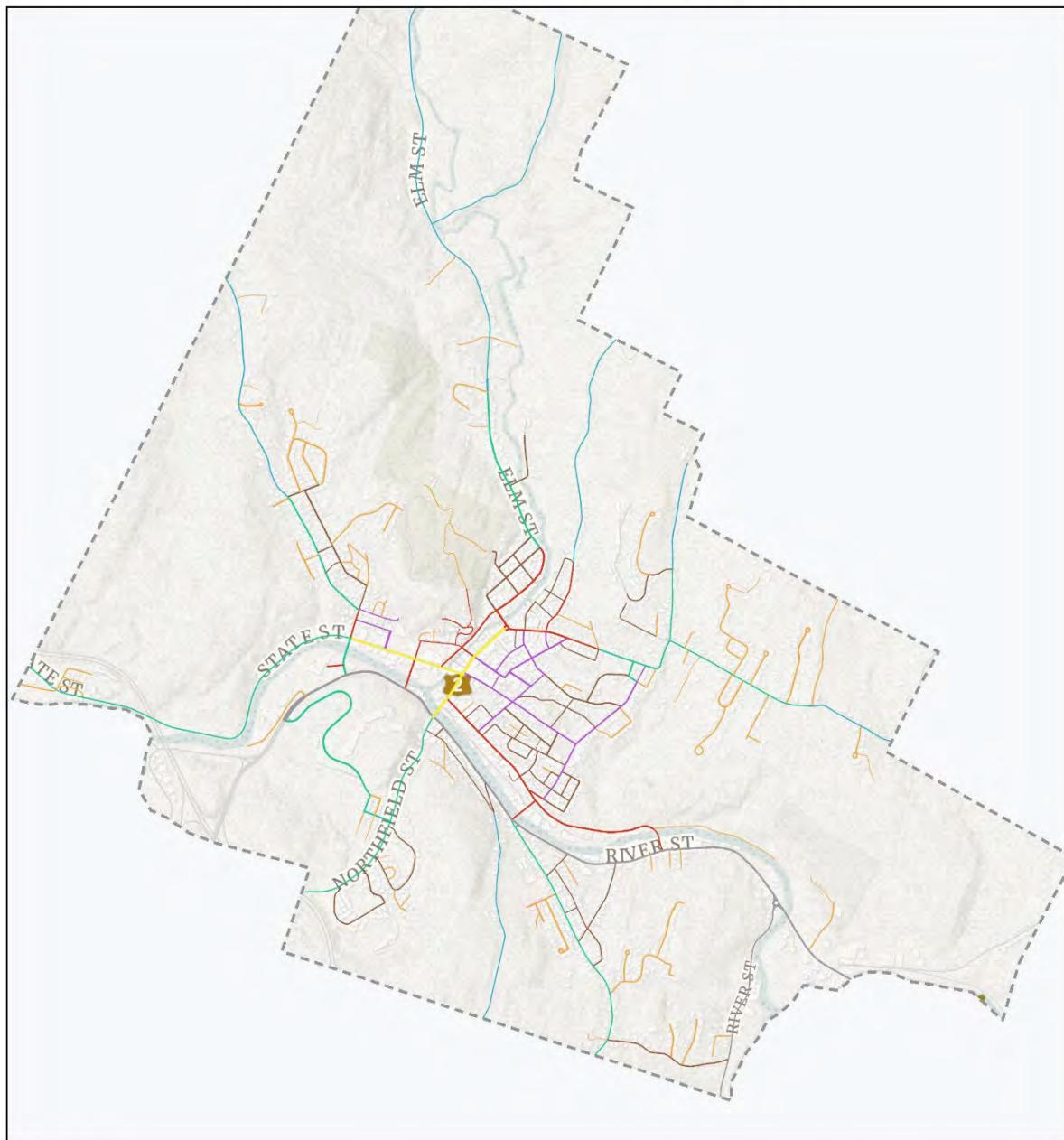


6/18/2025

 North Branch River Corridor



Complete Streets Road Typology



6/18/2025

1:51,209

Street Typology

Primary arterials	High traffic residential
High speed minor arterials	Medium traffic residential
Medium speed minor arterials	Low traffic residential
Low speed minor arterials	Special Study Area

High traffic residential

Medium traffic residential

Low traffic residential

Special Study Area



0

0.3

0.6

1.2 mi

0

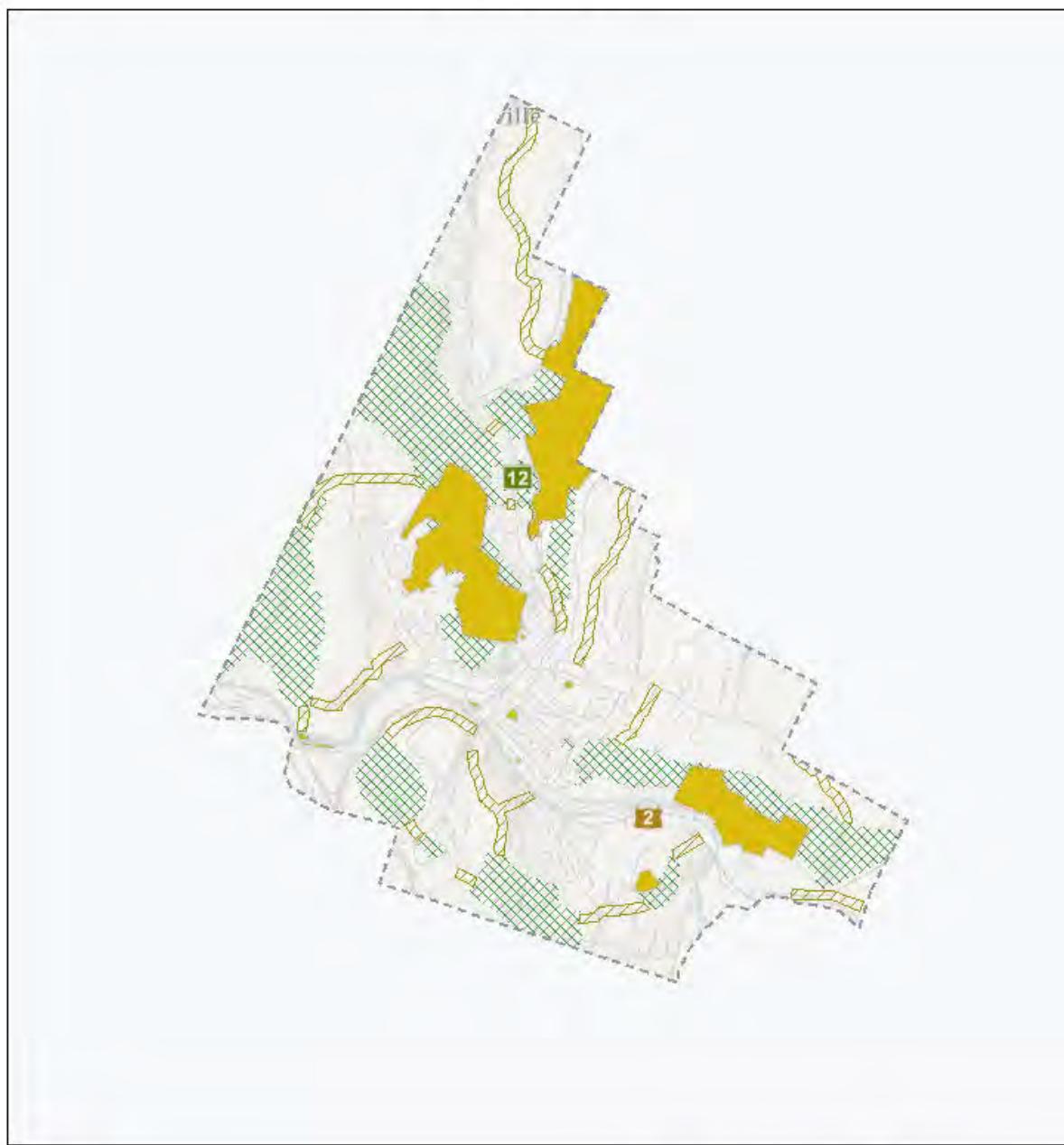
0.5

1

2 km

Esri, NASA, NGA, USGS

Greenprint Plan



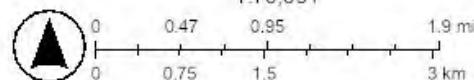
4/11/2025

Greenprint Plan

Potential Trails or Greenways

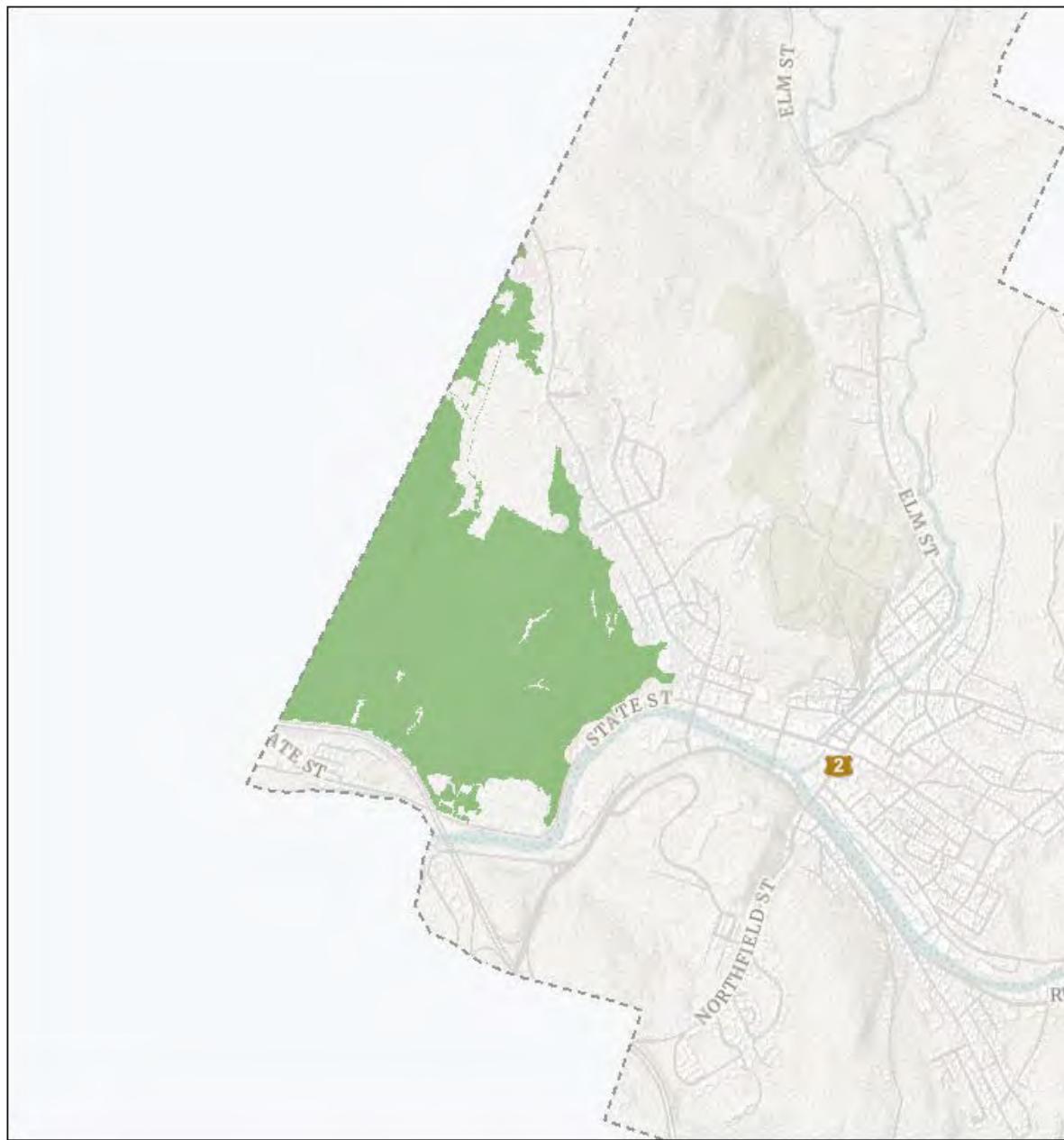
Highest Priority Areas for Public Recreation Conservation

City Open Space



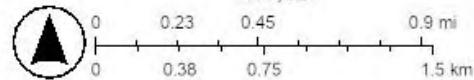
Esri, NASA, NGA, USGS, FEMA

Forest Blocks



4/17/2025

1:38,425

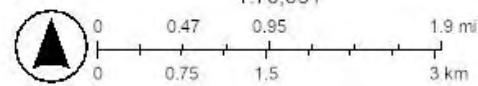
 Montpelier Interior Forest Blocks

Riparian Connectors



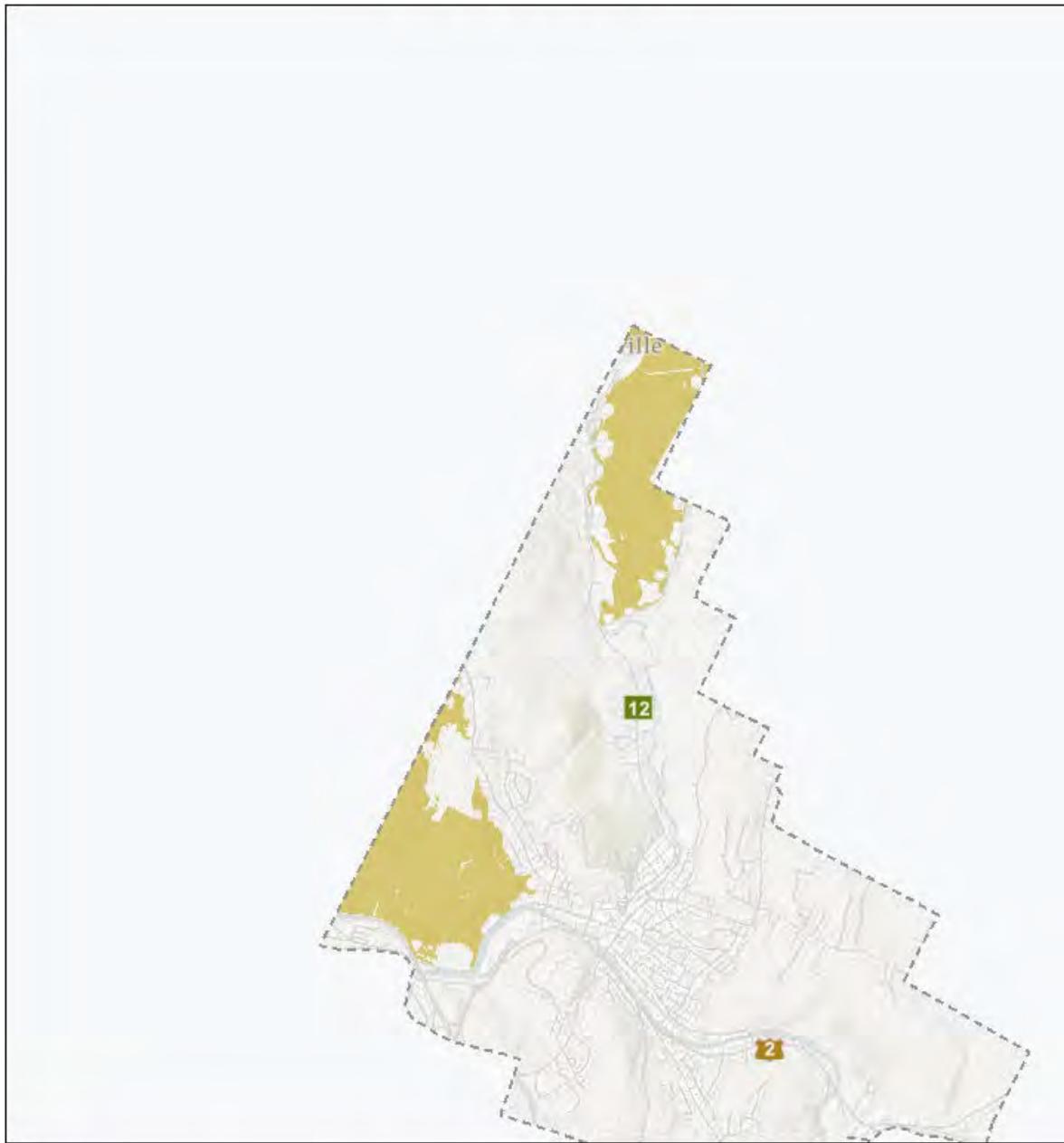
4/17/2025

Riparian Connectivity

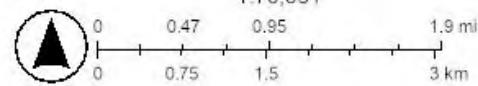


Esri, NASA, NGA, USGS, FEMA

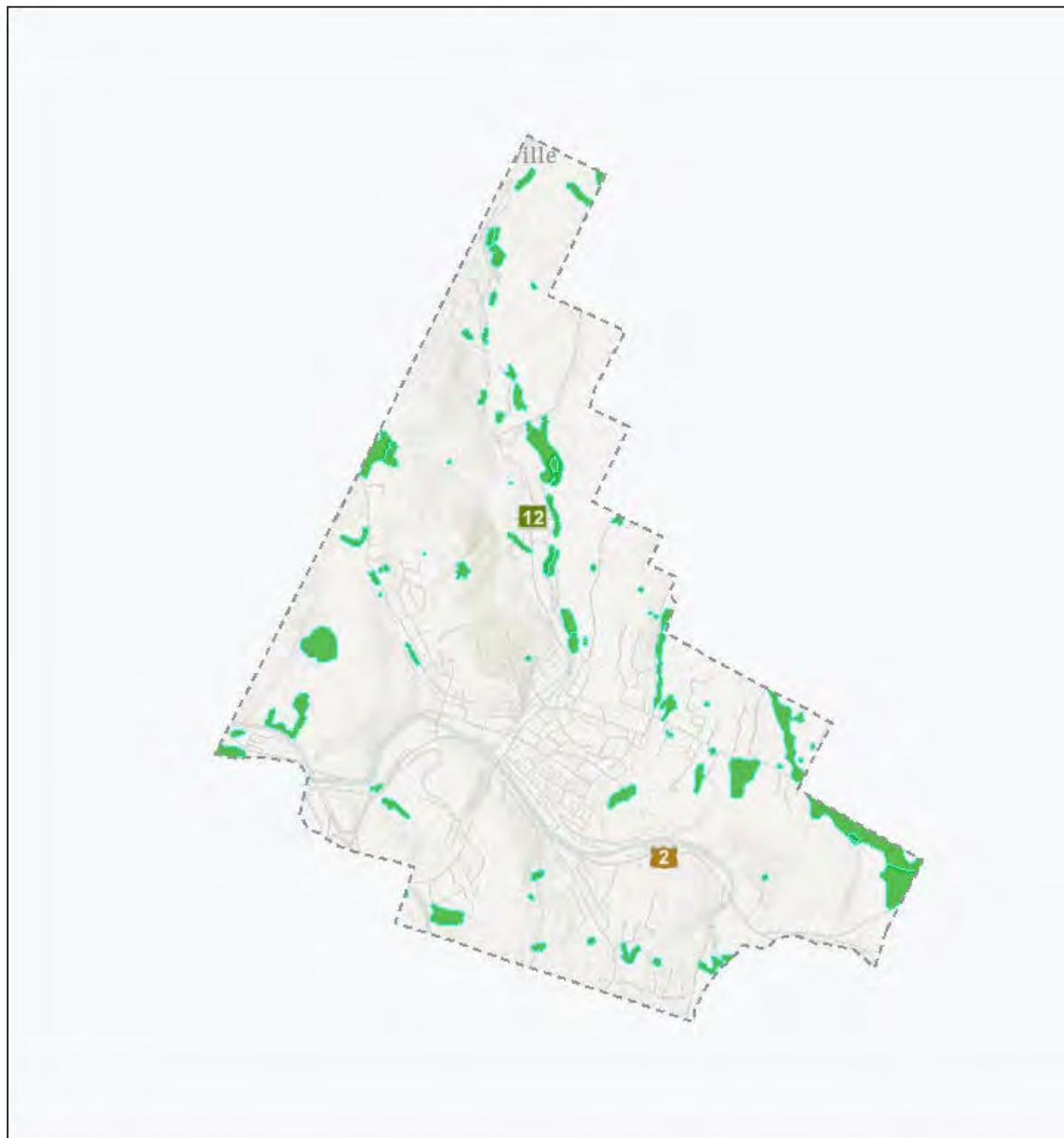
Habitat Connectors



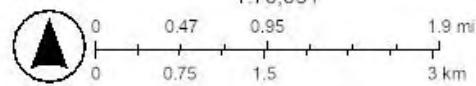
4/17/2025

 Montpelier Connectivity Blocks

Wetlands



4/11/2025

 Wetlands including 50ft Setback

Current Land Uses

The current land uses in Montpelier are shown on the map to the left.

Current Land Uses



4/11/2025

Current Land Use

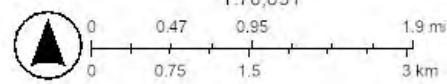
- Grass/Shrubs
- Tree Canopy
- Other Impervious

Water

Roads

Railroads

Bare Soil

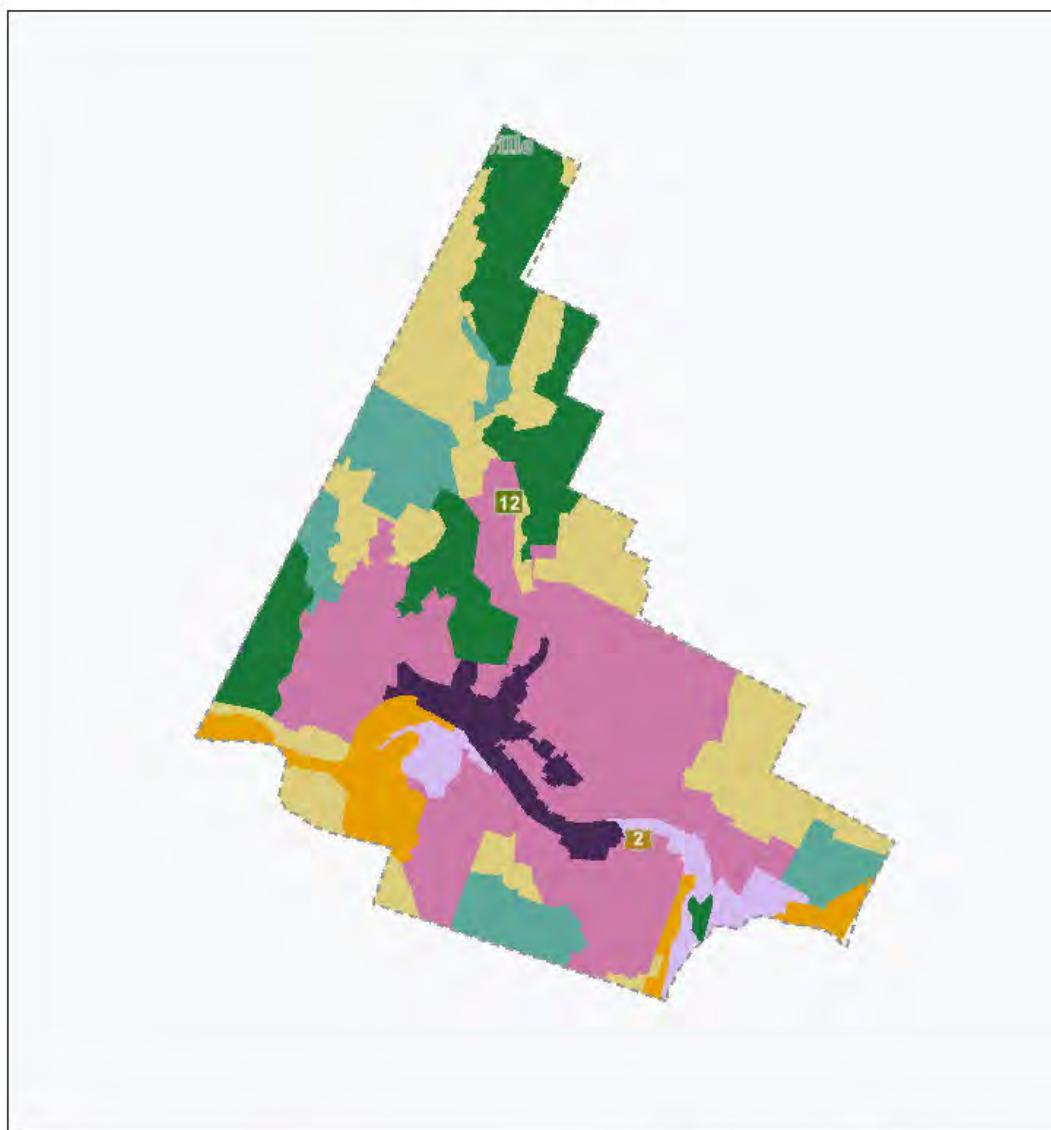


Esri, NASA, NGA, USGS, FEMA

Future Land Use

In 2024, the Vermont legislature created uniform land use classifications for future land use maps. The following map shows Montpelier's future land use map using these classifications.

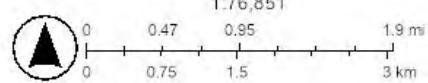
Future Land Use



4/11/2025

Future Land Use
Downtown Center
Planned Growth Areas
Transition or Infill

Enterprise
Rural General
Rural Agriculture and Forestry
Rural Conservation



Esri, NASA, NGA, USGS, FEMA

Zoning

The City will use its zoning regulations to define areas and adopt rules to achieve the vision illustrated in the future land use map, while acknowledging that adjustments to the map may be needed to address specific conditions on the ground. This map reflects zoning at the time of adoption in 2025.

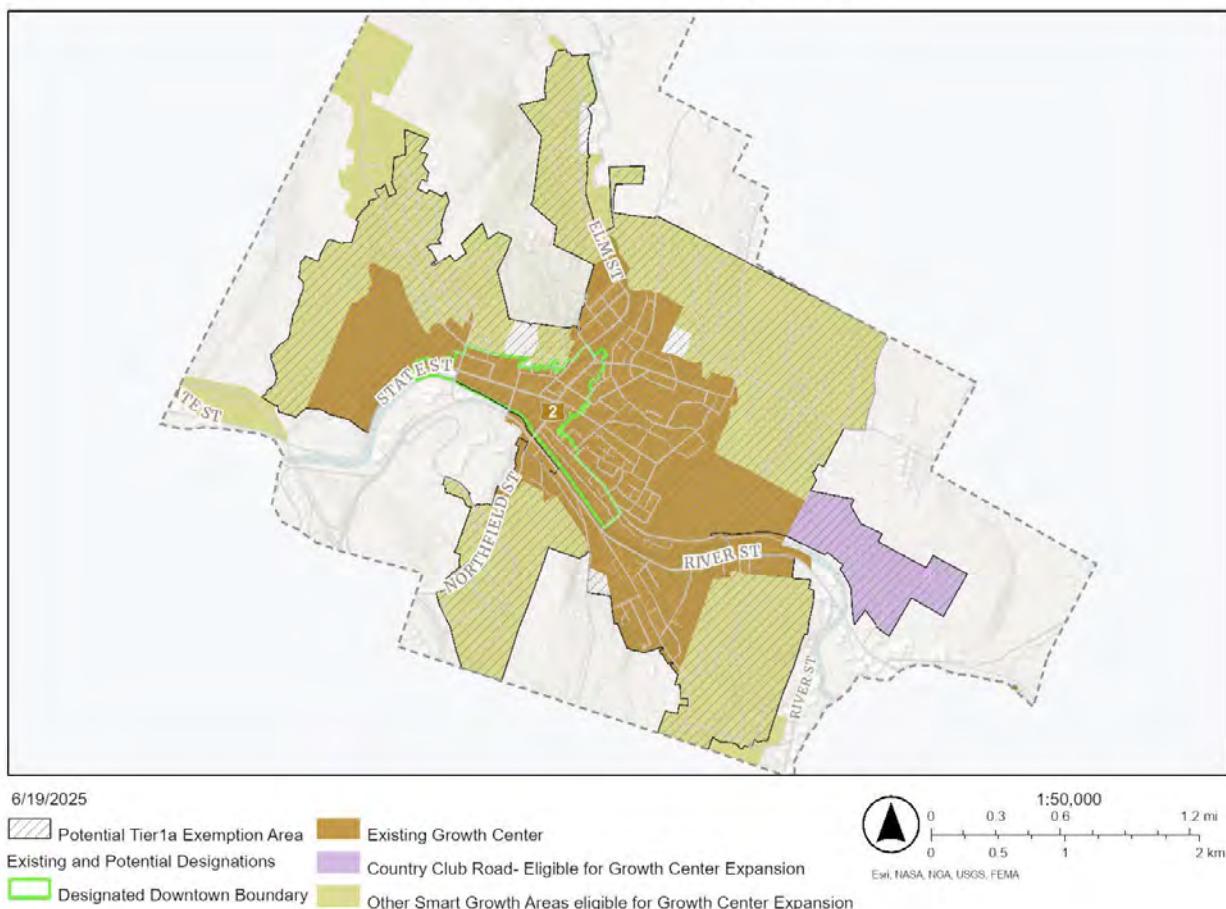
Zoning Map



Potential Designations

Lastly, the City's participation in state programs, such as Designated Downtown and Growth Center, is critical to shaping and achieving its future land use goals. The City will stay informed of changes to those programs and make any changes needed to maximize the City's participation and value to residents. To the left are some potential designation areas based upon the City's current understanding of those programs.

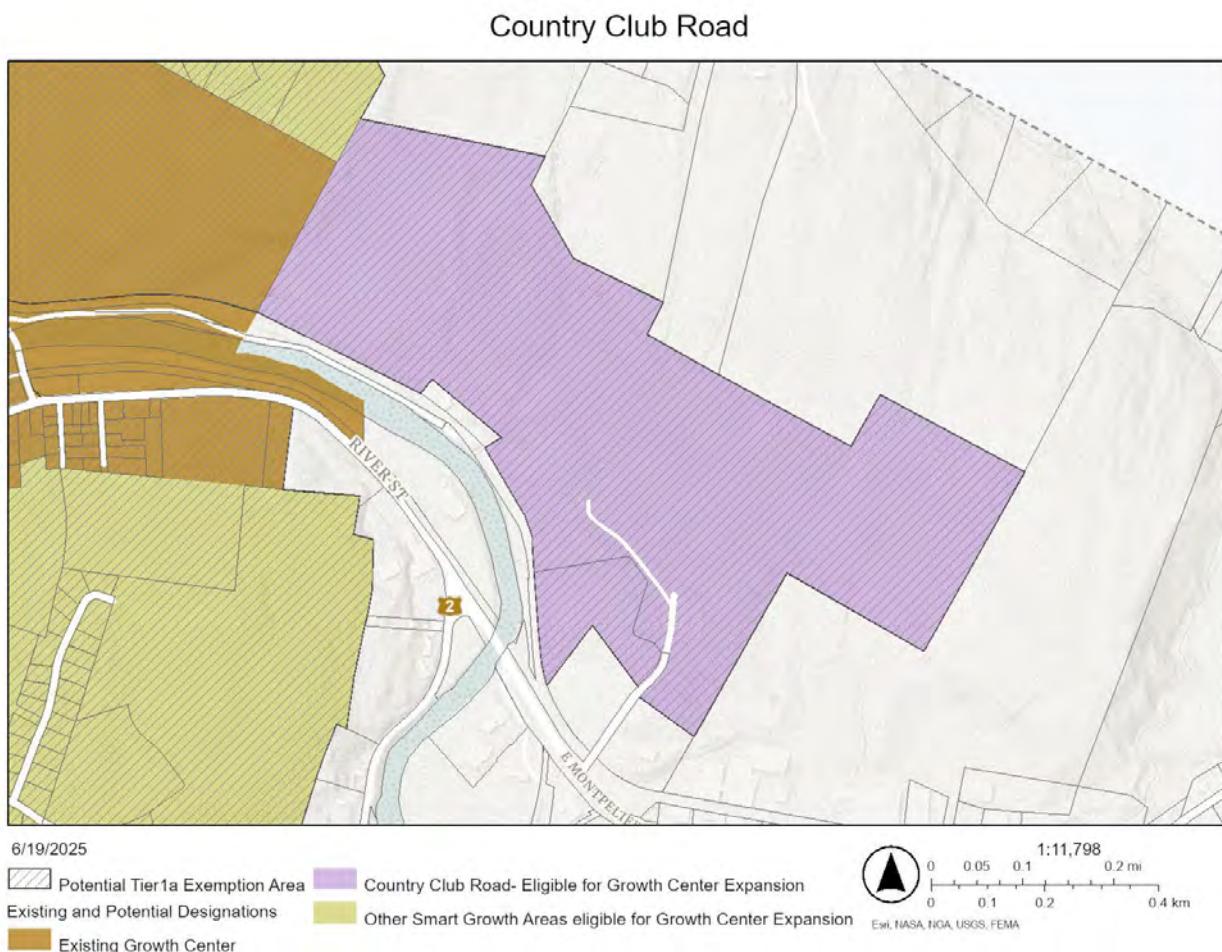
Existing and Potential Designations

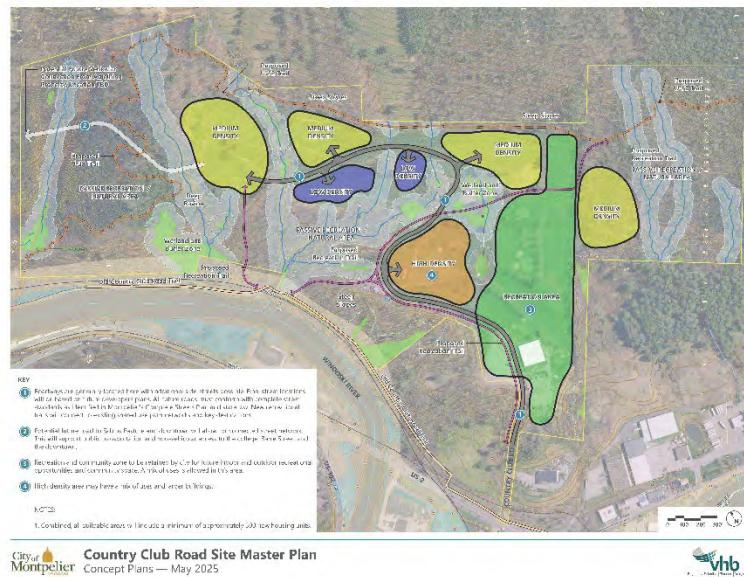


Country Club Road Site

In 2022, the City purchased the former Elks Club Golf course for the purpose of promoting housing development and to build a new recreation and community center. The City has developed an actionable plan for the Country Club Road (CCR) property where new housing may be built to meet the high demand that exists today. The entire plan can be downloaded and viewed [here](#).

This site could accommodate at least 300 units of housing, although the exact number will be determined by the planning process. This housing will likely be built by for-profit and non-profit entities over the coming years, but it will require the City to extend the utilities, such as sewer and water, and to build out the road system. To facilitate the utilities construction, the City will apply to expand the existing Growth Center Designation to include the CCR site. This designation will allow the City to use Tax Increment Financing (TIF) to cover the costs of these improvements.

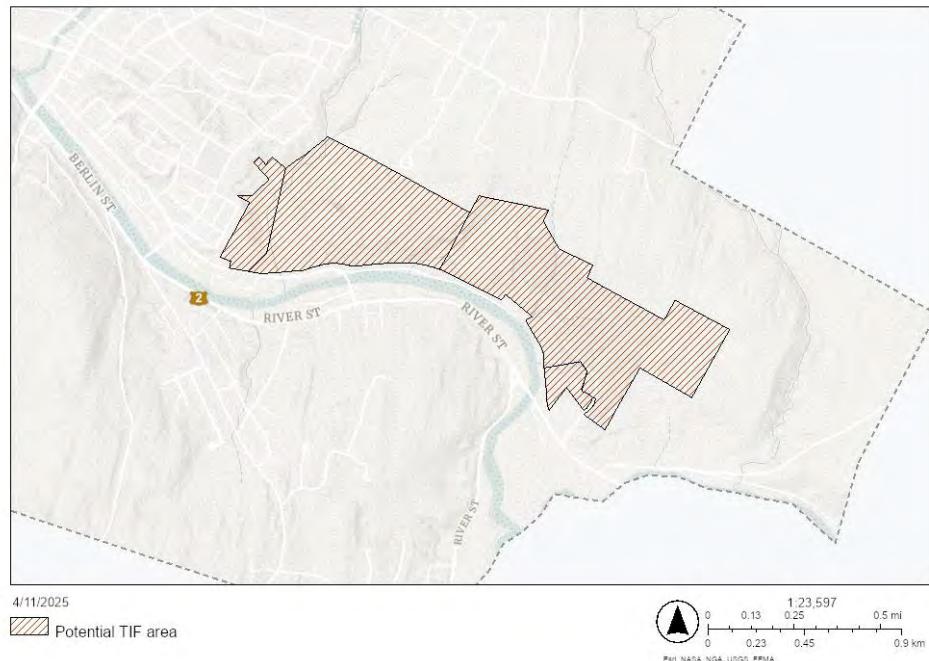




Proposed Tax Increment Financing (TIF) District

As discussed above, to implement the housing goals on CCR and Sabin's Pasture the City will be considering a TIF district covering the area on the map. TIF will help cover the costs of the new infrastructure without raising taxes on other parts of town. More information on TIF can be found [here](#).

Potential TIF Area



Synergies

How does land use relate to other goals of the Montpelier City Plan?

The Land Use Plan is the culmination of lessons learned throughout the plan. As mentioned in the introduction, implementation of many plan chapters are tied to the Land Use Plan. Significant examples of other chapters interacting with the land use chapter include:

- Necessary infrastructure is required to facilitate changes in land use. The uses and densities identified in our future land use plan require transportation and utility infrastructure to be in place.
- Housing located near mixed use and urban densities allows for a more walkable and bikeable city. The Land Use Plan guides where these areas are located. New housing development should be accessible to complete streets networks to and from downtown and other mixed-use areas. The Plan bridges the idea of a town that can be effectively navigated without a personal motor vehicle to a reality where pedestrian travel is convenient and practical.
- Similarly, commercial and industrial uses need the infrastructure and access to workers and customers to be successful. How a city is arranged makes a difference in how easily these happen for businesses.
- Consistent land use planning is critical to the protection of certain natural resources. For example, identifying unfragmented forest blocks and rare natural communities in a land use plan is important to ensuring that those areas are set aside for protection.
- Identifying and understanding environmental risks, such as floodplains and river corridors, is important to building a resilient future for Montpelier. Taking these risks into account when planning future development – especially outside of the downtown core – will help to avoid damage that may be caused by those risks.



Implementation Summary

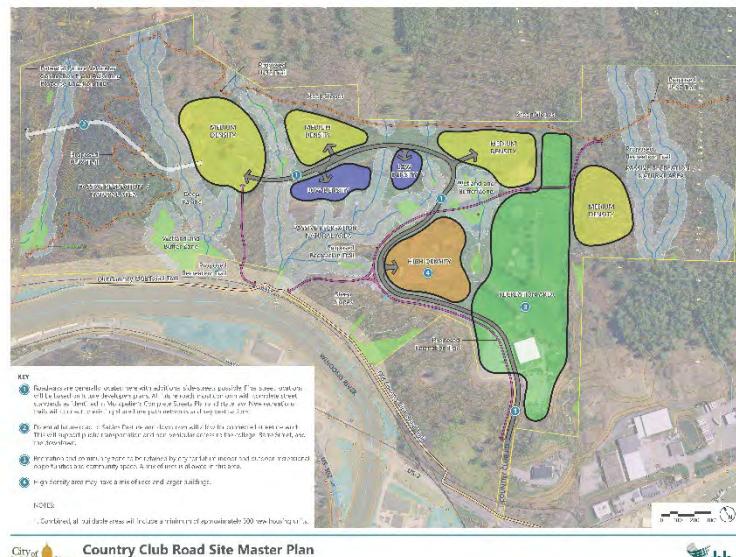
Aspiration: Montpelier will have a resilient, historic urban- center with complementary mixed use, commercial, and industrial areas surrounded by residential neighborhoods, to grow the community and region.

Goal: Invigorate and strengthen our existing historic downtown and mixed-use neighborhoods while developing areas of the city outside of high-risk flood hazard zones that can support the downtown.

Goal: Ensure sufficient land is available for future economic opportunities and to grow housing by 1,500 units in the next 20 years.

Goal: Maintain a pattern of land use that creates neighborhoods in close proximity to open space and recreational resources; walk-able and bike-able to downtown; and that incorporates a mix of uses within (or having complementary neighborhoods close-by) to allow for living, working, learning, shopping and playing all in a short walk.

Goal: Improve and expand utilities and infrastructure such as sewer and water systems, roads and sidewalks to provide for current and future neighborhoods.



Aspiration: Montpelier's future will include protected and conserved areas that provide recreational opportunities and protect sensitive natural resources.

Goal: Acquire and maintain park land and easements with a view towards achieving the long- term protection of Montpelier's natural resources and heritage.

Implementation Summary, continued

Implementation of the Land Use Plan requires successful implementation of other plan chapters. As discussed in Synergies, the land use plan helps to bind all areas of the town plan with one another. The transportation plan needs to create complete streets that connect our neighborhoods. Infrastructure must support current and future growth, and local natural communities must be identified, conserved, and made available for the public to enjoy. A number of strategies are used to facilitate these connections.

The Unified Development Regulations are the primary tool for organizing the community. The regulations define the uses and densities in each area of the city; outlining, for example, which areas will be used for housing and which will be used for commercial purposes. This arrangement in the regulations and zoning map is critical to ensuring that the goals and aspirations of the town plan are achievable.

Current and future state programs are needed provide grant and financing incentives for growth, including the Designated Downtown, Growth Center, and new Act 250 Tiers. The City will continue to aggressively apply for and participate in those programs to help implement the goals of this plan. The Capital Improvement Plan will also be used to fund capital improvements to ensure that infrastructure is available for future growth.

Finally, the development of the Greenprint Plan by the Parks Commission and Conservation Commission will guide the conservation of identified local areas where development would negatively impact the natural heritage of our city and state.

[**View the full Implementation Strategy here**](#)

Who's Involved?

Who is responsible for supporting land use in the City of Montpelier?

Implementation of the Land Use Plan is heavily reliant on the Planning Commission's development of the Unified Development Regulations. The regulations are administered and enforced by the Planning & Zoning Administrator and the Development Review Board, with help from the Design Review Committee. As mentioned above, the city's participation in many state and federal programs is also key to implementing the plan. These programs are maintained by the staff in the Planning & Community Development Department, Montpelier Alive, and others.

City of Montpelier vermont

City Plan 2025

Land Use

Implementation Plan

Strategies

LU.1: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elks Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City has developed an actionable plan for the Country Club Road (CCR) property where new housing may be built to meet the high demand that exists today. The entire plan can be downloaded and viewed here: <https://www.montpelier-vt.org/1296/Country-Club-Road-Site-Property-Development>

This site could accommodate at least 300 units of housing although the exact number will be determined by the development process. This housing will likely be built by for-profit and non-profit entities over the coming years but it will require the city to extend the utilities, such as sewer and water, and to build out the road system.

Priority : High	Implements Goals #1, #2, #3, #4	★★★★★	Project
Cost : High	Responsible Party : Planning Dept.		

LU.2: Continue the Capital Improvement Program

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The City should continue to update with projects identified in the various utility plans in order to maintain and improve the utilities. Regarding implementing our land use goals, the utilities and roads must be sufficient to accommodate future intensities of use.

Priority : High	Implements Goal #4	★	Program
Cost : High	Responsible Party : Finance Dept.		

LU.3: Apply to Have Certain High Density Districts be Considered Tier 1a and Tier 1b Under the New Act 250 Law

The new Act 250 law allows certain areas of a town or city to be exempt from some or all of Act 250's jurisdiction. The city should take advantage of these programs to advance the land use goals in this plan. The rules have not yet been developed but applying for them should be a high priority when they are available.

Priority : High	Implements Goals #1, #2	★★	Program
Cost : Medium	Responsible Party : Planning Dept.		

LU.4: Continue Participating in the Growth Center Program and Expand the District as Appropriate

The Growth Center Program is a program of the Vermont Agency of Commerce and Community Development which provide benefits to the municipality as well as private developers in order to target 50% of all development over a twenty year period within the Growth Center District. Montpelier has participated in this program since 2009 and has adopted a Growth Center District that covers most of the highest density zoning districts in the downtown area. The district will need to be expanded to include the Country Club Road site and remainder of the Residential 9000 district.

Priority : High	Implements Goal #1, #2, #3	★★★	Program
Cost : Medium	Responsible Party : Planning Dept.		

LU.5: Continue Participating in the Designated Downtown Program

The Designated Downtown Program is a program of the Vermont Agency of Commerce and Community Development which, among other benefits, provides developers with tax credits for certain projects and special considerations in state permitting including less state jurisdiction, reduced fees, and presumed compliance with certain criteria in Act 250. The City has participated since 1999 and to qualify for the program the City has a Designated Downtown District and a local downtown non-profit organization (Montpelier Alive). The City and Montpelier Alive will partner to continue participation in this program.

Priority : High	Implements Goal #1	★	Program
Cost : Low	Responsible Party : Planning Dept. & Montpelier Alive		

LU.6: Use a Lobbyist to Support Changes to State Law

There are several opportunities in Montpelier for new housing that involve state land and buildings as well as some barriers that require changes to state law. These types of issues require the city to work directly with the Legislature to realize change. Whether through our own lobbyist or through VLCT, the city should pursue the following issues: 1) Work with the state to sell under-utilized state buildings and parking lots to enable housing development; 2) Change state law on appeals to eliminate the "any 20 persons provision" and to limit appeal rights to stop frivolous appeals; 3) Ask the state to institute a statewide vacancy tax; 4) Request a charter change to allow the city to institute a vacancy tax; 5) Increase funding to the State Sprinkler Fund; and 6) Create a revolving loan fund for low or no-interest loans for new housing projects, infill housing, infrastructure, and sprinkler costs.

Priority : High	Implements Goal #1, #2	★★	Program
Cost : Medium	Responsible Party : City Manager		

Aspirations

- A) Montpelier will have a resilient, historic urban-center with complementary mixed use, commercial, and industrial areas surrounded by residential neighborhoods, to grow the community and region.
- B) Montpelier's future will include protected and conserved areas that provide recreational opportunities and protect sensitive natural resources.

Goals

- 1 Invigorate and strengthen our existing historic downtown and mixed-use neighborhoods while developing areas of the city outside of high-risk flood hazard zones that can support the downtown.
- 2 Ensure sufficient land is available for future economic opportunities and to grow housing by 1,500 units in the next 20 years.
- 3 Maintain a pattern of land use that creates neighborhoods that are in close proximity to open space and recreational resources; that are walk-able and bike-able to downtown; and that incorporate a mix of uses within (or having complementary neighborhoods close-by) to allow for living, working, learning, shopping, and playing all in a short walk.
- 4 Improve and expand utilities and infrastructure such as sewer and water systems, roads and sidewalks to provide for current and future neighborhoods.
- 5 Acquire and maintain park land and easements with a view toward achieving the long-term protection of Montpelier's natural resources and heritage

LU.7: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhoods, public services, and infrastructure. In the land use plan, the zoning determines the uses, intensity of development, and character of buildings using different districts across the landscape.

Montpelier's zoning has been updated to match many of our future land use goals. It ranges from the highest intensity areas in the Urban Core districts, to slightly lower intensity in the Mixed Use and Riverfront areas, and to the even lower density gateways. Adjacent to these areas are four densities of residential housing from highest closest to the core, to lowest in the rural areas (without access to sewer and water). This allows for walkable and bikeable options to work, recreate, and shop for people living in Montpelier.

Dramatic changes should be made to the zoning to facilitate housing development. Topics for consideration should include shortening the subdivision process, eliminating smaller projects from major site plan, increasing height requirements, removing some application standards, and eliminating the shading requirements among others.

Future changes should also address a few points. First, the municipal district should go away and be replaced with a conservation district that includes public lands plus areas that should be set aside for future conservation (as shown on the future land use map). Second, the Riverfront district should be broken into a few zoning districts based on character. Right now, the mixed use Barre Street is in the same district as Berlin Street where Dunkin Donuts, Cumberland Farms, and Dominos Pizza are. These areas are of different character and should be zoned differently. Third, as the Country Club Road and Sabins Pasture projects evolve, new zoning districts will be needed to connect these areas and allow these areas to grow towards each other.

Priority : High	Implements Goal #1, #2, #3, #5	★★★★★	Permit
Cost : Medium	Responsible Party : Planning Dept.		

LU.8: Continue to Administer the River Hazard Area Regulations

Flooding is the most common natural hazard in the City and the River Hazard Area Regulations exist to minimize risks to life and property due to these types of events. The regulations are also a requirement for participation in FEMAs National Flood Insurance Program which allows residents to purchase flood insurance. Flood insurance is also required for most mortgages.

These regulations prohibit development in the most hazardous areas and require developers to elevate buildings and add other design features to build safely in less hazardous areas. Montpelier's rules were expanded in 2018 to include fluvial erosion hazard rules on the North Branch to protect the river corridor where they tend to move over time. The City should consider adding River Corridors upstream of Pioneer Street Bridge and downstream of the Bailey Street Bridge.

Priority : High	Implements Goal #1	★	Permit
Cost : Low	Responsible Party : Planning Dept.		

LU.9: Update the Greenprint Plan and Continue its Implementation

Since 2008, the City has had a Greenprint to guide the expansion of parks, trails, and greenways throughout Montpelier. The Parks Commission, Conservation Commission, and Parks Department are looking to expand and formalize the Greenprint to better accomplish City goals. Important revisions include:

- Integrate the conservation map into the Greenprint in order to highlight parcels and rights that best achieve the long term protection of natural resources;
- Improve connections between our vibrant downtown and high-quality trail systems;
- Develop a funding mechanism to support the Greenprint; and
- Work with City Council on a policy to strategically acquire parcels and rights.

Priority : High	Implements Goal #5	★	Program
Cost : High	Responsible Party : Parks & Trees Dept.		

Chapter 2- Housing Introduction

The location and quality of a person's home directly impacts access to quality education, healthcare, employment, recreation, transportation, food, and opportunity. Housing stability is therefore an essential part of maintaining a high quality of life for the Montpelier community.

Montpelier has faced a housing shortage for many years that has recently worsened. It will only be overcome through generous investment of city resources and a true commitment to solving the problem. The City's plan for housing centers on the following goals:

- **To ensure availability of a variety of housing types and options to truly address the housing shortage.** People go through many transitions in their lives, and their housing needs change with those times. No matter where a resident is in life, finding a place to live in the community to call home should be achievable. In a lifetime, people may share space with a roommate, live in a dormitory or apartment, own a condominium or a home, and later live in senior housing or a care facility. This is why a community needs to have a variety of housing.
- **To take a housing-for-all approach that extends to persons living in vulnerable circumstances and accommodates different life stages.** Housing for everyone means housing is available and affordable to anyone seeking it. Finding a place to call home can be most challenging for people with mental health and substance abuse disorders as well as individuals with a history of incarceration or homelessness. Montpelier, therefore, supports development of housing that provides for these groups including congregate housing, single room occupancies (SROs), and development of emergency shelters.

This city plan values both rental and owner-occupied housing equally. What is of primary concern for each occupancy type is affordability. Creating housing at a variety of price points, both rental and for-sale, is the primary objective of this plan.



Planning Context

According to the 2020 U.S. Census:

- There are **4,177** homes in Montpelier
- Montpelier is made up of 55.8% homeowners and 44.2% renters.
- Median gross rent in Montpelier is **\$1,155**, compared to **\$1,141** in Vermont
- Median home value in Montpelier is **\$326,800**
- Median household income is **\$76,143**

Montpelier has a goal of creating 600 housing units over the next eight years.

The city currently has a 0% vacancy rate and limited supply of for sale units, reflecting a significant lack of housing. The [Vermont Housing Needs Assessment](#) identifies a county need of 2,540–3,864 new units by 2030. Places with services, like Montpelier, will be expected to carry a majority of that new growth.

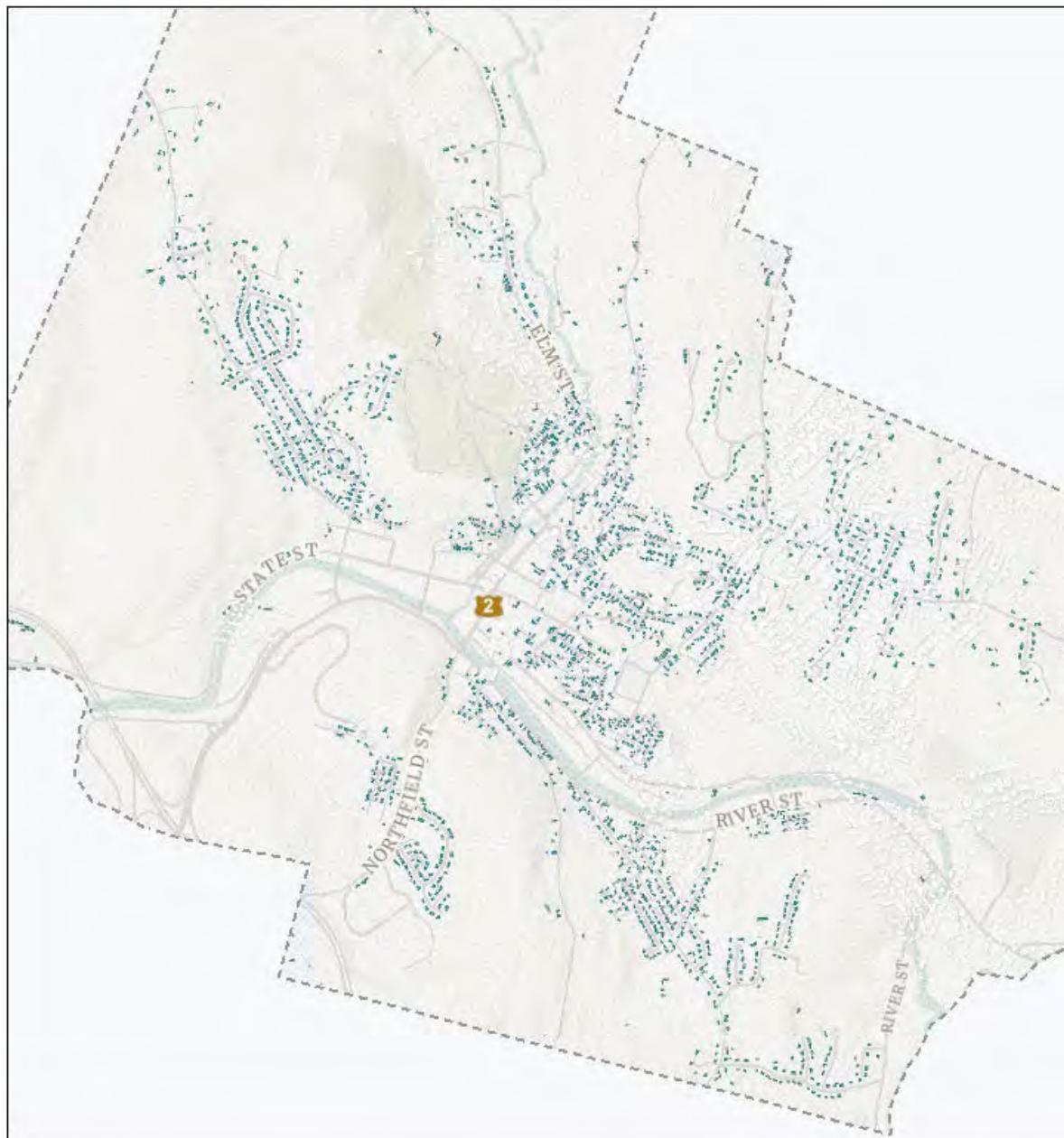
Over the next 20 years, this plan targets an increase of 1,500 new units. New development in Country Club Road (300–500 units) and Sabin's Pasture (300–450 units) will provide a foundation to build from to achieve this target.

Additional information on housing and affordability can be found at [HousingData.org](#).

Montpelier has a good variety of unit types. Use the buttons below to explore the map of Montpelier's housing.

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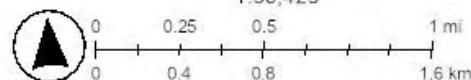
Single Family Dwelling



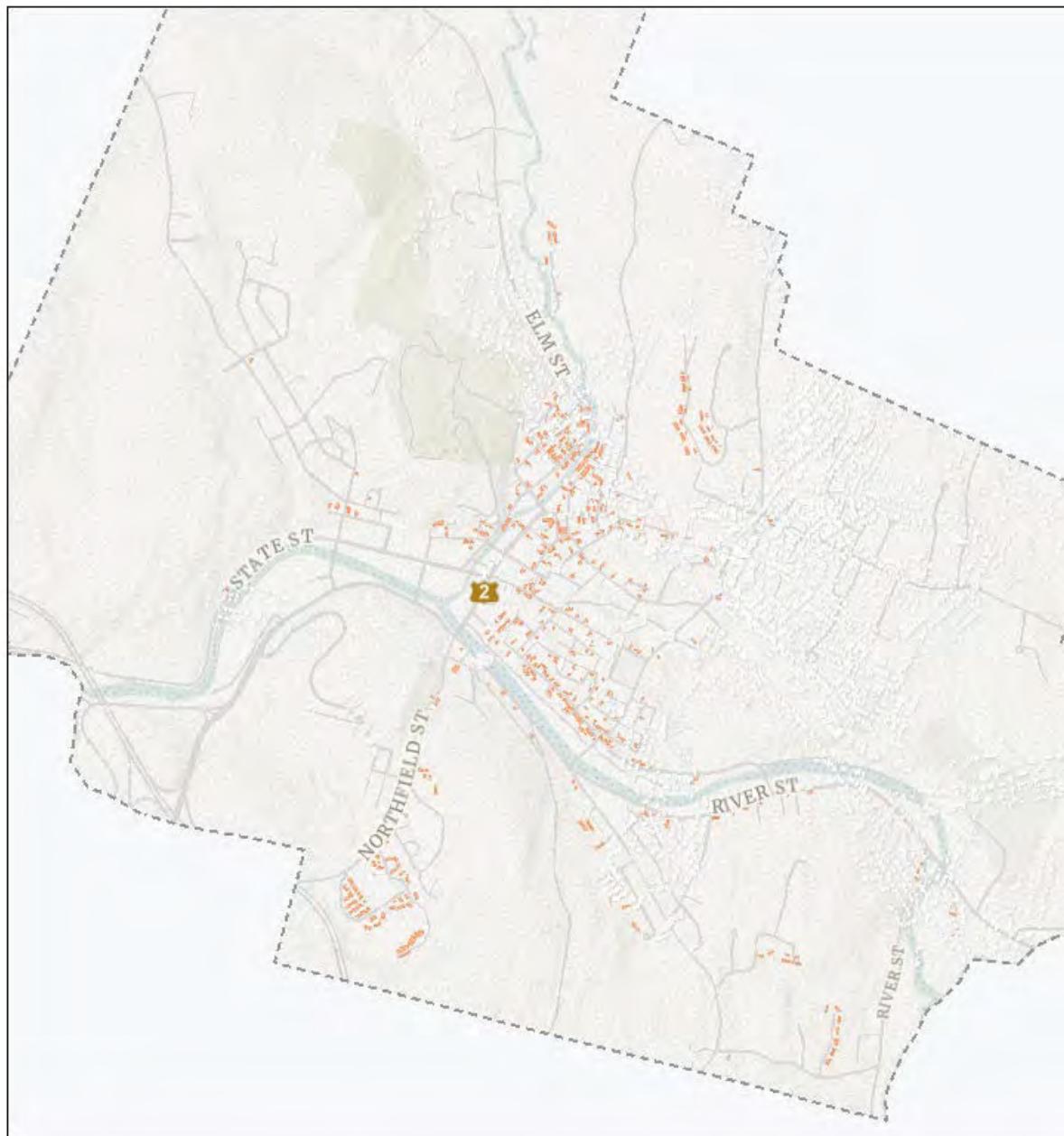
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Single Family Dwelling

 SINGLE FAMILY DWELLING

Multi-Family Dwelling

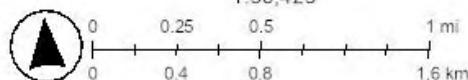


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Multi-Family Dwelling

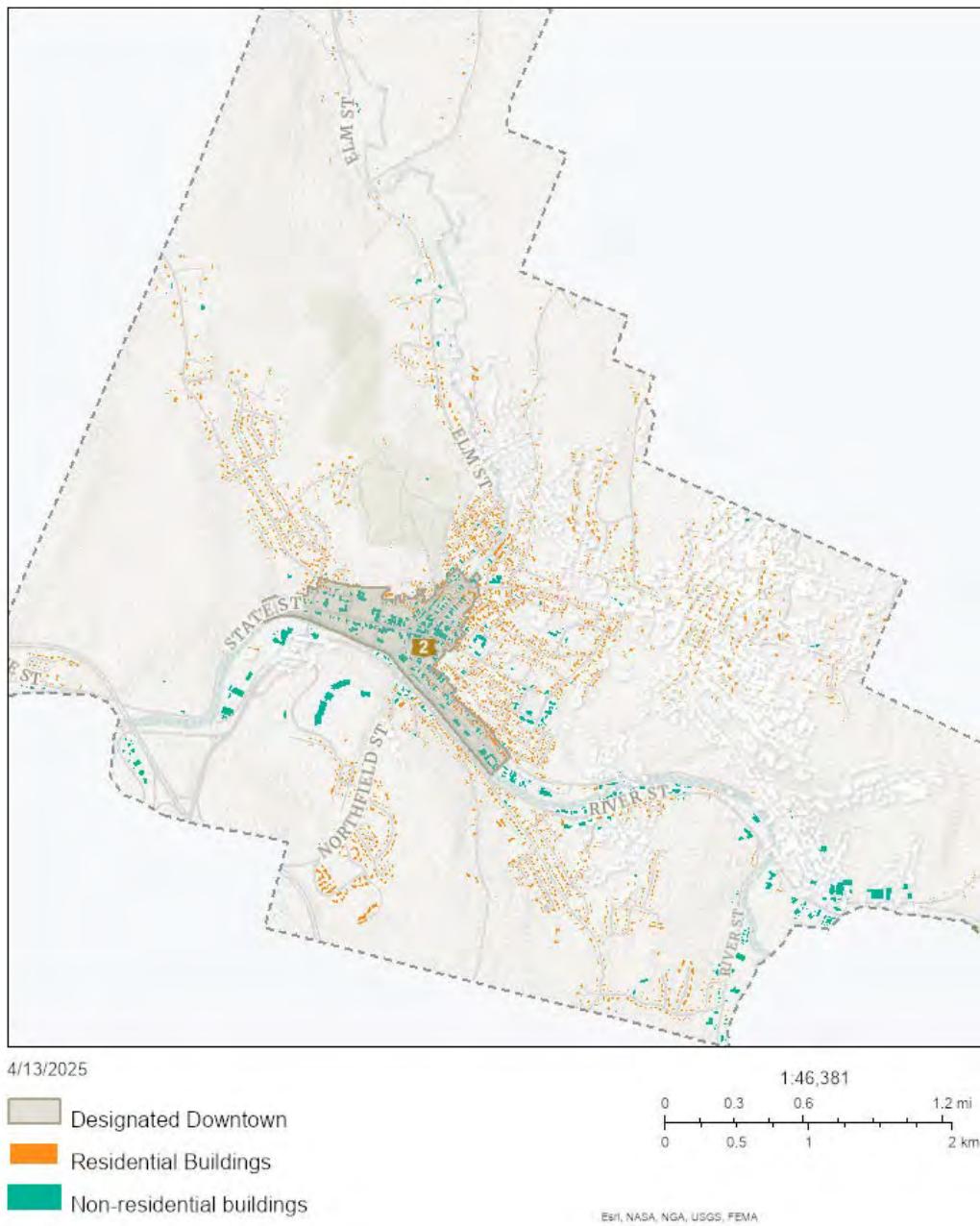
 MULTI-FAMILY DWELLING

1:38,425



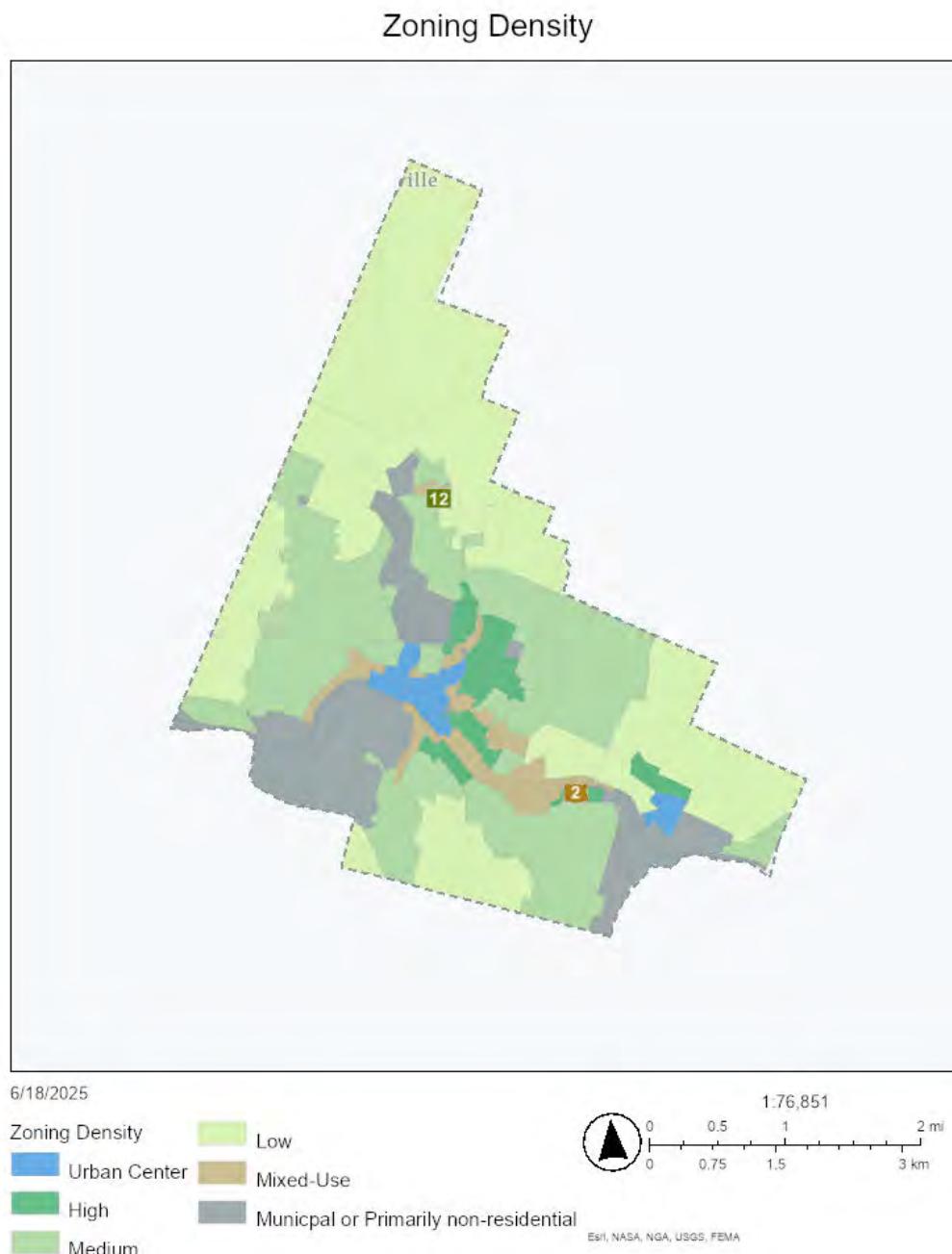
Montpelier consists of a vibrant downtown core, which includes the Vermont State House, surrounded by several distinct and historic neighborhoods. The accompanying map shows the current distribution of residential units in Montpelier. **Residential-only buildings** are shown in orange, and **mixed-use and/or commercial buildings** are shown in teal.

Building Use

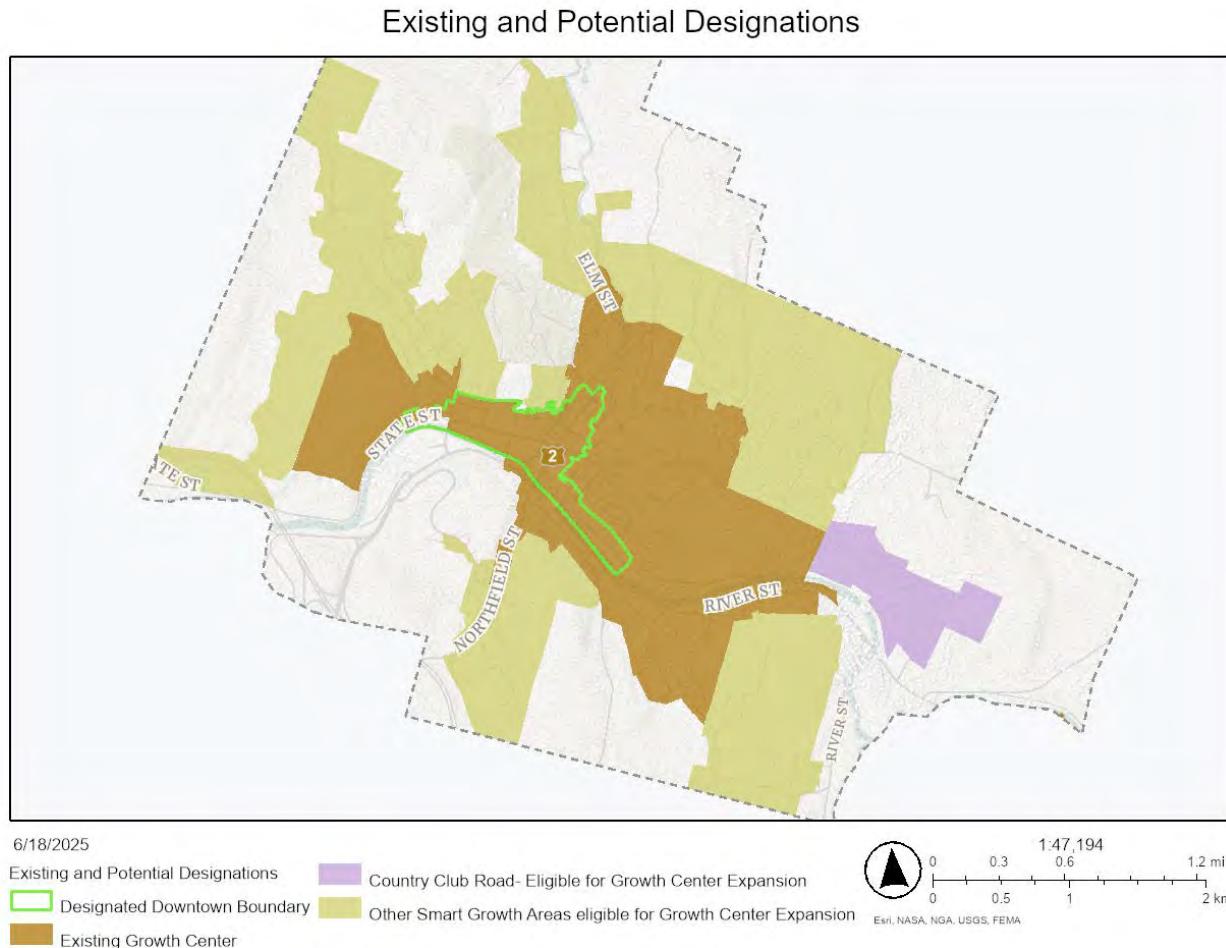


In order to achieve the goals of this housing plan, the city will administer and enforce zoning to allow residential densities highest in our urban centers and lower as we move away from those cores.

This map shows different levels of residential densities in the City of Montpelier.



The city will continue to participate in various state programs to facilitate future housing development. These programs will be changing in the next few years, but the City Plan encourages infill neighborhood developments with complete streets and municipal utilities within the identified areas.



Synergies with Other Plan Chapters

How does housing relate to other goals of the Montpelier City Plan?

Housing is an issue that is omnipresent throughout this plan, greatly affecting every other chapter. It touches everything and its impact on our lives cannot be easily overstated. Accordingly, it is an area that this City Plan strives to make a top priority. The issues and opportunities for housing are related to the other topics of

this plan, including energy, transportation, natural resources, community services, and economic development.

In the City's Economic Development Strategic Plan and Economic Development Chapter, a lack of housing in all income brackets was identified as a barrier to additional growth. City businesses have a hard time recruiting top talent due to a lack of executive housing as well as affordable housing. Many others need to travel into the City to fill various needed positions because they lack affordable local options. The economic development plan also identifies a need to develop a housing marketing and outreach program to encourage housing developers to grow their businesses in Montpelier as a part of our overall economic development profile.



Another connection is between housing and historic resources. Two thirds of all dwelling units are in historic buildings and many times these can be the most challenging because they are more likely to have embedded hazards, like lead paint, and were built prior to building codes and other regulations, like river hazard regulations. This means existing housing may not be as resilient in the face of natural disasters. Lastly, these historic homes were not built with modern energy efficient materials so residents may face additional costs to make these improvements. The City's Historic Resources Plan also calls for the protection of these resources but few programs exist to help homeowners pay for the additional costs of compliance, which is another challenge the City is looking to address.

Housing can have an impact on schools and infrastructure, although this is not considered a problem for any of Montpelier's services at this time. Montpelier currently has the capacity to increase our population through added housing without creating the problem of insufficient services.

Areas, such as transportation, will need to be monitored over time. Additional housing can increase use of all modes of transportation including walking, biking, and driving and cause conflicts where complete street upgrades have not been

implemented. New housing developments, such as Country Club Road and Sabin's Pasture, can also drive demand for new public transit routes which will need to be accounted for in the Transportation Plan.

An important connection between housing and community services involves the issue of homelessness. Constructing emergency shelters and building more housing are both topics discussed in this housing element. Providing services for those experiencing homelessness including operating emergency shelters and helping individuals with day-to-day needs are all part of the community services chapter. Both elements are needed to achieve our goals of providing essential services while we strive to eliminate homelessness.

Implementation Summary

Aspiration: Montpelier will have an adequate supply of safe, resilient, and affordable housing that meets the needs of all current and future residents.

Goal: Increase the number of homes in Montpelier by a minimum of seventy-five units per year.

Goal: Maintain a mix of housing types, sizes, occupancies, and costs.

Goal: Improve the safety, health, and climate resiliency of our homes.

Goal: Increase the number of homes that are universally accessible on the first floor.



Aspiration: Montpelier will affirmatively further fair housing in order to protect all people from discrimination, promote economic opportunities, and create a more diverse, inclusive community.

Goal: Maintain the city's commitment to affirmatively furthering fair and accessible housing by focusing on the areas where needs are not currently met.

Goal: Increase support for homeowners, developers, and non-profit partners in the creation of housing that would not otherwise be provided by the private market.



Implementation Summary, continued

Implementing our housing goals will include a few new studies, making some amendments to our regulations, and most importantly continuing or amending existing programs. These initiatives include:

- Continue efforts to amend zoning, river hazard area regulations, building codes, and fire and life safety codes that ensure safe construction of our buildings to promote safe and affordable housing in Montpelier
- Participation in statewide programs like the Designated Downtown, Growth Center, and Neighborhood Development Areas which provide access to state grants and loans and also provide state-permit exemptions for certain projects.
- Continue new housing programs proposed by the housing committee including the Montpelier Accessory Dwelling Unit Program.
- Increasing funding to the Housing Trust Fund.
- Advancing the Country Club Road site project to develop hundreds of new housing units.
- Provide financial assistance to private housing projects through Tax Increment Financing (TIF), tax stabilization, and development agreements

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for managing housing in the City of Montpelier?

Most of the work surrounding housing comes from Montpelier's Housing Committee (formerly the Housing Task Force). This group was formed in 1999 and has spearheaded a number of projects and award-winning programs, including the creation of a Housing Trust Fund, a first-time home buyer program, a homeshare program, and a program to help create accessory apartments.

The Housing Committee also works with the Planning Commission to revise the zoning bylaws to remove barriers to housing development and to support affordable housing development with funds from the Housing Trust Fund. These subsidized housing units contribute back through municipal property taxes.

Did You Know?

The Housing Committee has been a part of developing **124** subsidized housing units, bringing the City's total number of subsidized units to **382**—approximately 9% of the residential units in Montpelier.

The Planning Department plays a direct role with several for-profit and non-profit housing partners to develop projects within the City. Some of our non-profit partners include Downstreet Housing & Community Development, Montpelier Housing Authority, Evernorth (formerly Housing Vermont), and Good Samaritan Haven.

The community also has a Housing Trust Fund that is used to support a variety of housing programs and to support projects by our housing partners. The three most recent projects include the renovation of the French Block on Main Street (18 units opened in 2019), 30 new housing units over the Montpelier Transit Center (2019), and the new homeless transitional housing project in the Town of Berlin (2022).

City of Montpelier vermont City Plan 2025

Housing Implementation Plan

Strategies

HO.1: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elks Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City has developed an actionable plan for the Country Club Road (CCR) property where new housing may be built to meet the high demand that exists today. The entire plan can be downloaded and viewed here: <https://www.montpelier-vt.org/1296/Country-Club-Road-Site-Property-Development>

This site could accommodate at least 300 units of housing although the exact number will be determined by the development process. For perspective, the city only added 143 housing units in the ten years between the 2010 and 2020 Censuses. This housing will likely be built by for-profit and non-profit entities over the coming years but it will require the city to extend the utilities, such as sewer and water, and to build out the road system.

Priority : High	Implements Goals #1, #2, #4, #5, #6	★★★★★	Project
Cost : High	Responsible Party : Planning Dept.		

HO.2: Amend the Overnight-Overflow Shelter Plan and Program

For a number of years the City has supported Good Samaritan Haven in its operation of an overflow shelter in Montpelier. Most recently this was housed at the Country Club Road Site as a long-term temporary location. The City would now like to find a more permanent location which meets all health and safety requirements so a planning effort is underway to identify a place to house it. Once found, the city intends to continue to support Good Samaritan's operation of the facility.

Priority : High	Implements Goal #5, #6	★★	Program
Cost : High	Responsible Party : City Manager		

HO.3: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Zoning regulations can have a profound impact on the ability to develop housing therefore it is critical that the rules are properly balanced to allow new housing while protecting against any negative impacts of that growth.

Montpelier's Unified Development Regulations were significantly changed in 2018 and has since had a number of minor amendments to address issues and promote housing. Some of these changes include making housing projects permitted (i.e. administrative rather than needing a hearing) and adjusting dimensional standards so that most buildings, parcels, and uses are now conforming (i.e. the rules match what you see on the ground) which allows projects to be approved more efficiently. Densities have been increased to allow infill including a rule allowing six units on any parcel with access to sewer and water utilities. Parking requirements have been reduced and, in some places, eliminated. Finally, changes were made to treat congregate housing in a similar manner to dwelling units to allow for a broader variety of housing options.

Dramatic changes should be made to the zoning to facilitate housing development. Topics for consideration should include shortening the subdivision process, eliminating smaller projects from major site plan, increasing height requirements, removing some application standards, and eliminating the shading requirements among others.

The city should continue to monitor the rules to look for barriers to housing. One area where changes are needed is to the subdivision regulations where the city needs clearer rules on when sidewalks are required by the developer on their project as well as whether the developer should be responsible for extending sidewalks to their project, where warranted. The lack of clear rules has prevented more neighborhoods from being added to the growth center and therefore benefit from Act 250 exemptions which the program provides.

Priority : High	Implements Goals: #1, #2, #3, #5, #6	★★★★★	Permit
Cost : Medium	Responsible Party : Planning Dept.		

HO.4: Continue the Montpelier Accessory Dwelling Unit Program (MAD UP)

A pilot program with VSHA was started in 2019 to provide assistance to property owners to add accessory apartments to single family dwellings. That pilot was very informative and showed a great deal of interest in adding ADUs in Montpelier. When the program ended, the housing committee decided to continue the program working with Downstreet Housing and Community Development using housing trust fund money and the Vermont Housing Improvement Program (VHIP).

Priority : High	Implements Goals #1, #2	★★	Program
Cost : Medium	Responsible Party : Planning Dept.		

Aspirations

- A) Montpelier will have an adequate supply of safe, resilient, and affordable housing that meets the needs of all current and future residents.
- B) Montpelier will affirmatively further fair housing in order to protect all people from discrimination, promote economic opportunities, and create a more diverse, inclusive community.

Goals

- 1 Increase the number of homes in Montpelier by a minimum of 75 units per year.
- 2 Maintain a mix of housing types, sizes, occupancies, and costs.
- 3 Improve the safety, health, and climate resiliency of our homes.
- 4 Increase the number of homes that are universally accessible on the first floor.
- 5 Maintain the city's commitment to affirmatively furthering fair and accessible housing by focusing on the areas where needs are not currently met.
- 6 Increase support for homeowners, developers, and non-profit partners in the creation of the housing that would not otherwise be provided by the private market.

HO.5: Renew Tax Increment Finance Program (TIF)

Tax Increment Finance (TIF) is a program of the state that allows the new tax revenue generated by a project to be used to pay for public improvements that are needed for the project. The City received TIF approval in 2018 to fund housing projects that may need utilities (sewer and water) or new public streets within the TIF District. The City withdrew from the program in 2022 for a number of reasons including the impacts of the Citywide reappraisal. The City should consider reapplying to use the program to support potential housing projects if a new district is appropriate or if the state begins to allow project-based TIFs.

Priority : High	Implements Goals: #1, #6	★★	Program
Cost : High	Responsible Party : City Manager's Office		

HO.6: Create a New Affordable Housing Project

For many years the City has worked with its housing partners to develop affordable housing projects including Pioneer Street Apartments, River Station, Frenchs Block, and most recently at the Montpelier Transit Center. Through the Housing Trust Fund, the City sets aside money to support new affordable housing projects. The City should sponsor at least one new housing project during the lifetime of this plan. In particular the City would like to identify a project that would help disadvantaged groups such as refugees, asylum seekers, group homes, Single Room Occupancies (SRO)s, persons reintegrating from incarceration, and the homeless.

Priority : High	Implements Goal: #5, #6	★★	Project
Cost : High	Responsible Party : Planning Dept.		

HO.7: Continue to Participate in the Growth Center Program and Expand the District as Appropriate

The Growth Center Program is a program of the Vermont Agency of Commerce and Community Development which provides benefits to the municipality as well as private developers in order to target 50% of all development over a twenty year period within the Growth Center District. Montpelier has participated in this program since 2009 and has adopted a Growth Center District that covers most of the highest density zoning districts in the downtown area. The district will need to be expanded to include the Country Club Road site and remainder of Residential 9000 District.

Priority : High	Implements Goal: #1, #6	★★	Program
Cost : Low	Responsible Party : Planning Dept.		

HO.8: Continue to Administer and Enforce Building, Fire, and Other Health and Safety Codes

Montpelier enforces a number of codes to ensure projects are constructed and operated safely. The City has an agreement with the state Division of Fire Safety to enforce the state building code and fire and life safety code on all public buildings and has expanded that permitting program to single family homes as well. The City also enforces the state health code and other smaller ordinances including a public nuisance building.

Priority : High	Implements Goal #3	★	Permit
Cost : Medium	Responsible Party : Building Inspector		

HO.9: Continue Automatic Sprinkler Requirements in Building Codes

The City of Montpelier added a sprinkler requirement to the building codes in 2007 that required automatic sprinklers to most new and substantially improved public buildings in the City. This did not include owner occupied dwellings but did include most other residential housing. This was done to reduce risks to life and property in the event of a fire. The ordinance was revised in 2018 to exempt two family structures as the cost of a sprinkler was identified as a barrier to small infill projects.

Priority : High	Implements Goals #3	★	Permit
Cost : Low	Responsible Party : Building Inspector		

HO.10: Adopt a Fair Housing Policy

The Housing Task Force would like to formally adopt a policy that the City is committed to affirmatively furthering fair housing in the implementation of all its planning, permitting, programs, projects, and policies.

Priority : High	Implements Goals #5	★	Policy
Cost : Low	Responsible Party : Housing Committee		



City of Montpelier vermont City Plan 2025

Housing Implementation Plan

Strategies

HO.11: Continue Participating in the Designated Downtown Program

The Designated Downtown Program is a program of the Vermont Agency of Commerce and Community Development which, among other benefits, provides developers with tax credits for certain projects and special considerations in state permitting including less state jurisdiction, reduced fees, and presumed compliance with certain criteria in Act 250.

The City has participated since 1999, and to qualify for the program the City has a Designated Downtown District and a local downtown non-profit organization (Montpelier Alive). Regarding housing, there are Act 250 project exemptions and tax credits for renovating historic apartments and others. The City and Montpelier Alive will partner to continue to participate in this project.

Priority : High Implements Goals #1, #6 ★★

Cost : Low Responsible Party : Montpelier Alive & Planning Dept.

HO.12: Conduct a New Fair Housing Assessment

The City should conduct a fair housing assessment, or provide resources to a partner who is conducting a regional fair housing assessment, to identify impediments to fair housing in Montpelier. This has typically been done by Downstreet, with the City contributing money to pay for city-level information for Montpelier.

Priority : Medium Implements Goal #5 ★

Cost : Medium Responsible Party : Housing Committee

HO.13: Continue to Use the Development Agreement Program to Incentivize Housing

For many years the City Managers office and Planning Department have worked with housing developers to identify barriers to their projects and find solutions wherever possible. In some cases these resulted in formal Public-Private Partnerships to facilitate that development. In 2024 the city formalized these types of development agreements by adopting a set of policies and a program to hopefully allow more of these to happen in the future.

In most cases these agreements involve improvement and extensions of water, sewer, and other public infrastructure. Montpelier has a number of neighborhoods where infrastructure is old and will not support additional use. The new Development Agreement Policy has specific provisions that allow the city to pay for these improvements using future revenues (from taxes and utilities). This is very similar to a Tax Increment Finance (TIF) system but gives the city flexibility to look at other issues and needs as well. There is also a goal to develop a revolving loan fund to help cover the cost of smaller improvements which would help make these agreements get approved faster in some instances.

Priority : Medium Implements Goals #1, #6 ★★

Cost : Medium Responsible Party : Planning Department

HO.14: Develop a New Housing Marketing and Outreach Program

This City recognizes that it has a shortage of both small scale and large-scale housing developers. Once the City has completed setting up various programs it will be important to market these to local and regional builders, developers, and potential homebuyers to hopefully shift some new housing to Montpelier. This should include working with owners of vacant office space to remove barriers to conversion to housing.

Priority : Medium Implements Goals #3, #5 ★★

Cost : Medium Responsible Party : Planning Department

HO.15: Amend and Continue the Sprinkler Incentives Program

When the Automatic Sprinkler requirement was added to the building codes in 2007, a program was also adopted to help provide a financial incentive to pay for the sprinklers. The sprinkler incentive program provides a 10% discount on the municipal portion of the property taxes for buildings with installed and operating sprinklers.

In general only buildings that are already required to be sprinklered by the State have taken advantage of the program so there is an interest in a study to review the sprinkler incentives program and recommend changes that would proliferate the presence of sprinklers without decreasing the affordability of rentals and home ownership.

Priority : Low Implements Goal #3 ★

Cost : High Responsible Party : City Manager

HO.16: Study Opportunities for Public Investment in Housing Development

Housing development is very expensive due to labor and material costs. This has resulted in costs of around \$450k per unit to develop housing making it unaffordable to the average resident. Ideas have been suggested to decrease some costs like buying down interest rates of loans, 0% loans for certain smaller projects, or bonding for funds to create a large revolving loan fund. These various options should be studied and considered by Council.

Priority : Low Implements Goal #1 ★

Cost : Medium Responsible Party : Planning Dept.

HO.17: Continue the Tax Stabilization Program

The Tax Stabilization Program is an economic development program where the City enters into agreements with industrial, commercial or commercial residential project to provide some property tax relief for developers who propose projects that achieve specific goals. The City should continue to provide these incentives and should also review, and if appropriate, provide recommendations to increase incentives to develop commercial residential housing units.

Priority : Medium Implements Goals #1, #6 ★★

Cost : Medium Responsible Party : Planning Department

Program

HO.18: Amend and Grow the Housing Trust Fund

The Montpelier Housing Trust Fund was established in 2005 after being approved by Montpelier voters. The purpose of the Fund is to preserve, construct and/or rehabilitate affordable housing units in Montpelier for ownership or rental, and occupancy by eligible households. Policies for the use of the funds are developed by the Housing Committee.

The amount of annual funding has fluctuated over the years from as low as \$0 to as high as \$140,000. The Housing Task Force would like to increase annual funding such that it has enough money to fund its various programs as well as holding \$200k in reserve to support any major affordable housing projects that may arise. The HTF would also like to identify alternative funding options to ensure the Trust Fund has a reliable funding stream into the future.

Priority : High Implements Goals #6 ★★

Cost : Medium Responsible Party : Planning Department, Housing Committee

Program

HO.19: Review and Amend Development Fees

Depending on the scope of a project, a number of fees can come into play that will increase the final project cost. This could include zoning, river hazard area, building fees, new water and sewer connection charges, water and sewer allocation fees, recording fees, and others. The city should review all of these fees to identify ways to cap, eliminate, or reduce them to facilitate housing development projects.

Priority : Medium Implements Goal #1 ★

Cost : Low Responsible Party : Planning Dept.

Permit

HO.20: Continue to Administer the River Hazard Area Regulations

Flooding is the most common natural hazard in the City and the River Hazard Area Regulations exist to minimize risks to life and property due to these types of events. The regulations are also a requirement for participation in FEMA's National Flood Insurance Program which allows residents to purchase flood insurance required for most mortgages. These regulations prohibit development in the most hazardous areas and require developers to elevate buildings and add other design features to build safely in the flood hazard area. Montpelier's rules were expanded in 2018 to include fluvial erosion hazard rules on the North Branch to protect the river corridor where they tend to move over time.

Priority : Medium Implements Goal: #3 ★

Cost : Low Responsible Party : Planning Department

Permit

HO.21: Amend and Renew the ADA Accessibility Program

For many years the City had an ADA revolving loan fund for accessibility projects. It was administratively difficult, rarely used, and now lacks funding. The Planning Department recommends renewing the program and should match existing programs already provided by an organization such as the Vermont Center for Independent Living.

Priority : Low Implements Goal #4 ★

Cost : Medium Responsible Party : Planning Department

Program

HO.22: Conduct a Rental Housing Survey

There have been debates for a number of years as to whether the rental housing in Montpelier generally meet minimum housing standards. It's been suggested that a survey be conducted to give some answers to this question.

Priority : Medium Implements Goals #3, #5 ★★

Cost : Medium Responsible Party : Housing Committee

Plan

HO.23: Conduct a Study to Determine the Value and Impacts of Adopting a Housing First Policy

The Planning Commission received a suggestion in the adoption of the City Plan to adopt a policy of housing first for people experiencing homelessness. While it sounded like it was a policy that had been adopted and used in other parts of the country, they were not informed enough to know if it should be recommended at this time. In its place they suggest the Homelessness Task Force and Planning Commission should study the concept to isolate the value and impacts of such a policy in order to make an informed recommendation to the Council in the future.

Priority : Low Implements Goals #5, #6 ★★

Cost : Medium Responsible Party : Homelessness Task Force

Program

HO.24: Adopt a Policy Requiring a Report on the Impact from Any City Decision on the Availability and Affordability of Housing

Many actions taken by City Council can have unforeseen impacts on the availability and affordability of housing in Montpelier. One suggestion to tackle this is to require an impact assessment on all new programs, projects, or regulations to identify those potential impacts. These could be as simple as requiring new statements on the Council Agenda Cover Sheets to more formal assessments.

Priority : Low Implements Goals #2, #5, #6 ★★★

Cost : Low Responsible Party : Housing Committee

Policy

HO.25: Use a Lobbyist to Support Changes to State Law

There are several opportunities in Montpelier for new housing that involve state land and buildings as well as some barriers that require changes to state law. These types of issues require the city to work directly with the Legislature to realize change. Whether through our own lobbyist or through VLCT, the city should pursue the following issues: 1) Work with the state to sell under-utilized state buildings and parking lots to enable housing development; 2) Change state law on appeals to eliminate the 'any 20 persons provision' and to limit appeal rights to stop frivolous appeals; 3) Ask the state to institute a statewide vacancy tax; 4) Request a charter change to allow the city to institute a vacancy tax; 5) Increase funding to the State Sprinkler Fund; and 6) Create a revolving loan fund for low or no-interest loans for new housing projects, infill housing, infrastructure, and sprinkler costs.

Priority : High Implements Goal #1, #6 ★★

Cost : Medium Responsible Party : City Manager

Program

Chapter 3- Utilities & Facilities

Introduction

Montpelier's success as a community relies on the strength of its utilities and facilities. Utilities include water, wastewater (sewers), stormwater, and district heat. Utilities support denser areas of our City, including neighborhoods, industrial uses, and larger office buildings. Our infrastructure also helps protect our local environment by keeping soil and water clean. Facilities include government buildings, recreation facilities, education and health care, and other key services not provided by the City. The City monitors these facilities to ensure that their capacity can accommodate anticipated growth.

The City's plan for improving its utilities and facilities centers on the following goals:

- To maintain the quality and quantity of the municipal utilities as well as the administration of the utility funds that support them
- To ensure that City facilities are sufficient to meet current and future demands, conducting maintenance and improvements as necessary
- That private utilities, such as electricity and communication infrastructure, are universally accessible and, where appropriate, net zero
- Non-municipal facilities, such as schools, libraries, hospitals, and waste management facilities will be sufficient to meet current and future demands



Planning Context

Montpelier's utilities consist of four different features -- water, wastewater (sewers), stormwater, and district heat. Scroll down to explore the map of Montpelier's network of utilities & facilities.

Municipal Water Service

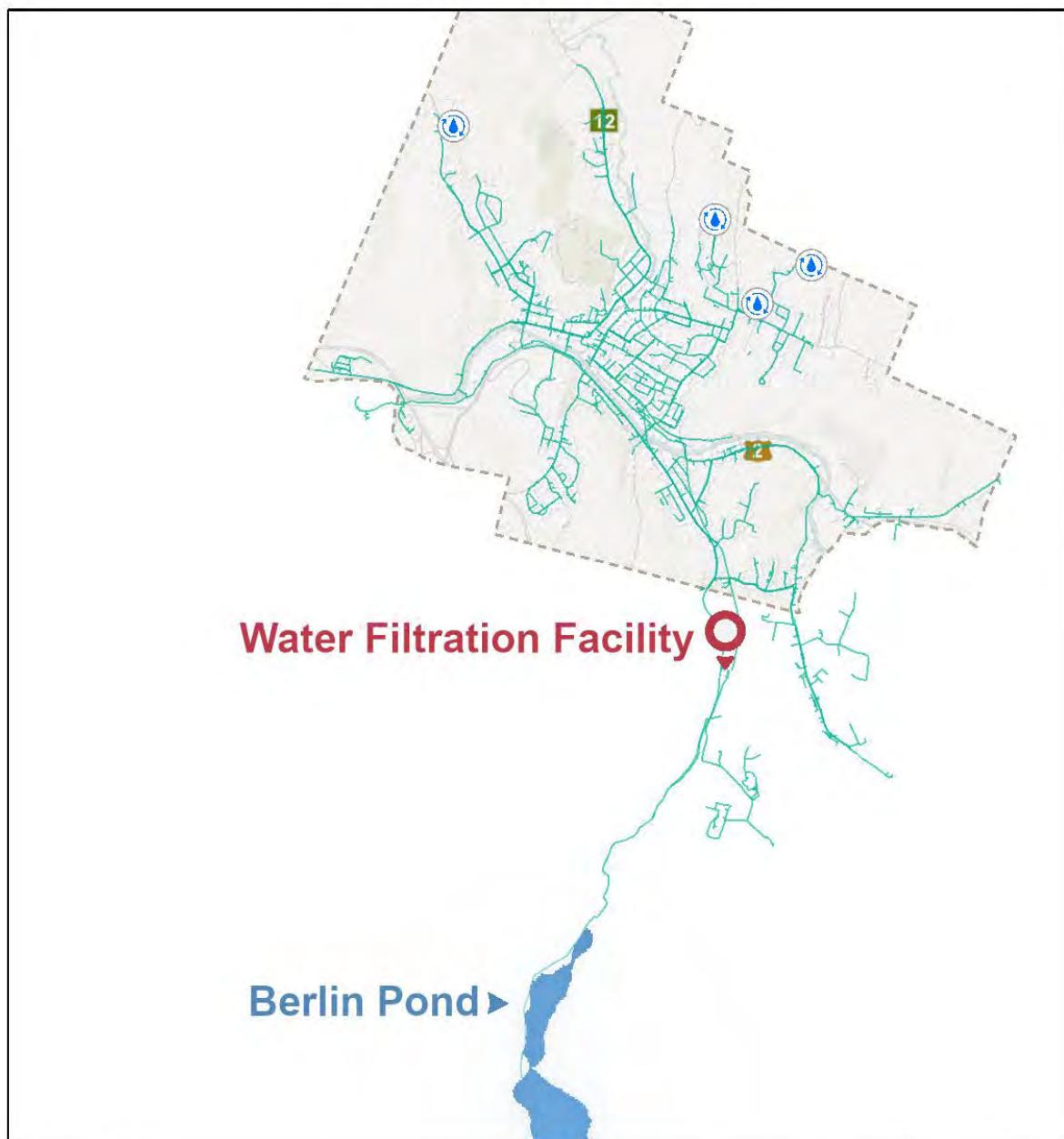
The water system includes the water supply ([Berlin Pond](#)), the **filtration facility**, the **distribution lines**, and the **treatment facility**. The Montpelier water treatment plant is a state-of-the-art facility that provides around 1.7 million gallons of water per day to 3100 customers in Montpelier and Berlin and has capacity to safely double its current service demand.

While the plant capacity and water supply capacity is very good, the City is vigilant about protecting water quality. The City has a [Source Protection Plan](#) and owns 820 acres around the 286 acre Berlin Pond in order to ensure the water does not become contaminated by nearby development.

The distribution system has lines that are almost 100 years old which results in emergency repairs due to breaks. The City is now engaged in a program to set aside funding and put these lines on a replacement schedule to achieve a steady state for maintenance

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Municipal Water Service



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Water System Pump or Storage Tank

A thin blue line segment.

Water Lines



0

0.5

1

2 mi

0

0.75

1.5

3 km

Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NMA, Geodatistyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

Wastewater Management

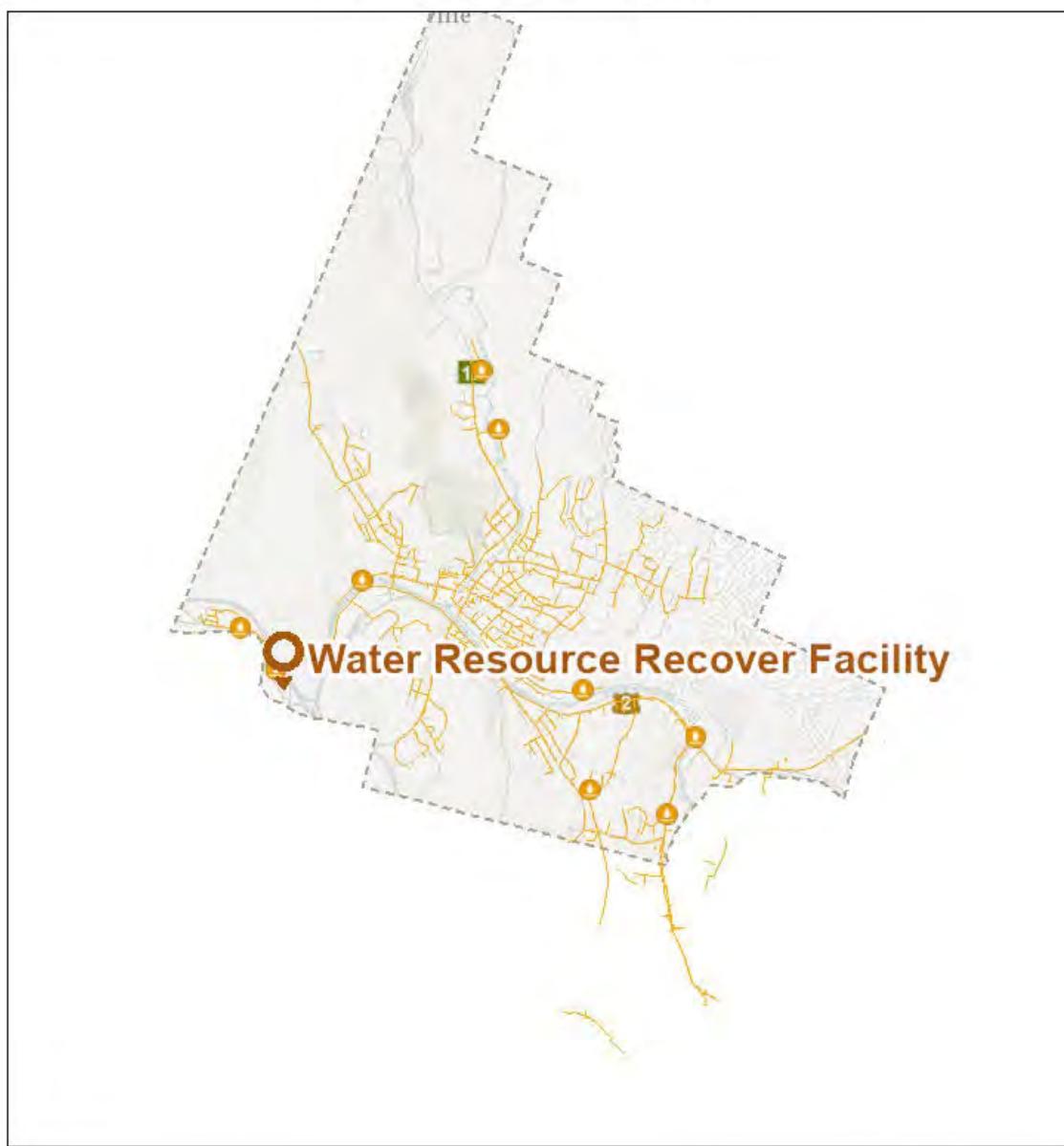
The sewer system includes the **Water Resource Recovery Facility (WRRF; also known as the sewage plant)** and **collection lines**. The WRRF provides treatment for all but 150 homes in Montpelier, as well as portions of Berlin and Middlesex. The plant has a design capacity of 3.97 million gallons per day (MGD) and current use is roughly 2 MGD, so the plant operates at approximately half its capacity.

Beginning in 2017, the WRRF has undergone a number of improvements to allow for the receipt of High Strength Organic Waste (HSOW). This change will bring additional revenue for the plant and allow for the capture of methane, which will be captured and used to heat buildings, dry sludge, and could potentially generate electricity- (although that option does not appear economically viable at this time).

Like the water lines, there are a number of very old **sewer lines** in need of replacement. The city is developing and implementing plans to improve the lines to disconnect sewers that are still combined with stormwater and to prevent infiltration of groundwater into the system from failed lines.

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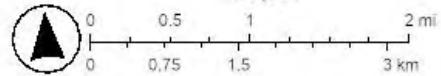
Wastewater Management



4/14/2025

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- Sewer Pump Station
- Sewer Lines



Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NMA, Geodatstyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

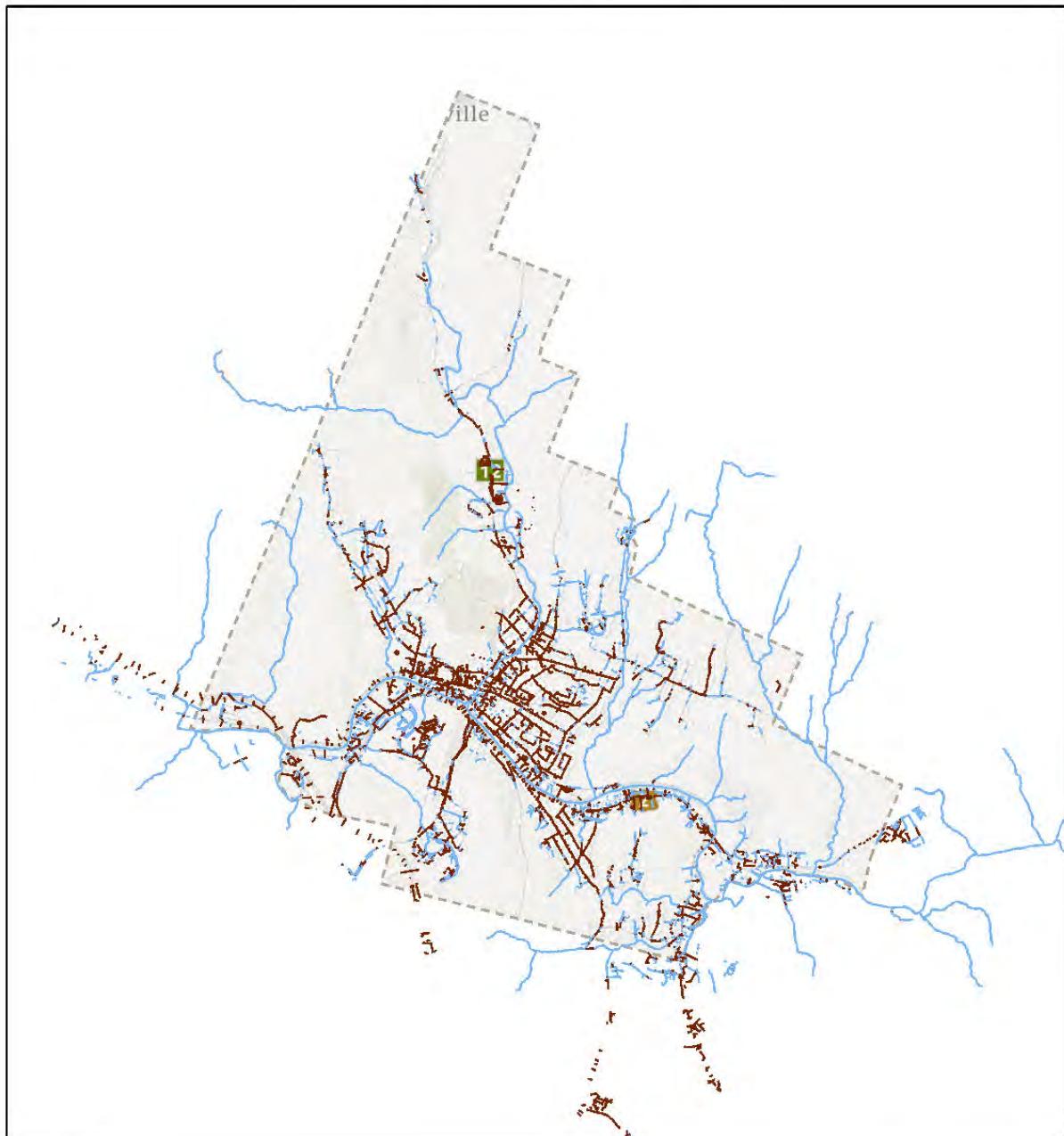
Stormwater Management

Montpelier is actively pursuing a plan to create a stormwater utility. This will allow the creation of a funding stream and revenues to maintain the current stormwater collection and treatment system.

During the creation of the fee structure for the stormwater utility there will be incentives for residents and businesses to use low-impact development (LID) techniques that maximize infiltration and minimize the amount of impervious cover. The use of LID will be a priority outcome of the utility. The steady state maintenance of the stormwater collection lines and the completion of the separation of stormwater and **sewer lines** will be another long-term priority of the utility.

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Stormwater Lines



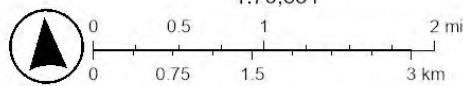
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Stormwater Lines

— Storm

— Overland flow

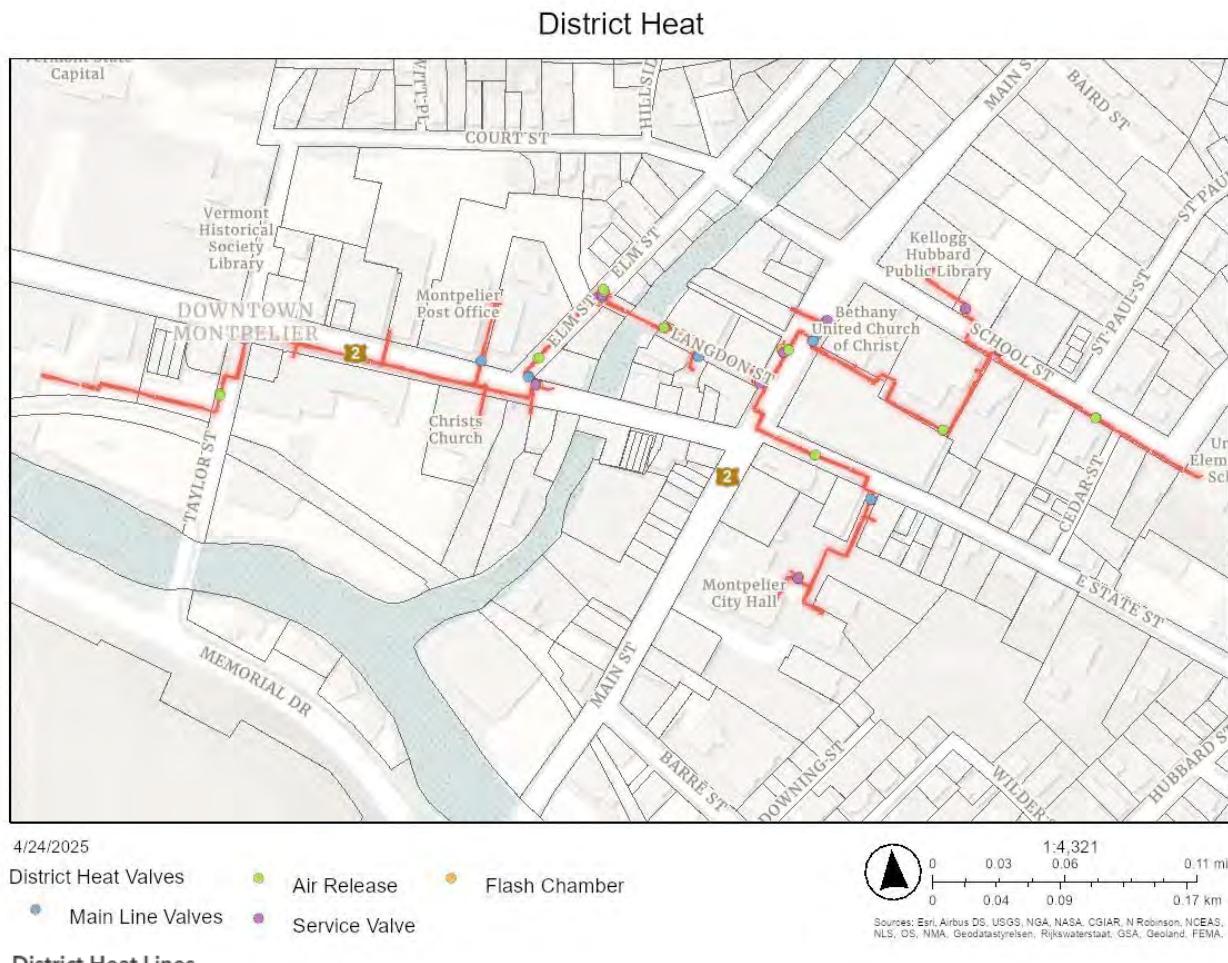


Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NMA, Geodatastyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

District Heat

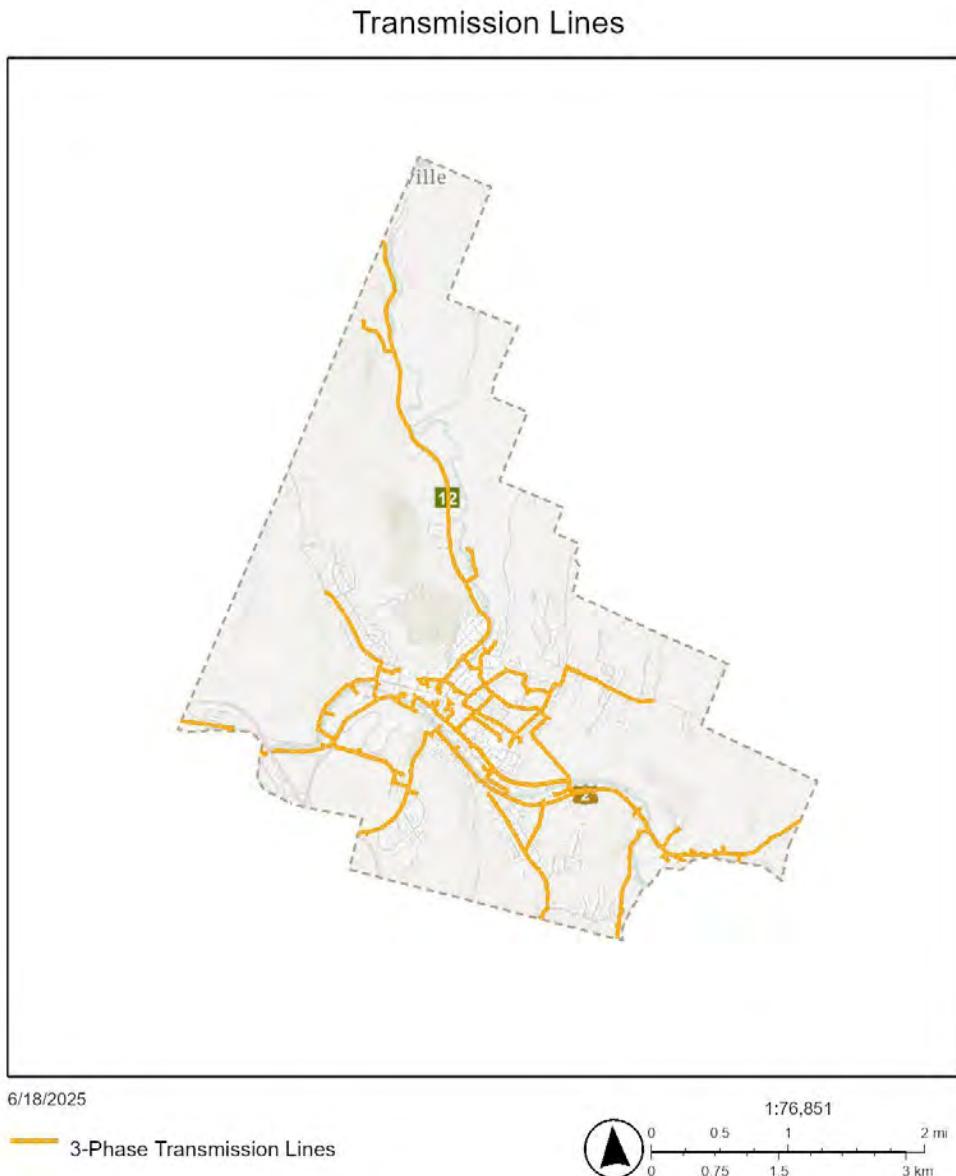
In 2010, the City worked with the State of Vermont on the construction of a district energy plant that would be fueled by sustainably harvested biomass. The heat generated at the facility is piped to supply clean and renewable heat to buildings downtown.

As the plant and distribution lines are all new, the system does not need upgrades at this time. The system does need more customers, so the City is working to encourage other building owners to hook onto the system and to help existing users become more efficient thereby providing more capacity to sell.



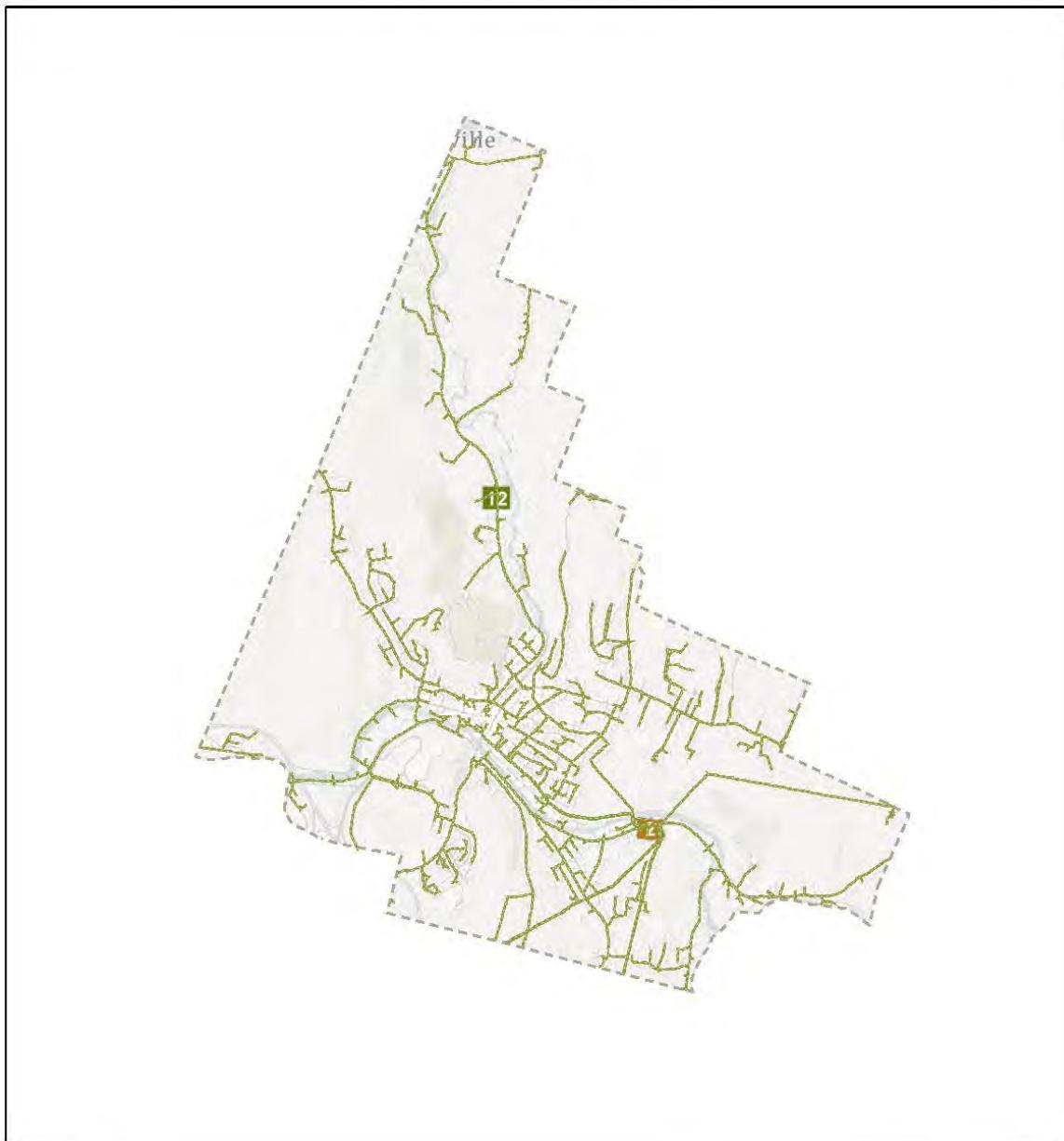
Electric Transmission

Montpelier's electric transmission network is made up of two primary systems: **3-Phase Transmission Power Lines** and **Distribution Power Lines**. Electric transmission systems in Montpelier are managed primarily by Vermont Electric Power Company (VELCO), which operates the state's high-voltage transmission network.



Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLSS, OS, NIMA, Geodatstyrelsen, Rijksoverstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

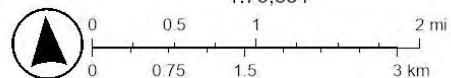
Distribution Lines



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Electric Distribution Lines



Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NIMA, Geodatistyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

Municipal Facilities

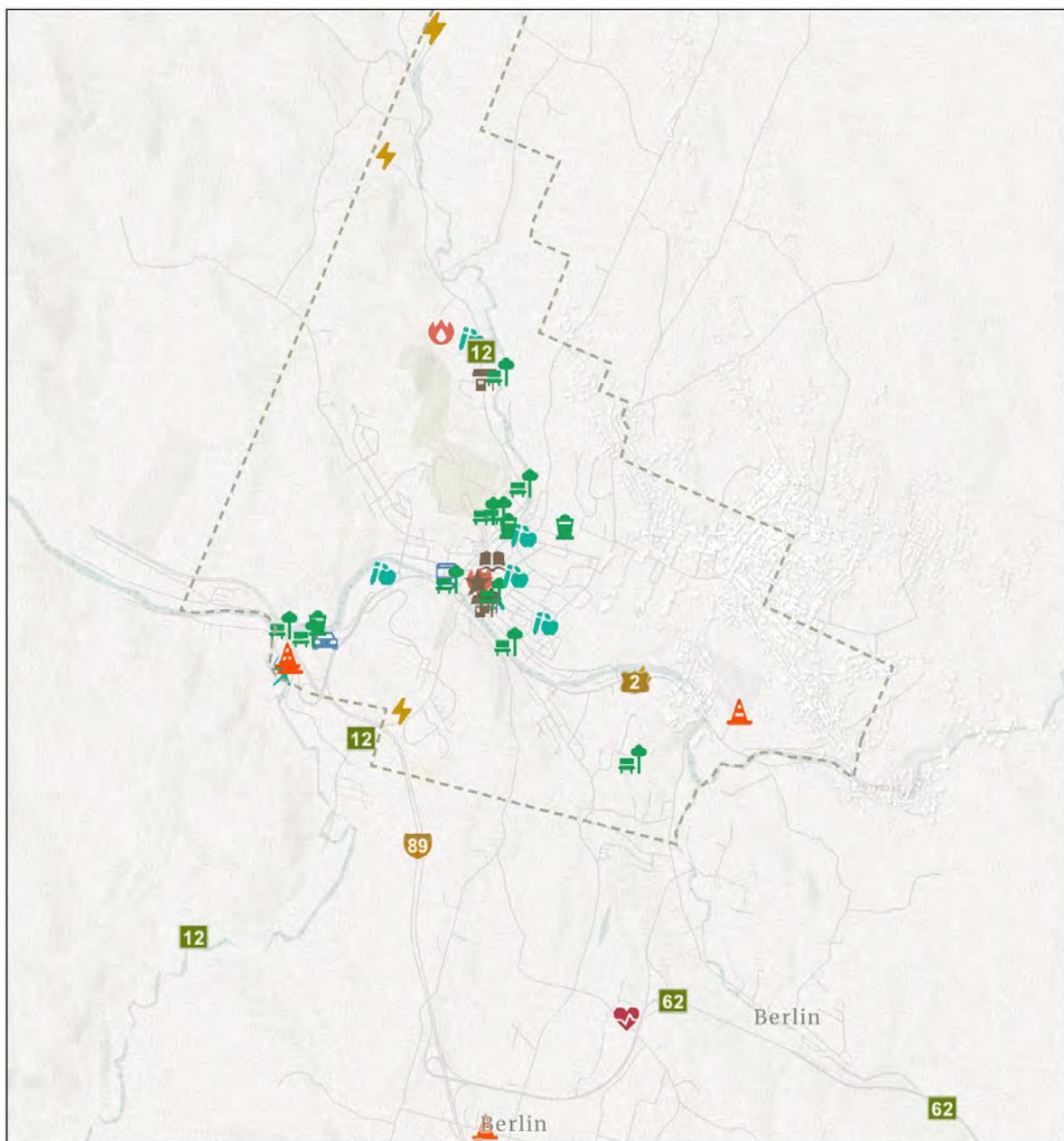
The City's municipal facilities include many buildings and properties, such as City Hall, the Public Works Garage, public parking lots, Montpelier Senior Center, and many recreation facilities and park lands. Each of these facilities needs to be evaluated for its ability to provide for the services within its walls, its capacity to handle additional growth, and its ability to be maintained efficiently into the future.

A new recreation facility or community center has been identified as a critical need, as the existing facility is not accessible and would be prohibitively expensive to bring up to code. Also, parking has been identified as an ongoing need and continues to be a limiting factor for attracting new downtown development. Finally, the Green Mount Cemetery Commission has started to explore opportunities for securing property for future use.

Scroll and zoom around the map to explore the city's municipal facilities.

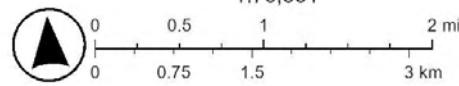
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Municipal and Non- Municipal Facilities



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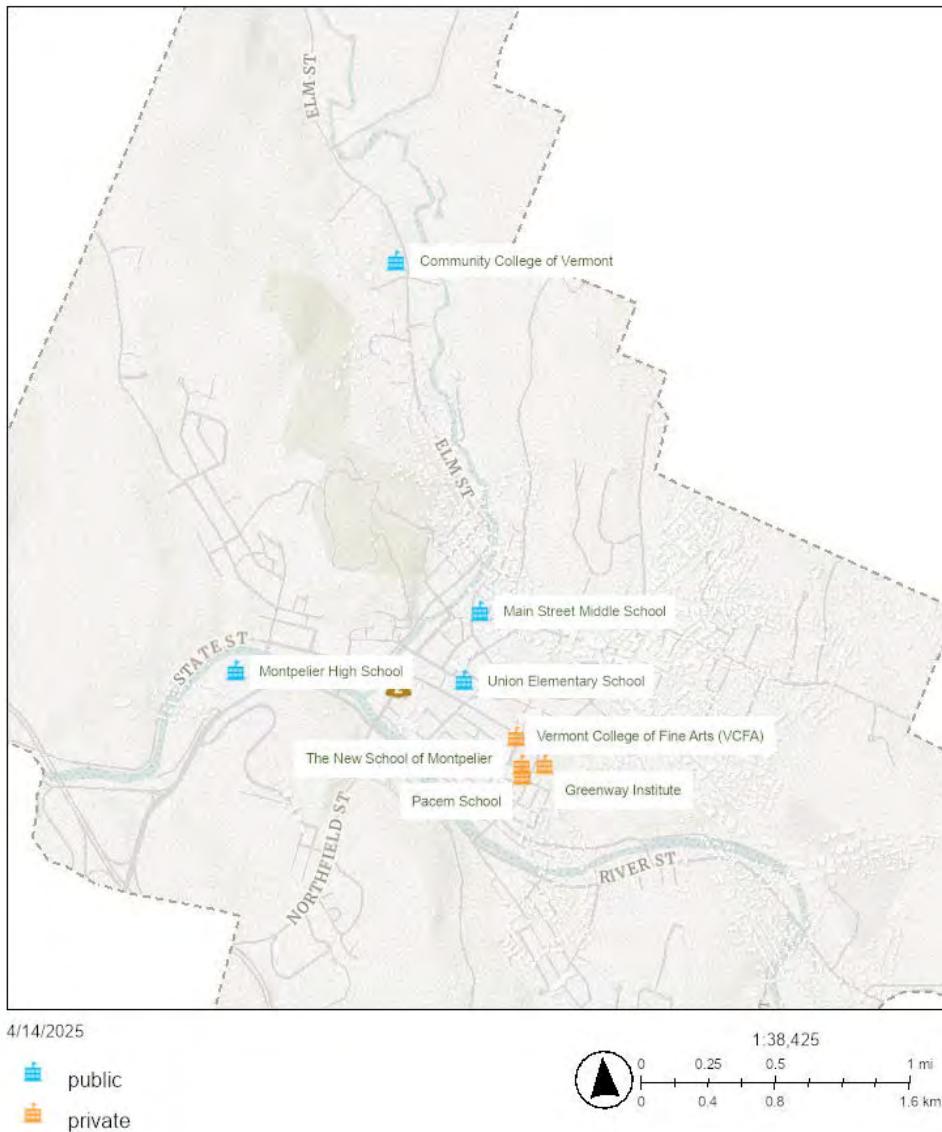
	Education		City Hall		Cemetery
	Energy		Fire Department		Park and Ride
	Parks		Police		Transport Center
	Medical		Library		Playground
	DPW/City		Community		Recreation

Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NMA, Geodatastyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

Educational Facilities

Since 2018 the Montpelier-Roxbury Unified Union School District has operated as a separate municipality and their facilities are managed independently from the City. The City communicates with the School District to ensure residential development does not exceed their ability to provide educational services for the children. The map to the right located the three District schools in Montpelier as well as other schools and colleges operating in the City.

Educational Facilities



Sources: Esri, Airbus DS, USGS, NGA, NASA, CGIAR, N Robinson, NCEAS, NLS, OS, NMA, Geodatistyrelsen, Rijkswaterstaat, GSA, Geoland, FEMA, Intermap, and the GIS user community

Synergies with Other Plan Chapters

How do utilities and facilities relate to other goals of the Montpelier City Plan?

The availability of sewer and water utilities is a prerequisite for increases in growth and development. New industrial, commercial, and residential development requires the ability to use community water and wastewater systems. Our ability to accomplish our housing and economic development goals is therefore tied to the achievement of our utilities and facilities goals.

Our municipal utilities and programs (wastewater, stormwater, district heat) increase environmental quality by reducing pollution and reducing reliance on carbon-intensive heating systems. There is, therefore, a very close connection between the goals of the Utilities and Facilities chapter and the goals found in the Natural Resources chapter.



Did You Know?

The Montpelier water treatment plant provides about **1.7 million gallons of water per day to 3,100 customers in Montpelier and Berlin**

Many of the services discussed in the Community Services chapter are limited by the size of the facilities in which they are housed. Development can increase demand on services and therefore put pressure on the capacity of the facilities. In this way, Community Services is deeply related to Utilities & Facilities.

Implementation Summary

Aspiration: Each of Montpelier's public utilities – water, wastewater, stormwater, and district heat – will provide quality service for their customers, achieve a steady-state plan for maintenance of the plants and systems, and accomplish all at a rate affordable to the customers while keeping the respective enterprise funds healthy.

There are twelve goals associated with this aspiration- three each for water, wastewater treatment, stormwater and district heat. These goals address the quality of the service being provided, the condition of the respective plant and infrastructure, and the administration of related enterprise fund. For a detailed look at all twelve goals, please click the link to the full implementation plan below.



Aspiration: Each of the City's Public Facilities (municipal buildings, senior center, parking lots, recreation fields, cemeteries, and parks) will be sufficient to meet current and future demands and be well maintained and efficient (Net Zero where appropriate).

Goal: Ensure facilities are sufficient to meet current and future demands.

Goal: Maintain and where necessary improve the condition of all the city facilities.



Aspiration: Private utilities (electricity, communications, wireless telecommunications) are universally available and, where appropriate, meet Net Zero objectives.

Goal: Each private utility will continue to be universally available and improved over time as technology advances to increase availability and improve reliability.

Goal: Continue to monitor Green Mountain Power to ensure it meets its commitments to be Net Zero by 2030.



Aspiration: Non-municipal facilities such as schools, libraries, hospitals, and waste management facilities will be sufficient to meet current and future demands.

Goal: Continue to maintain a balance between the amount of residential development and the capacity of our schools.

Goal: Continue to maintain a balance between the amount of residential development and the capacity of the Kellogg-Hubbard Library facilities to meet current and future demands.

Goal: Continue to maintain a balance between the amount of residential development and the capacity of the Central Vermont Medical Center and other health related facilities to meet current and future demands.

Goal: Continue to participate in CVSWMD to aid that organization in planning programs that extend the life of the current landfill through diversion and plan for any future landfill expansions or new locations when the need arises.



Implementation Summary, continued

The implementation of the Utilities and Facilities aspirations and goals can be summarized down to a few basic strategies. For the public utilities, a focus on development of utility plans is key and should include plans for source protection plans, steady state maintenance plans, and budget and business plans to support financial viability. Many of the improvements and maintenance will occur through the use of the Capital Improvement Plan along with some specific strategies to improve stormwater outcomes like a roof drain separation program, stormwater maintenance programs, and the creation of the stormwater utility.

The management of the facilities starts with the development and implementation of Capital Needs Assessments (CNAs) which will be implemented through the Capital Improvement Plan. There are also two significant planning efforts that will impact the development of new facilities including the Country Club Road Master Plan and the Barre Street Recreational Facility plan.

The non-municipal utilities and facilities are all managed independently from the City therefore our role is to communicate with our partners and review any of their long term plans for impacts and limitations that may result from those plans.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for supporting utilities and facilities in the City of Montpelier?

The Sustainability and Facilities Coordinator and Department of Public Works work collaboratively to manage utilities and facilities in Montpelier. However, not all of Montpelier's utilities and facilities are operated by the City. For example, the City is served by Green Mountain Power for all of its utility electrical needs, and education facilities are operated by the Montpelier-Roxbury Public School District. Many other private and non-profit facilities are critical to our residents, including libraries, hospitals and health care providers, telecommunication providers, and the Central Vermont Solid Waste Management District.

It should be noted that Montpelier's local and county utility providers are well under capacity due to a lack of growth in the recent past. Unlike many Vermont communities, we could handle new growth without significant investment in utilities and facilities.

City of Montpelier vermont

City Plan 2025

Utilities & Facilities

Implementation Plan

Group A - Aspiration & Goals

Each of Montpelier's public utilities – water, wastewater, stormwater, and district heat – will provide quality service for their customers, achieve a steady-state plan for maintenance of the plants and systems, and accomplish all at a rate affordable to the customers while keeping the respective enterprise funds healthy.

- A.1** Maintain the quality and quantity of water including water supply, treatment plant, and storage system.
- A.2** Improve quality of distribution lines to achieve a steady state for maintenance of water system.
- A.3** Maintain the responsible administration of the Water Fund and increase funding to the water fund to achieve steady state maintenance.
- A.4** Maintain the quality and quantity of wastewater treatment of the Water Resource Recovery Facility.
- A.5** Improve quality of collection lines to achieve a steady state for maintenance of sewer utilities.
- A.6** Maintain the responsible administration of the Sewer Fund and maintain fund levels consistent with financing plan to achieve steady state for maintenance and operations.
- A.7** Improve the quality and quantity of stormwater treatment through a variety of methods including Low Impact Development techniques for public and private impervious surfaces.
- A.8** Improve quality of collection lines to achieve a steady state for maintenance of storm water infrastructure.
- A.9** Improve the responsible administration of stormwater through the creation of a stormwater utility, creation of a Stormwater Enterprise Fund, and increase funding to the fund to eliminate CSOs and achieve steady state maintenance.
- A.10** Maintain the quality of service of the district heat system.
- A.11** Maintain the quality of distribution lines and continue steady state for maintenance of lines.
- A.12** Maintain the responsible administration of the District Heat Fund and increase customers and operations sufficient to achieve longterm financial solvency.

Group B - Aspiration & Goals

Each of the City's Public Facilities (e.g. municipal buildings, senior center, parking lots, recreation fields, cemeteries, and parks) will be sufficient to meet current and future demands and be well maintained and efficient (Net Zero where appropriate).

- B.1** Ensure facilities are sufficient to meet current and future demands.
- B.2** Maintain and where necessary improve the condition of all the city facilities. Where a facility fails to meet accessibility requirements, they will be prioritized.

Group C - Aspiration & Goals

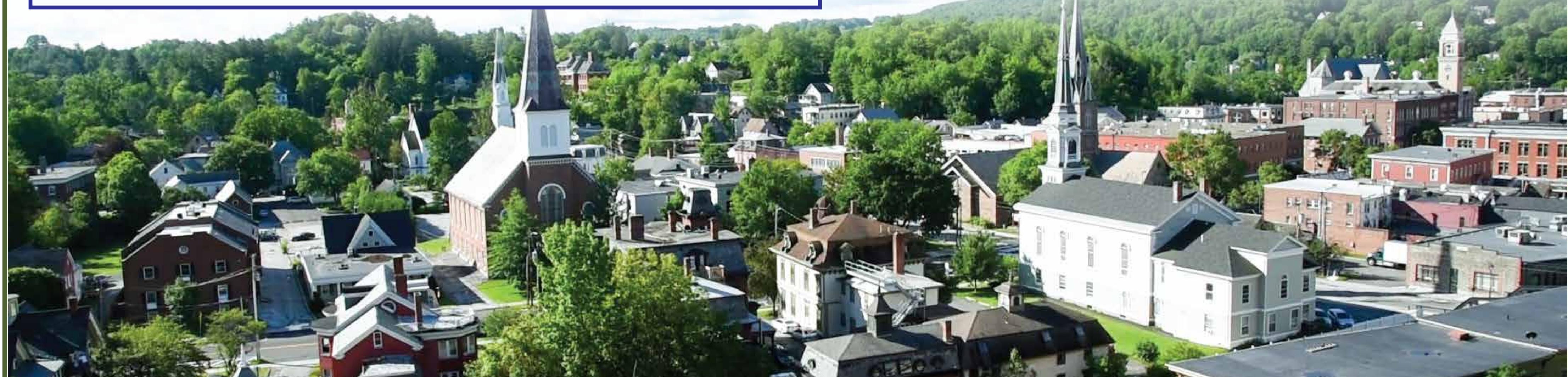
Private utilities (electricity, communications, wireless telecommunications) are universally available and, where appropriate, meet Net Zero objectives.

- C.1** Each private utility will continue to be universally available and improved over time as technology advances to increase availability and improve reliability.
- C.2** Continue to monitor Green Mountain Power to ensure it meets its commitments to be Net Zero by 2030.

Group D - Aspiration & Goals

Non-municipal facilities such as schools, libraries, hospitals, and waste management facilities will be sufficient to meet current and future demands.

- D.1** Continue to maintain a balance between the amount of residential development and the capacity of our schools.
- D.2** Continue to maintain a balance between the amount of residential development and the capacity of the Kellogg-Hubbard Library facilities to meet current and future demands.
- D.3** Continue to maintain a balance between the amount of residential development and the capacity of the Central Vermont Medical Center and other health related facilities to meet current and future demands.
- D.4** Continue to participate in CVSWMD to aid that organization in planning programs that extend the life of the current landfill through diversion and plan for any future landfill expansions or new locations when the need arises.



City of Montpelier vermont City Plan 2025

Utilities & Facilities

Strategies

UF1.: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elk's Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City is currently engaging in a planning initiative to develop a recreation plan for the Country Club Road (CCR) property where new facilities may be built to meet future demands for the various Community Services programs. This could include a community center with additional room for programs, space for a larger commercial kitchen (for FEAST), and room for both expanded child care and adult day care facilities.

Priority : High	Implements Goal : B1	Project
Cost : High	Responsible Party : Planning Department	

UF.2: Continue the Capital Improvement Program (CIP)

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The City should continue to update with projects identified in the various utility plans in order to maintain and improve the utilities.

Of note, upgrades to the water lines to accommodate new fire hydrant codes should be prioritized as well as piping for the alternative effluent discharge location to aid ice melting in the river. Other priorities include completion of Wastewater Resource Recovery Facility (WRRF) upgrades that are currently underway. The CIP should also reflect the needs identified in the various Capital Needs Assessments of the various City facilities.

Priority : High	Implements Goal: A1, A2, A4, A5, A7, A8, A10, A11, B2	Program
Cost : High	Responsible Party : DPW	

UF.3: Continue to Implement the ADA Transition Plan

As a part of its obligations under the Americans With Disabilities Act, the City developed and adopted a plan in September 2019 titled the Americans With Disabilities Act (ADA) Self-Evaluation and Transition Plan. This plan includes an assessment of all city-owned buildings and parks/outdoor areas with proposed solutions to all identified deficiencies. Completing all projects may take years and these improvements will continue to be prioritized.

Priority : High	Implements Goal: B2	Plan
Cost : High	Responsible Party : Sustainability & Facility Coordinator	

UF.4: Continue to Develop and Implement the Various Utility Plans

Each of the four utilities (water, sewer, stormwater, and district heat) require the development and implementation of a number of plans in order to provide safe, high quality service to customers in an affordable manner over the long term. This includes plans such as source protection area plans, steady state maintenance plans for distribution and collection lines, and budget and business plans to support financial viability. The business plans should also explore ways to expand the customer base through programs that might encourage bigger user to come on line. These plans will lay the foundation for many of the other projects and policies that follow.

Priority : High	Implements Goals: A1, A2, A3, A4, A5, A6, A7, A8, A9, A12	Program
Cost : Medium	Responsible Party : DPW	

UF.5: Create a New Stormwater Utility

Create a stormwater utility to manage stormwater and the associated public and private infrastructure necessary for its treatment and handling.

Priority : High	Implements Goal: A9	Program
Cost : Medium	Responsible Party : DPW	

UF.6: Continue to Comment on Certificate of Public Good Applications

Review and comment on Certificates of Public Good when private utilities are recertified to ensure the interests of the residents of Montpelier are taken into effect. This is especially true for Green Mountain Power filings to ensure they maintain their commitment to being Net Zero by 2030.

Priority : High	Implements Goal: C1, C2	Permit
Cost : Low	Responsible Party : Sustainability & Facility Coordinator	

UF.7: Create a Communication Program with Regional Partners

The City should continue and, where necessary, improve communication between the Central Vermont Medical Center, the School Board / Superintendent's Office, Kellogg Hubbard Library and the CVSWMD and the City Council / Manager's Office not to exceed the capacity of these regional facilities.

Priority : Low	Implements Goal: D1, D2, D3, D4	Program
Cost : Low	Responsible Party : City Manager	

UF.8: Continue to Implement the PFAS Mitigation Project

PFAS are man-made chemicals that have been used in industry and consumer products worldwide since the 1940s. They have been used to make nonstick cookware, water-repellent clothing, stain resistant fabrics and carpets, some cosmetics, some firefighting foams, and products that resist grease, water, and oil. Known as "forever chemicals", they take a long time to break down naturally in the environment. According to the CDC, while it is difficult to show that substances directly cause health conditions in humans, scientific studies have shown that exposure to some PFAS in the environment may be linked to harmful health effects in humans and animals. One place PFAS has been discovered is in the effluent from the City's WRRF due, at least in part, from the treatment of leachate from Cassella's landfill in Coventry. A plan and project is in place to try to pre-treat the leachate to destroy the PFAS before sending it to Montpelier for final treatment. That study and project should continue to limit PFAS from being discharged into the environment.

Priority : High	Implements Goals: E17	Project
Cost : High	Responsible Party : DPW Director	

UF.9: Continue the Roof Drainage Separation Program

Roof drains add unnecessary stormwater to some sewer pipes so the City has a program to separate these lines and direct that water to the storm sewers. These efforts help reduce combined sewer overflows that still occur in a few locations.

Priority : Medium	Implements Goals: A4, A7	Program
Cost : High	Responsible Party : DPW	

UF.10: Continue the Capital Needs Assessment, Planning, and Implementation

Continue to review the various Capital Needs Assessments (CNAs) and evaluate each facility to determine sufficiency to meet City's needs as well as any capital improvements that should be added to the Capital Improvement Plan.

Priority : Medium	Implements Goal: B1, B2	Program
Cost : High	Responsible Party : Sustainability & Facility Coordinator	

UF.11: Continue to use the Development Agreement Program to Improve Infrastructure and Grow Customers

For many years the City Manager's office and Planning Department have worked with developers to identify barriers to their projects and find solutions wherever possible. In some cases, these resulted in formal Public-Private Partnerships to facilitate that development. In 2024 the city formalized these types of development agreements by adopting a set of policies and a program to hopefully allow more of these to happen in the future.

In most cases these agreements involve improvement and extensions of water, sewer, and other public infrastructure. Montpelier has a number of neighborhoods where infrastructure is old and will not support additional use. The new Development Agreement Policy has specific provisions that allow the city to pay for these improvements using future revenues (from taxes and utilities). This is very similar to a Tax Increment Finance (TIF) system but gives the city flexibility to look at other issues and needs as well. There is also a goal to develop a revolving loan fund to help cover the cost of smaller improvements which would help make these agreements get approved faster in some instances.

Priority : Medium	Implements Goal: A2, A3, A5, A6, A8, A9, A11, A12	Program
Cost : Medium	Responsible Party : Planning Department	

UF.12: Make Improvements to the Barre Street Recreation Facility

Once the recreation portions of the 203 Country Club Road project are completed the City will need to address the old facility on Barre Street. That facility will need \$6M to remediate hazardous materials and make it accessible for ADA. As a result a plan will be needed to decide what to do with the facility once the Country Club project is completed.

Priority : Medium	Implements Goals: B1	Project
Cost : Medium	Responsible Party : Community Services Department	

UF.13: Continue the Stormwater System Maintenance Programs

Housekeeping measures such as street sweeping and vector cleaning of catch basins are not only good for performance of the storm system but are critical for water quality goals. These programs should be continued into the future.

Priority : Medium	Implements Goal: A7	Program
Cost : Medium	Responsible Party : DPW	

UF.14: Adopt a Stormwater Design Flow Policy

Amend City policy on stormwater design flow to reflect recommendation of the Stormwater Master Plan (pg 130) from a 24-hour storm depth to 2.8 inches and the one-hour depth to 1.2 inches.

Priority : Medium	Implements Goal: A7	Policy
Cost : Low	Responsible Party : DPW	

UF.15: Continue to Comment on Section 248 Filings

Review the Section 248 filings of communications and telecommunication companies to ensure universal coverage of broadband and wireless services is maintained in the City.

Priority : Medium	Implements Goal: C1	Permit
Cost : Low	Responsible Party : Planning Department	

UF.16: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Regarding utilities the regulations should continue the requirements of limiting new impervious cover, requiring water setbacks and buffers, and limiting development on steep slopes as they each help increase infiltration and protect stormwater quality.

The regulations should be amended to require Low Impact Development techniques for all new and redeveloped impervious coverage. The City should continue Zoning requirements through conditional use and subdivisions to ensure that certain development will not have an undue impact on City facilities and other community facilities including schools, hospitals, libraries and solid waste facilities. Review use table periodically to ensure that projects that have the potential to impact facilities and services are marked for conditional use review.

Priority : Medium	Implements Goal: A7, B1, D1, D2, D3, D4	Permit
Cost : Low	Responsible Party : Planning Department	



Chapter 4- Economic Development

Introduction

Montpelier has historically benefited from stability across a variety of important job sectors. State government along with the finance and insurance industries currently provide a solid foundation for the City's economy. However, broader shifts in the retail and work environments have brought about changes to the economic activity in the city. Those changes are anticipated to continue or accelerate in the future. For example, Montpelier's downtown retail businesses often compete with online retailers. Moreover, the drastic increase in remote work since 2020 has led to reduced foot traffic during the workday. As of 2021, 23.4% of all members of the workforce in Montpelier worked from home instead of going into an office. This also reduced the number of commuters coming into the city from 8,344 in 2010 to 5,254 in 2020 as many of them were also now working from home.



Economic development is more than a set of statistics: the number of businesses and jobs, and the health of the City's economy. It's personal to the City's residents, providing them with a means to make a living and support their families. Our economic development plan, therefore, also addresses the needs of the workforce. Workers need a place to live that is near or commutable to their jobs. They may also need affordable childcare or other social services like workforce development and training. Montpelier must maximize opportunities for everyone to participate in the economy if it is to remain a welcoming and inclusive community. Developing those opportunities include removing barriers to individuals with disabilities, opening opportunities to those with criminal backgrounds, and rooting out discrimination and illegal hiring practices.



Planning Context

Montpelier has, for decades, taken strong steps to build the economic health of the community and cultivate a thriving downtown environment with a unique sense of place.

Montpelier provides the most jobs amongst all municipalities in Washington County. In fact, the City has more jobs than it has people in the workforce. This jobs surplus provides ample job opportunities for residents. It also presents challenges such as providing adequate parking for commuters and responding to demands on our limited housing stock by those seeking to live close to their work.

Nearly 60% of the jobs in Montpelier are provided by private businesses and about approximately 40% are provided by government services and administration. Positions in finance, insurance, retail, education, healthcare, and professional and business services provide the majority of jobs in Montpelier. The manufacturing and construction industries are also significant employers.

Growth in the hospitality and tourism sector may help counter the challenges caused by the rise of online retailers and remote work. Tourists are likely to visit downtown businesses while visiting the City.

For Montpelier, our existing recreational resources are most likely to drive growth in outdoor recreation tourism. Our parks present attractive places to hike, cross country ski and mountain bike, and a developing network of bike paths link urban attractions with natural settings. Developing the outdoor tourism sector also has the potential to improve and



expand recreational infrastructure. Potential projects relating to outdoor recreation include boating and tubing on the Winooski River, and the development of a dog park and a disc golf course. Construction of another hotel downtown would greatly help to promote and develop an outdoor recreation tourism industry in Montpelier.

Other workforce development efforts are closely tied to our business profile. We have a highly educated workforce, earning wages greater than the County and State averages. The City, however, is faced with significant workforce development challenges despite residents' relatively high household incomes. The local economy has historically been dependent on a significant number of low paying service jobs, filled by people living in neighboring communities because they cannot afford to both live and work in Montpelier. The City, therefore, has adopted a strategy to increase opportunities for employment advancement through increased workforce development and removing barriers to joining the workforce. This prosperity goal is paired with our goal for more housing, as healthy and sustained economic development is dependent on adequate housing options for the City's workforce.



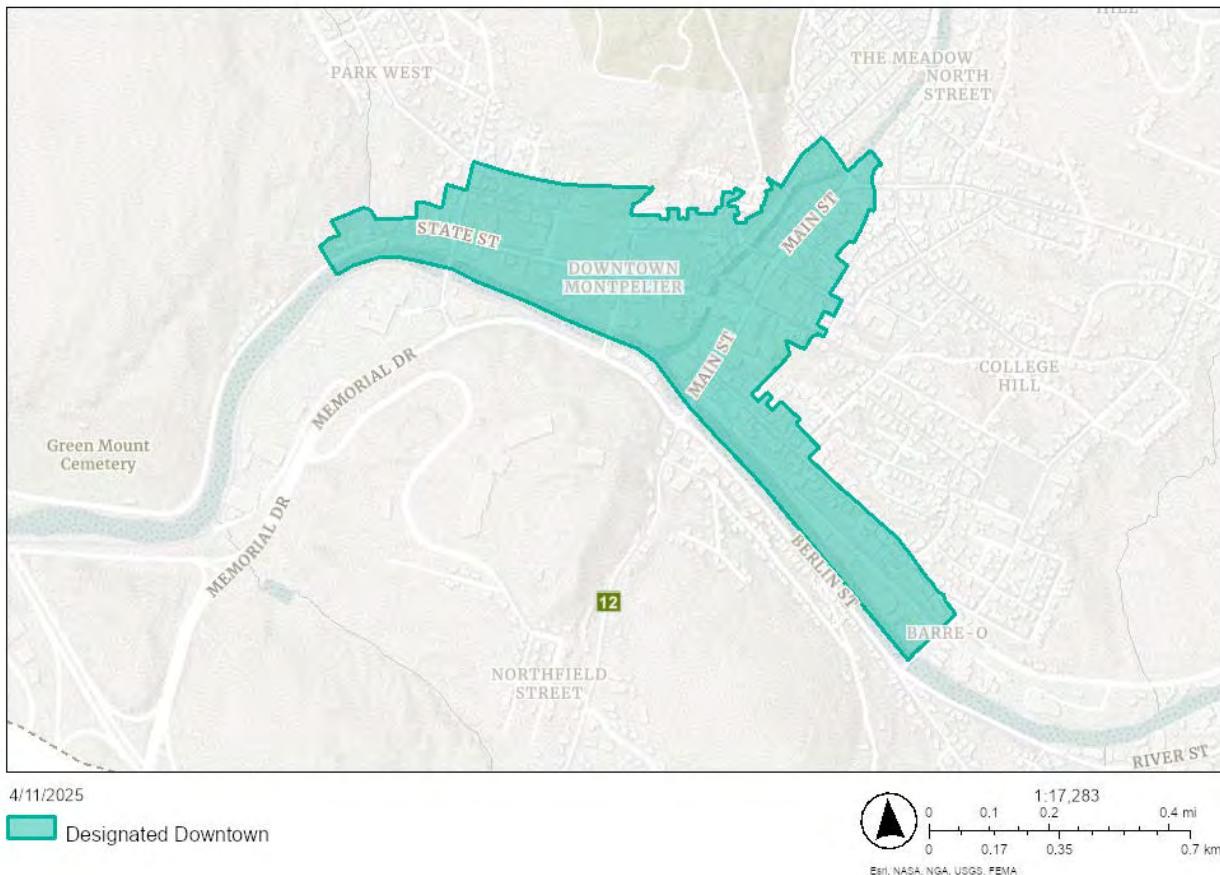
Economic Development Since 2000

In the late 1980s and early 1990s, the City planned for economic development using revolving loan funds to support businesses. Just before the turn of the century, the City created Montpelier in Motion, later to be rebranded [Montpelier Alive](#) to become one of the first municipalities in Vermont to be a [Designated Downtown](#), as shown on the map.

This organization focuses on downtown beautification, events, marketing, and promotion to make the downtown an economic, social, and cultural center for central Vermont.

The Designated Downtown status also provides additional economic development benefits, such as reduced criteria for [Act 250 review](#), opportunities for business and municipal grants, and priority designation for State projects.

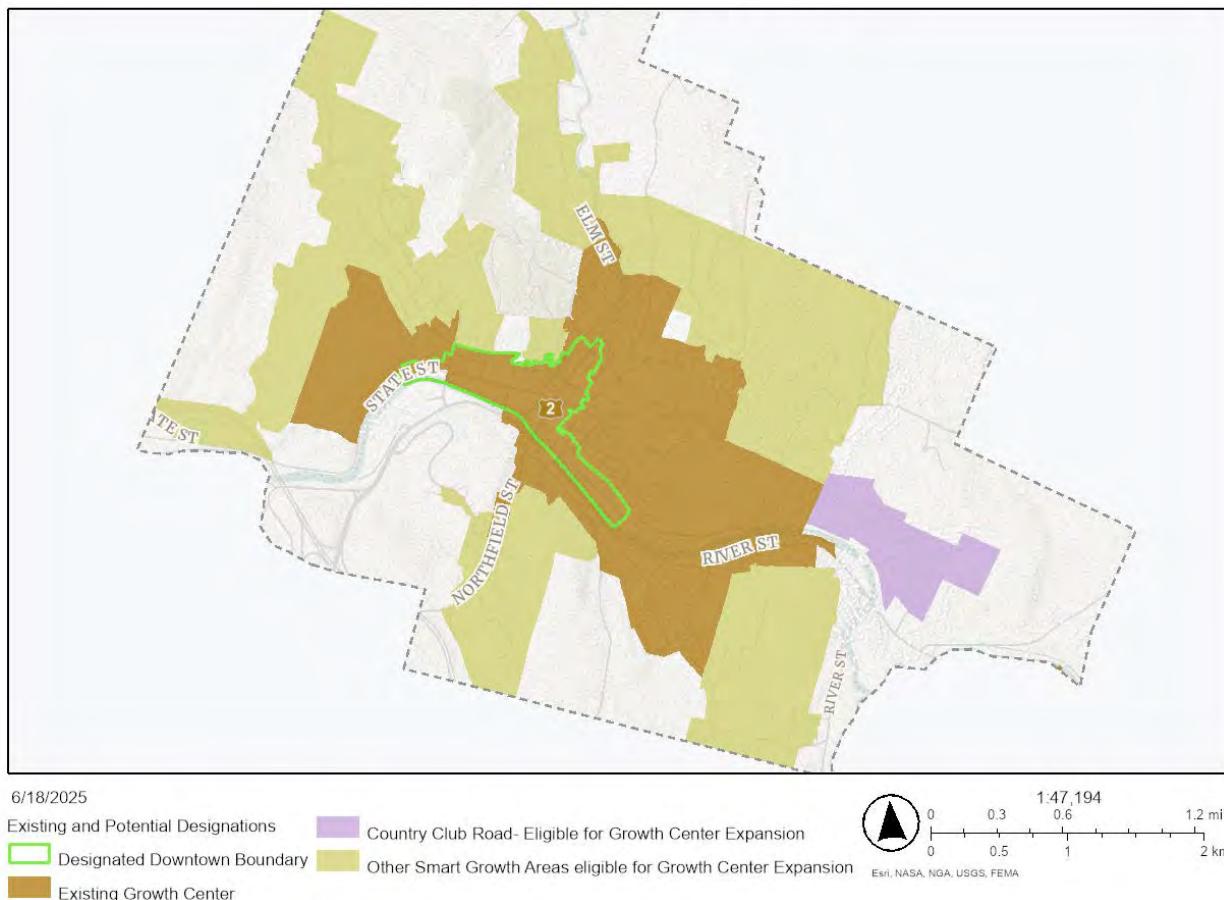
Designated Downtown



Future Designations

The emphasis on supporting economic development through state designations continued in 2009, when the City applied for and became a **Designated Growth Center**. This designation will be active through 2029 (boundary shown on map) but the State is shifting to a new set of designations after 2026. The City will continue to review and apply for designations that benefit expanded economic opportunities.

Existing and Potential Designations



Synergies with Other Plan Chapters

How does economic development relate to other goals of the Montpelier City Plan?

Housing has the greatest single connection to economic development. Business owners have consistently identified the need for affordable housing options across all income levels as a primary barrier to hiring and retaining employees.

Accomplishing the City's housing vision and goals will be critical to achieving any economic development goals.

The City's transportation plan is also closely tied to economic development. According to the 2020 Census, Montpelier had 6,337 jobs and 1,083 of them were filled by residents. Thus, our transportation plan must account for significant numbers of commuters coming into our community for work. The largest commuter pools come from Barre City and Barre Town. We also must consider the

transportation needs of Montpelier residents who commute to other communities for work.

The July 2023 flood demonstrated how vulnerable Montpelier's economy is to a natural disaster like a flood. We expect floods to be more frequent in future due to climate change and our businesses and downtown buildings need to become more resilient over time to prevent the same damage from happening a second time. Our future economic strength relies on achieving the goals identified in the Resilience chapter of this City Plan.



Natural resources can also be a strength for economic development. As noted in the Community Services Chapter, the Park's Department has been working closely with local and regional partners to make outdoor recreation one of the City's economic pillars. Whether it is hiking, mountain biking, cross country skiing, or any number of other activities, our park system brings people into Montpelier from around Vermont and the Northeast. Visitors who come to the city contribute to the community and support our local businesses. Continuing to grow this relationship will help diversify and strengthen our economy.

This influx of commuters has an impact on our community services. Our total population during the day swells to more than 10,600 with commuters. That does not include visitors, state legislators, and shoppers. It is assumed that Montpelier's population almost doubles during the day once everyone is considered. This means our services (police, fire, sewer, and water) need to be designed to handle the workload of a city twice our size.

As discussed above, community services such as childcare, education, and workforce development are also critical to successfully opening opportunities to all our residents and employees.

Implementation Summary

Aspiration: Montpelier will be a great place for people in the workforce to live. The community will provide equal access to employment

through available housing opportunities (specifically affordable housing) and services (specifically childcare and transportation) for all members of the workforce. The City will connect these workers to the regional and state resources that are available for workforce development.

Goal: Increase the quantity, quality, and affordability of our housing and childcare as they are essential to a thriving and successful workforce. Additionally, maintaining a mix of land uses and improving access to affordable public transportation are key to a fair and equitable access to employment for all residents.

Goal: Improve the development of our workforce by connecting workers with education and training and educating educators and trainers about the needs of our employers.



Aspiration: Montpelier will maintain a robust local economy by supporting quality private development and by ensuring those projects have access to ample infrastructure.

Goal: Continue to improve our business and economic climate such that it encourages and supports businesses.

Goal: Increase the number of local businesses through retention and expansion programs as well as support for startups and entrepreneurship with a goal of increasing the number of full-time jobs by 100 per year.

Goal: Improve our building stock to make it more flexible, efficient, and well maintained. Maintain and improve the quality of utilities and facilities.

Goal: Maintain and improve our sense of place and the quality of our public built-environment.



Implementation Summary, Continued

The workforce related goals lean heavily on supporting other chapters of this City Plan. This includes the Housing Chapter, Community Services Chapter and Transportation Plan that provide strategies for creating options for expanding opportunities for housing, child care and public transportation. Additionally, while the City does not provide any workforce development programs, the City does have an interest in developing a service hub that could help direct residents who are unemployed or underemployed and help them access all of the regional and state programs that are available. Studying the possibility of creating this hub will be one effort to explore in the near future as a part of the Community Services Plan and is supported by this Economic Development Plan.

The strategies to implement the four business plan goals are generally implemented through the Planning & Community Development Department and Montpelier Alive. This includes our participation in state designation programs described above as well as the state's Tax Increment Financing Program. We will also continue our tax stabilization program and explore two tax related issues - eliminating the business equipment tax and studying an alternative to the current property tax system.

Looking forward, the Planning Department will be managing the revision of the Economic Development Strategic Plan (EDSP). This will help potentially reshape our goals and strategies based on a new round of public input and conversation. This EDSP will also guide the business development programs that are administered by the Community & Economic Development Specialist as well as help to restructure our Economic Development Revolving Loan Fund which has been dormant for a few years.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for supporting Economic Development in the City of Montpelier?

The City of Montpelier's Planning and Community Development Department supports economic development in Montpelier through the work of the Community & Economic Development Specialist. That position works with private developers to support development and redevelopment projects in Montpelier. The City has supported some private projects, such as the Caledonia Spirits distillery and Timberhomes Vermont, by providing city infrastructure and/or zoning amendment

assistance. Several recent private projects have been carried out with limited City involvement.

In 1999 the City created Montpelier in Motion, later to be rebranded Montpelier Alive and adopted a Designated Downtown district to support downtown businesses. Montpelier Alive is a separate non-profit organization that the city still supports through annual appropriations. The Community and Economic Development Specialist works with them to support businesses.

The City also has regional partners which it collaborates with including Central Vermont Economic Development Corporation (CVEDC) and the Central Vermont Chamber of Commerce.

City of Montpelier vermont

City Plan 2025

Economic Development

Implementation Plan

Strategies

ED.1: Renew the Tax Increment Finance (TIF) Program

TIF is a program of the state that allows the new tax revenue generated by a project to be used to pay for public improvements that are needed for the project. The City received TIF approval in 2018 to fund economic development projects by paying for needed utilities (sewer and water) or new public streets. The City should consider reapplying to use the program to support economic development and housing projects.

Priority : High	Implements Goal #5, #6	★★	Program
Cost : High	Responsible Party : City Manager		

ED.2: Develop a Housing Marketing and Outreach Program

This City recognizes that it has a shortage of both small scale and large scale housing developers. Once the City has completed setting up various programs it will be important to market these to local and regional builders, developers, and potential homebuyers to hopefully shift some new housing to Montpelier.

Priority : High	Implements Goal #1	★	Program
Cost : Medium	Responsible Party : Planning Dept.		

ED.3: Continue the Tax Stabilization Program

The Tax Stabilization Program is an economic development program where the City enters into agreements with industrial, commercial or commercial residential projects to provide some property tax relief for developers who propose projects that achieve specific goals. The City should continue to provide these incentives and should also review, and if appropriate, provide recommendations to increase incentives to commercial projects. Child care and commercial housing projects should be given special considerations under the rules.

Priority : High	Implements Goal #1, #4, #5	★★★	Program
Cost : Medium	Responsible Party : Planning Dept.		

ED.4: Create a New Montpelier Economic Development Revolving Loan Fund

The City has some remaining funds in an economic development RLF but those funds lack any guidelines for the development of a program that could use them. An evaluation of the amount of resources and a prioritization of where these funds should be invested is something that should be considered. Programs to assist child care providers are strongly encouraged.

Priority : High	Implements Goal #1, #4, #5	★★★	Program
Cost : Medium	Responsible Party : Planning Dept.		

ED.5: Continue to Participate in the Growth Center Program

The Growth Center Program is a program of the Vermont Agency of Commerce and Community Development which provide benefits to the municipality as well as private developers in order to target 50% of all development over a twenty year period within the Growth Center District. Montpelier has participated in this program since 2009 and has adopted a Growth Center District that covers most of the highest density zoning districts in the downtown area.

Priority : High	Implements Goal #3, #4, #5, #6	★★★★★	Program
Cost : Low	Responsible Party : Planning Dept.		

ED.6: Develop and Implement a New Economic Development Strategic Plan

The City completed an Economic Development Strategic Plan (EDSP) in 2016 with some success but the plan fell short in a number of places and it is felt that a whole new plan is needed to effectively move forward. The City should draft a new EDSP to ensure our primary economic development goals are realistic and broadly supported.

Priority : High	Implements Goal #3	★	Plan
Cost : Medium	Responsible Party : Planning Dept.		

Aspirations

A) Montpelier will be a great place for people in the workforce to live. The community will provide equal access to employment through available housing opportunities (specifically affordable housing) and services (specifically childcare and transportation) for all members of the workforce. The City will connect these workers to the regional and state resources that are available for workforce development.

B) Montpelier will maintain a robust local economy by supporting quality private development and by ensuring those projects have access to ample infrastructure.

Goals

1 Increase the quantity, quality, and affordability of our housing and childcare as they are essential to a thriving and successful workforce. Additionally, maintaining a mix of land uses and improving access to affordable public transportation are key to a fair and equitable access to employment for all residents.

2 Improve the development of our workforce by connecting workers with education and training and educating educators and trainers about the needs of our employers.

3 Continue to improve our business and economic climate to encourage and support businesses.

4 Increase the number of local businesses through retention and expansion programs as well as support for startups and entrepreneurship with a goal of increasing the number of full time jobs by 100 per year.

5 Improve our building stock to make it more flexible, efficient, and well maintained. Maintain and improve the quality of our utilities and facilities.

6 Maintain and improve our sense of place and the quality of our public built environment.

ED.7: Increase Economic Development Through Promotion of Outdoor Recreation

Montpelier will further expand its presence as a key place to live and visit for outdoor recreation. This could include active recreation like hiking and biking, as well as passive recreation like wildlife viewing. The City and our partners will achieve this with the following 3 strategies:

1. Tell the right story: Montpelier has a vibrant downtown that is seamlessly connected to high quality outdoor recreation. The City will promote this message by developing a comprehensive outdoor recreation map and brochure, develop an adventure guide focused on the downtown area, maintain a robust online presence promoting Montpelier's outdoor recreation offerings, develop creative assets promoting outdoor recreation in Montpelier including videos, photos, and graphics, and use marketing and informational materials to promote downtown businesses and events.

2. Strategically expand our recreation offerings: Montpelier offers a diversity of recreation opportunities. From accessible riverside paths to adventurous mountain bike trails, the City offers an array of ways to recreate outdoors. The City should strategically expand recreational offerings to create longer, more connected trail networks, and more diverse experiences. We should also seek to expand into new areas such as in-river whitewater recreation.

3. Think beyond our borders: Montpelier is small and has limited land area for recreation. We should partner with regional towns and cities to promote broader and more diverse recreation opportunities. Examples include Wrightsville Reservoir, East Montpelier Trails, Cross Vermont Trail, Millstone Trails, and the Montpelier Town Forest.

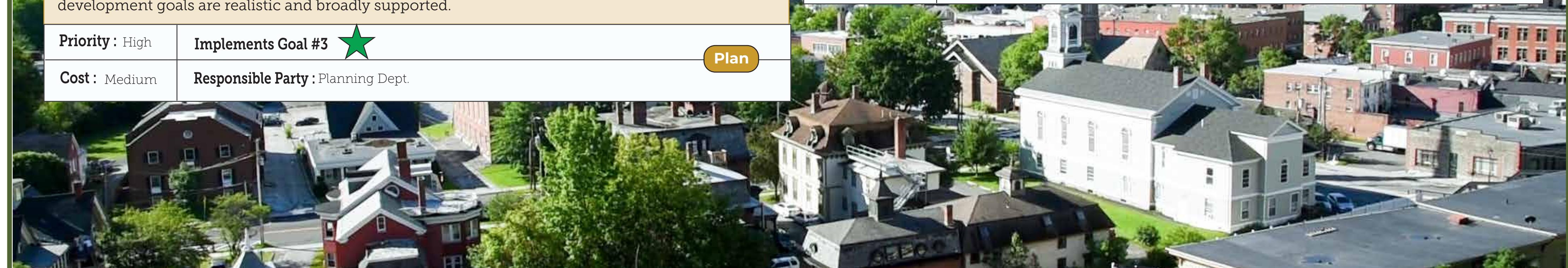
Priority : High	Implements Goal #5	★	Program
Cost : Medium	Responsible Party : Parks & Trees Department		

ED.8: Adjust and Implement the Greenprint Program

The City has had a Greenprint since 2008 to guide the development of a hub-and-spokes system of interconnected parks and greenways across public and private land. The last revision of this plan was done in 2020, and the plan should be re-visited at least once every 5 years. Advancing the Greenprint supports economic development via outdoor recreation in the following ways

- Improves connections between our vibrant downtown and high-quality trail systems.
- Creates a more integrated trail network to create longer and more varied experiences.
- Connects Montpelier's trails to regional trail systems to create more dynamic recreation experiences.
- Develops recreation assets on land and water to provide a diversity of recreation opportunities.

Priority : Medium	Implements Goal #5	★	Program
Cost : High	Responsible Party : Parks & Trees Department		





City Plan 2025

Economic Development

Implementation Plan

Strategies

ED.9: Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. In 2018, revisions also made more permits administrative and reduced requirements that were limiting infill development.

The City should continue to allow and perhaps expand mixed use zoning districts that allow shifts between office, residential, light manufacturing, eateries, and retail easily to respond to changing market conditions. Industrial zones should be maintained to protect them from more sensitive residential development. The Unified Development Regulations are also key to protecting the appearance and character of our downtown by protecting historic resources, its built environment, and historic settlement pattern. The rules include architectural and landscape requirements to protect the quality of private development projects. A final area to consider changes is in simplifying certain rules like requiring landscape architects for site plans.

Priority : High Implements Goal #3, #5, #6

Cost : Low Responsible Party : Planning Dept.

Permit

ED.10: Continue to Participate in the Designated Downtown Program

The Designated Downtown Program is a program of the Vermont Agency of Commerce and Community Development which, among other benefits, provides developers with tax credits for certain projects and special considerations in state permitting including less state jurisdiction, reduced fees, and presumed compliance with certain criteria in Act 250. The City has participated since 1999 and to qualify for the program the City has a Designated Downtown District and a local downtown non-profit organization (Montpelier Alive). The City and Montpelier Alive will partner to continue to participate in this program.

Priority : High Implements Goal #3, #4, #5, #6

Cost : Low Responsible Party : Montpelier Alive & Planning Dept.

Program

ED.11: Create A Child Care Action Plan

Create a comprehensive action plan to expand child care availability in Montpelier. This should explore several opportunities: 1) Collaborate with city officials, state agencies, and private landlords to identify and repurpose underutilized spaces for new child care facilities; 2) Ensure that child care is incorporated as a key feature in future city-sponsored development projects, such as the Country Club Road initiative; 3) Pursue grant opportunities to support the training of new child care providers and the growth of existing child care services.

Priority : High Implements Goal #1

Cost : Medium Responsible Party : Planning Dept.

Plan

ED.12: Expand the City and Tourism Marketing Program.

Montpelier Alive provides a number of initiatives to market Montpelier's downtown including direct marketing and hosting events. These should be continued and expanded to promote the city a great place to visit, recreate, and shop as well as great place to start and grow a business. This should include partnering with Montpelier Alive, Farmers Market, and Lost Nation Theater to expand opportunities for the arts, live music and entertainment, and festivals. Leverage historic and cultural assets as economic development assets promoting the State House and Museum, North Branch Nature Center, Mountaineers etc.

Priority : Medium Implements Goal #6

Cost : Medium Responsible Party : Montpelier Alive

Program

ED.13: Continue the Policy on Efficient and Predictable Regulations

While land use and building regulations are a necessary part of ensuring orderly and safe development in Montpelier, they should also be predictable and efficient to encourage economic development. Permits that take months to acquire or, worse, leave developers spending a lot of money on applications that may not get approved makes investment a riskier prospect. Having clear regulations that are administered in a timely manner is something the City has been striving for for many years. This includes the City's River Hazard Area Regulations, Unified Development Regulations, and Building, Fire, and Health and Safety Codes.

Priority : Medium Implements Goal #3

Cost : Low Responsible Party : Planning Department

Policy

ED.14: Study the Elimination of the Business Equipment Tax

Montpelier is one of a few communities that has a separate business equipment tax on top of the property tax. This puts the City at a competitive disadvantage in attracting businesses that have expensive equipment like breweries and certain manufacturing. The reduction or elimination of the tax would help in creating a better business climate and assist in entrepreneurship, job attraction, and expansion.

Priority : Medium Implements Goal #3, #4

Cost : Medium Responsible Party : Planning Department

Plan

ED.15: Create and Expand a Business Development Program

This program started with expanding the Community Development Specialist position to include economic development. This position (Community and Economic Development Specialist) will expand over time to help attract, retain, and expand business in Montpelier. This position can help everyone from entrepreneurs to established businesses by directing them to resources.

This position could also support grant writing, grant administration, and other technical assistance to businesses such as applying for VEDA Programs, brownfield revitalization, VEGI incentives, and Downtown Program grants including Sales Tax Reallocation and technology tax credits. In the future this position could partner with USCRI Vermont to attract refugees to resettle in Montpelier and train on entrepreneurial opportunities. Immigrant population can drive small business creation as they seek to create a better life for their families and may add greater diversity and help foster a dynamic business environment. Currently this position is focused on increasing housing, particularly at the Country Club Road site.

Priority : Medium Implements Goal #4

Cost : Medium Responsible Party : Planning Department

Program

ED.16: Develop an Economic Opportunities Map

Develop a map identifying underused and undeveloped properties in the City that can be used to market for redevelopment.

Priority : Medium Implements Goal #5

Cost : Medium Responsible Party : Planning Department

Plan

ED.17: Create a New Outdoor Recreation Economic Development Coordination Program

In order to make outdoor recreation a destination and a key to our future economic development, a number of coordinated efforts must occur. This includes: 1) collecting base data and establish benchmarks and targets; 2) coordination with other city departments (e.g. recreation, department of public works), private partners (e.g. sporting-goods stores, private outdoor recreation opportunities), and others to hold events that utilize our outdoor recreation resources and to provide a uniform, connected outdoor recreation experiences for visitors; 3) work with economic and community development organizations such as Montpelier Alive, Montpelier Business Association, and the Chamber of Commerce to market and to promote our outdoor recreation resources both to the public and to our local business community.

Priority : Medium Implements Goal #6

Cost : Medium Responsible Party : Parks & Trees Department

Program

ED.18: Investigate Opportunities for a New Hotel and/or Parking Garage Project

While the Capital Plaza Hotel expansion and public parking garage project has died, there continues to be a need for additional downtown hotel space and a need for structured parking to support increased tourism. Both of these will have a positive impact on the downtown as more hotels provides more meals and rooms tax for the city to reinvest and additional tourists would spend more at local restaurants and shops making our downtown more vibrant.

Priority : High Implements Goal #6

Cost : Low Responsible Party : Planning Department

Project

ED.19: Continue to Implement the Downtown Streetscape Improvement Project

The City should continue to plan for and implement the downtown streetscapes to make the entire downtown have a unified, pleasant, and safe appearance.

Priority : Low Implements Goal #6

Cost : High Responsible Party : Planning Department

Program

ED.20: Develop and Implement a Workforce Development Program

This would involve a number of coordinated activities including hiring a staff member (Economic Development Officer) to help connect those needing help upskilling for job improvement with the appropriate service providers. Similarly, the program would help connect employers who need workers with special training with state partners who help provide workforce training. This program could also work with the state to provide satellite offices in Montpelier for services like adult education, CCV, and vocational rehab. This could be combined with the service hub concept in the Community Services chapter.

Priority : Low Implements Goal #2

Cost : High Responsible Party : Planning Department

Program

ED.21: Create a New Economic Development Public Education and Outreach Program

Support for economic development has waxed and waned over the years and this has impacted the ability of the city to fund and implement economic development programs and projects. One proposal to help with this is to develop a marketing program to educate the public on the value of economic development to help garner more support for projects in the future.

Priority : Low Implements Goal #3

Cost : Medium Responsible Party : Planning Department

Program

ED.22: Study Alternatives to the Current Property Tax System

There has been an idea discussed for a few years about implementing a land value taxation formula in order to assess a higher property tax scheme for vacant land and buildings in the Montpelier Growth Center. This has not been fully examined and should be considered.

Priority : Low Implements Goal #3

Cost : Medium Responsible Party : Planning Department

Plan

Chapter 5- Resilience

Introduction

Montpelier has developed along the confluence of two rivers. Recent flooding in 2011 and 2023 has revealed how vulnerable the city is to catastrophic flooding. In each instance, the city has recovered from these disasters, but at great cost and effort. Montpelier must position itself to better withstand floods and recover faster in the future. This undertaking will require a substantial and coordinated effort between local, state, and federal government, business leaders, and residents to achieve the level of disaster resiliency the city requires going forward.

Community resilience generally involves two elements - 1) avoiding and minimizing damage as a result of a natural disaster; and 2) developing and maintaining systems designed to expedite comprehensive recovery after such an event. This plan examines the ways the city can protect residents and their homes, in an effort to avoid or reduce displacement and financial losses as a result of a disaster. This plan also explores ways to floodproof our downtown commercial core buildings, and to minimize business losses and foster rapid recovery.

Planning Context

Resilience and emergency management are interconnected. Thorough planning and preparedness are essential to an adequate and appropriate response to an emergency. This resilience plan aims to develop and build upon each of the four pillars of emergency response and preparedness. These areas are:

Mitigation

Hardening and updating the City's infrastructure to better handle significant stresses is best done before, and not in response to, a disaster. Enlarging culverts, enhancing floodplains, and elevating and floodproofing buildings are examples of proactive planning that will help reduce future damage and limit risk from disasters.

The Transit Center (inset) was built 2 feet above the base flood elevation, so it did not flood in 2023.



Preparedness

Regular and proper training and preparation of our first responders is critical to effective emergency response. Likewise, a sustained outreach and education effort to the public about how to respond and react to emergencies should be a part of the City's resiliency efforts. Safety for all in the event of an emergency is increased when the response is known and understood.

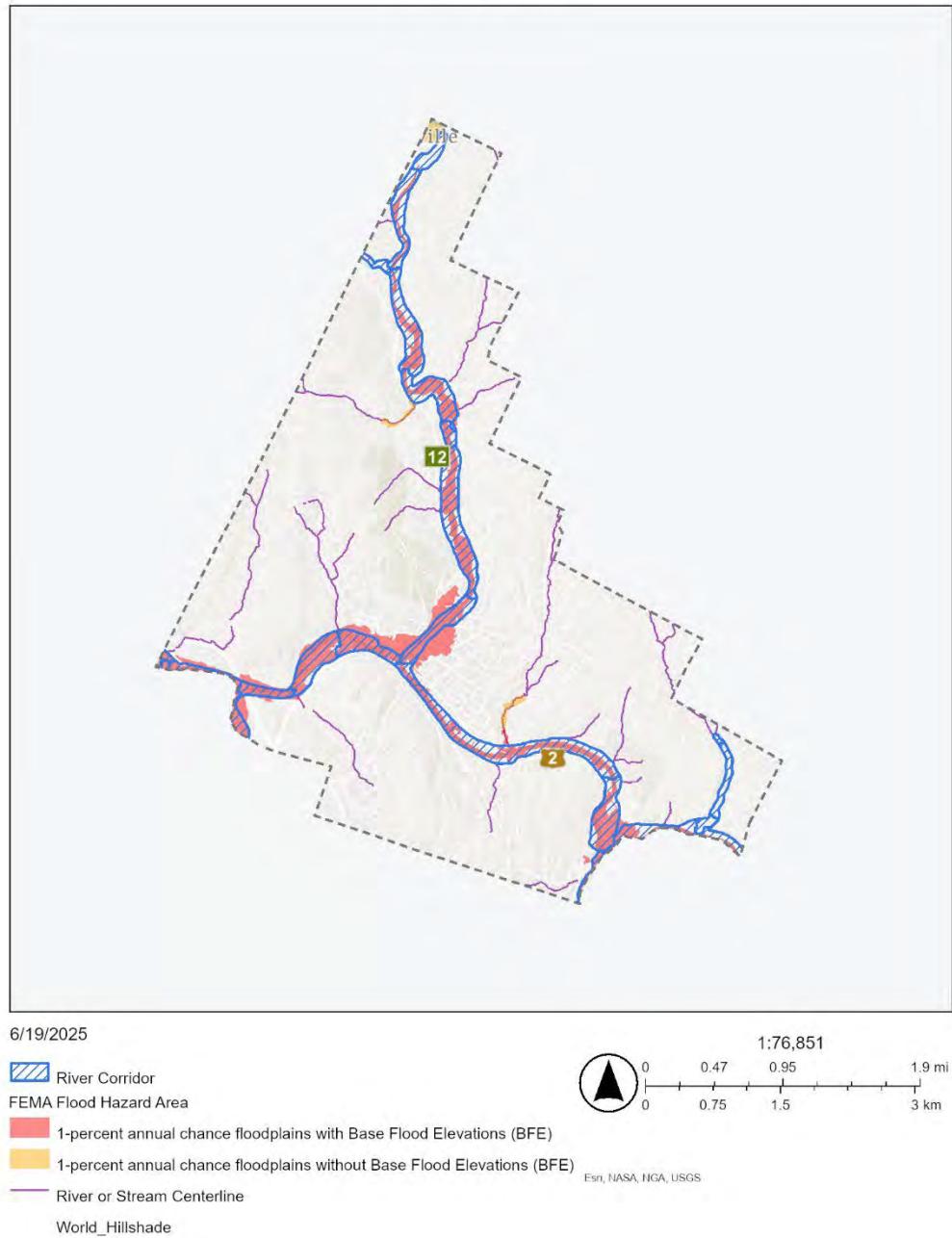




This plan assumes flooding as the primary disaster risk to the City. However, Montpelier needs to prepare for a wide variety of potential risks, such as rockslides, winter storms, extreme heat and cold, wildfires, and pandemics.



As mentioned above, Montpelier's primary natural hazard is flooding and associated erosion. The City floodplains (red and yellow), river corridor (blue), and streams (purple) are shown on the map to the right. See this explainer for background on different [FEMA flood designations](#).



Synergies

How does resilience relate to other goals of the Montpelier City Plan?

More than any other chapter in this City Plan, resilience has synergies with other chapters. To become more resilient we will need changes to nearly every chapter. For instance, emergency management and response are handled by our public safety agencies. Our emergency response volunteers are coordinated through our parks department and community services department. Much of the City's emergency preparedness is focused on ensuring that these staff are ready and capable to respond when needed.

Our transportation infrastructure is key to resiliency planning. Properly sizing bridges and culverts, and reducing runoff are critical to limiting downstream flooding. Also, adequate maintenance and appropriate upgrades to stormwater infrastructure under our roads is a critical piece in addressing storm events both small and large.

Flooding impacts to our historic downtown are particularly severe in Montpelier. Historic buildings are at special risk because they were built before flood codes and most often will suffer damage even during smaller events. The July 2023 flood event showed the large economic losses that can result. Businesses suffered inventory loss, damage to buildings and equipment, loss of income during recovery and reconstruction.

The energy and natural resources chapters are where we hope to make changes to our future. The energy chapter addresses the City's efforts to confront the causes and impacts of climate change. Prohibiting the construction of structures in floodplains in an effort to protect our natural river systems is an example of resource protection aiding in effective resiliency efforts.



Did You Know?



The July 2023 flood was estimated to cause **\$100M** in damage to state buildings (Source: Gov. Scott), **\$100M** to businesses and commercial properties (Source: CVEDC), and more than **\$15M** to City buildings and infrastructure. This does not include damage to homes and other properties within the city.

Implementation Summary

Aspiration: A resilient Montpelier will actively address existing and emerging hazards and develop the resources for response, recovery and systemic change needed to ensure a thriving, equitable, and sustainable community.

Goal: Improve the City's emergency response during disasters to safeguard the health, safety, welfare and property of residents, and to protect the economic, physical, social, cultural and environmental assets of affected areas.

Goal: Ensure Montpelier has the plans and social, physical and financial infrastructure for individuals, businesses and public entities to not only recover but to bounce back better following any disaster.

Goal: Continue and expand proactive hazard mitigation efforts to reduce the impacts of flooding and other disasters.

Goal: Grow a culture of community preparedness through efforts to give residents, businesses and emergency responders the training, education, and resources they need to prepare and respond to local disasters.

Goal: Develop areas of the city outside of high-risk flood hazard zones that can support vital community functions before, during and after disasters that impact the downtown.



Implementation Summary, continued

There are more than 30 different strategies identified to achieve our resilience goals. These strategies to address each emergency management stage include:

- The emergency response strategies focus heavily on operations programs such as Local Emergency Management Plan (MAPLE), the Continuity of Operations Plan (COOP) and the Emergency Communications Plan. These programs guide how the City makes decisions during events and communicates with the public. Having these types of plans and programs in place is critical to developing effective response capabilities.
- The recovery phase strategies guide residents, businesses and city government on how to quickly clean up, repair, and build back better. This includes guidance on staffing our volunteer hub and managing donations as well as communicating the codes and regulations that will protect everyone from future disasters.
- The mitigation phase strategies contain many projects that have been identified to protect public infrastructure and private property. These projects include repairing City Hall and the Fire Station from damage in 2023, as well as elevating Dog River Road to protect the Water Resource Recovery Facility (WRRF).

- The preparedness strategies focus on the training and preparation needed to ensure effective emergency response. This involves securing emergency responder certification and participation in drills. This step also involves significant public outreach related to VT-Alerts sign up and information on protecting their homes and businesses. Also, the City participates in state and federal programs such as the National Flood Insurance Program, Community Rating System (CRS), and Emergency Relief and Assistance Fund (ERAF) which provide program participants with relief after a disaster. However, it is crucial that potential participants join the programs prior to an event in order to secure assistance. Finally, preparedness involves river hazard area regulations and building code enforcement to ensure new development design and construction adequately accounts for flood risk.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for supporting resilience in the City of Montpelier?

Nearly every City department incorporate preparation and resiliency elements into their operation. However, emergency response and preparedness is the central feature of a notable set of departments. Public safety agencies such as police, fire/EMS, and dispatch lead the response effort during disasters, and open and operate the Emergency Operation Center. The Department of Public Works (DPW) works closely with the public safety agencies throughout disasters to maintain systems and close roads as necessary. DPW also focuses on resilience in every project they undertake. DPW size bridges and culverts to accommodate storm events and manage stormwater through collection systems. DPW also applies for mitigation grants to protect their facilities and miles of roads and pipes from damage.

Other smaller departments also play an important role. The Parks Department along with Montpelier Alive were a key player in the 2023 disaster response by staffing the volunteer hub and coordinating the Montpelier Youth Conservation Corp (MYCC) to help property owners with clean up. The Planning & Community Development Department helped with grant assistance to owners of damaged property, including applications for buyouts and building elevation funds. The Department also helped to form the City's overall resilience strategy.

The [Montpelier Commission for Resilience and Recovery](#) is a leader among non-government groups working on resiliency efforts. The Commission is not a formal political or governing body and derives its authority from the partnership established by the Montpelier Foundation, Montpelier Alive, and the City. It is

accountable to the entire community of Montpelier and has been tasked by the community with moving forward the priorities identified and prioritized through a series of recovery forums. To those ends, it engages and empowers forum participants (and all members of the wider community) to galvanize action for flood recovery and resilience. The Commission authored the MAPLE report and other efforts that appear in the implementation plan.

[**Montpelier Disaster Recovery Organization \(MoDRN\)**](#) is another group focused on resiliency in the City. Its mission is to support Montpelier residents in a sustainable, resilient recovery from disaster by providing resources, technical assistance, financial support, and volunteer labor.

City of Montpelier vermont

City Plan 2025

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Strategies

RS.1: Continue to Use the Capital Improvement Program to Schedule Improvements

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. Many mitigation projects are placed on the CIP and should be prioritized. This includes: a) The City should upgrade segments identified as Very High Priority in Road Erosion Inventory in order to minimize damage and increase resiliency of our roads; b) Implement priority stormwater projects identified in Montpelier Stormwater Master Plan (SWMP).

Priority : High	Implements Goal #3		Program
Cost : High	Responsible Party : DPW		

RS.2: Continue to Utilize the Volunteer Hub During and After Distasters

During the July 2023 Flood event, an ad hoc volunteer hub was coordinated by Montpelier Alive and the Parks Department using the MYCC volunteers and residents of the public to help with flood recovery. The MAPLE emergency response plan calls for the city to formalize this strategy to allow for it to be activated prior to, during, or after a disaster to help residents and businesses with sandbagging, flood preparations, and disaster clean up. Having staff and resources prepped and ready for activation is important to a rapid and smooth response to any event.

Priority : High	Implements Goals #1, #2, #4		Program
Cost : Medium	Responsible Party : Parks & Trees Department		

RS.3: Complete the Building Elevation Projects from the 2023 Flood.

Following the 2023 flood, the City secured funding to help a number of residential structures to get elevated. This project targeted single family homes and some apartments including one large apartment building on Elm Street owned by Downstreet. These 4 to 7 buildings are some of the most vulnerable properties in the City and elevating these structures will help prevent risk of life and property as well as displacement following an event. If the City can eventually elevate all residential structures above the Design Flood level then future events will be far less disruptive and damaging.

Priority : High	Implements Goals #3		Project
Cost : Low	Responsible Party : Planning Department		

RS.4: Continue to Update the Local Hazard Mitigation Plan

The City of Montpelier adopted a revised LHMP in September 2021. They are valid for a period of 5 years before needing to be revised and adopted again. That plan should guide hazard mitigation efforts over the life of the plan. The plan identifies a set of mitigation strategies, many of which have been added to this resiliency implementation plan. All of the actions should be advanced before or during the next adoption to inform the next table of mitigation strategies.

Priority : High	Implements Goal #3, #4		Plan
Cost : Low	Responsible Party : Emergency Management Director		

RS.5: Conduct a Downtown Building Flood Resilience Assessment

History has demonstrated that Montpelier's downtown core is highly vulnerable to flooding. The City will collaborate with property owners and other stakeholders to coordinate a project to assess all flood-vulnerable downtown buildings. The project will review each building, look at existing conditions, and then provide building owners with an outline of resilience improvement measures. The project will also provide flood elevation data specific to each building. This proposed project will look at resilience in a comprehensive and consistent manner. This city-wide approach will ensure more consistent results for all involved and serve as a first step towards securing more funding to support all necessary improvements.

Priority : High	Implements Goals #3		Plan
Cost : High	Responsible Party : Planning Dept.		

Aspiration

A resilient Montpelier will actively address existing and emerging hazards and develop the resources for response, recovery and systemic change needed to ensure a thriving, equitable, and sustainable community.

Goals

- 1 Improve the City's emergency response during disasters to safeguard the health, safety, welfare and property of residents, and to protect the economic, physical, social, cultural and environmental assets of affected areas.
- 2 Ensure Montpelier has the plans and social, physical and financial infrastructure for individuals, businesses and public entities to not only recover but to bounce back better following any disaster.
- 3 Continue and expand proactive hazard mitigation efforts to reduce the impacts of flooding and other disasters.
- 4 Grow a culture of community preparedness through efforts to give residents, businesses and emergency responders the training, education, and resources they need to prepare and respond to local disasters.
- 5 Develop areas of the city outside of high risk flood hazard zones that can support vital community functions before, during and after disasters that impact the downtown.

RS.6: Complete the Dog River Road Elevation Project

The City's Water Resource Recovery Facility (WRRF), also known as the Sewer Plant, is located on Dog River Road in the mapped Flood Hazard Area. The WRRF is currently protected from flooding by Dog River Road which acts as a levee to keep water out. While the elevation of the roadway is currently enough to protect it from a large flood, the City has a project to elevate and reinforce the road to protect against even larger floods. The facility is very expensive and having it damaged in a future flood would result in costly repairs and long-term environmental damage. The cost of this project is modest and would provide a responsible level protection against future events.

Priority : High	Implements Goal #3		Project
Cost : High	Responsible Party : DPW		

RS.7: Create a Program to Replace Discontinued Flood-Prone Heating Systems

A new program has been proposed to remove flood-prone heating systems from structures connected to the district heating plant. This program idea has yet to be fully vetted or funded but has been identified in the LHMP as an action to be considered.

Priority : High	Implements Goal #3		Program
Cost : Medium	Responsible Party : DPW		

RS.8: Complete the City Hall, Fire Station, and Police Station Rebuild Projects from the 2023 Flood

The City suffered a great deal of damage to municipal facilities during the 2023 flood. The rebuild process will take many years and will include mitigation efforts to protect these buildings against future damage. It is anticipated at this time that the basement of City Hall will be floodproofed and reused for non-critical services. The Fire Station will be either be floodproofed or a new fire station may be built somewhere else in the City. The Police Station suffered minor damage and plans are to flood proof those remaining vulnerabilities. These projects should hopefully wrap up by 2026 unless a new fire station is needed.

Priority : High	Implements Goal #3		Project
Cost : High	Responsible Party : City Manager's Office		

RS.9: Continue to Administer and Enforce Building, Fire, and other Health and Safety Codes

Montpelier enforces a number of codes to ensure projects are constructed and operated safely. The City has an agreement with the state Division of Fire Safety to enforce the state building code and fire and life safety code on all public buildings and has expanded that permitting program to single family homes as well. These codes help ensure buildings are both resistant to damage as well as resilient. Following a disaster, the building inspector is one of the first people in buildings to identify safety issues prior to re-entry for cleaning. Later the inspector will ensure reconstruction is built to the appropriate code to make structures safer and more resilient going forward.

Priority : High	Implements Goal #2, #3		Permit
Cost : Medium	Responsible Party : Building Inspector		

RS.10: Continue the Dam Removal Program with our Partners

The city has been working with the Vermont River Conservancy and other partners to study and eventually remove old dams in the City. There are a number of these structures that continue to block aquatic species and impact the flows of streams and rivers. Removal of these structures will result in reduced flood risks and can be designed to break up ice to reduce the risk of jams developing.

Priority : High	Implements Goal #3, #4		Program
Cost : Low	Responsible Party : DPW		



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RS.11: Continue to Promote the VT-Alert Program

Vermont Emergency Management launched VT-ALERT in 2013 as a means of reaching Vermonters directly with emergency information via their cell phones, email, or home phones. The system allows users to choose which alerts they receive, how they receive them, and for which specific geographic area. Montpelier participates in VT Alters by providing notifications specific to Montpelier and the surrounding areas. The City's role is to get as many residents to sign up as possible so when the Emergency Communication program is activated, the city can reach the people who need the information. Having an emergency notice system, such as this, is only successful if most residents have signed up therefore the City has a plan to make sure as many residents, employees, and businesses have subscribed to VT Alerts so that as many people as possible are notified before (if possible), during, and after emergency situations.

Priority : High	Implements Goal #4	★	Program
Cost : Low	Responsible Party :	Communications Coordinator	

RS.12: Complete the Property Buyouts Approved Following the 2023 Flood

The state and FEMA provide funding to pay for the purchase and demolition of severely flooded properties. The City had, as of the end of 2024, three properties slated for a buyout. The City should continue to facilitate these buyouts so property owners can be made whole and vulnerable buildings permanently removed.

Priority : High	Implements Goals #3	★	Project
Cost : Low	Responsible Party :	Planning Department	

RS.13: Complete the Dickey Dam Removal Project

The Dickey Dam is a city owned structure located in Berlin that is associated with our water treatment facility. It serves no useful purpose at this time and was damaged during the 2023 flood. To prevent a future dam failure that could cause more substantial damage downstream, it has been recommended that the City remove the impoundment. The City is securing Hazard Mitigation Funds to complete this project.

Priority : High	Implements Goal #3	★	Project
Cost : Low	Responsible Party :	DPW	

RS.14: Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Specific to disaster recovery, the city should continue special permitting rules to address critical emergency repairs. The city should also continue the general approach taken to ensure an efficient permitting process to allow rapid shift into the recovery phase of redevelopment.

Priority : High	Implements Goal #4	★	Permit
Cost : Low	Responsible Party :	Planning Department	

RS.15: Continue to Operate the Emergency Communication Outreach Program

Communication is critical to prepare the public in advance of disasters as well as during and after the events. The City has an Emergency Communication Plan to guide outreach during events. This includes giving predictions and information in advance of the event; updates and critical information during events; and safety information immediately after. During the recovery phase the public needs information on debris management, how to reach FEMA, and what requirements are in place for reconstruction. During mitigation the public needs to be aware of opportunities and requirements. The outreach continues during the "blue sky" preparedness phase by producing and/or distributing emergency preparedness information about flooding, severe winter weather hazards, and extreme cold.

Priority : High	Implements Goals #1, #2, #3	★ ★ ★	Program
Cost : Low	Responsible Party :	Communications Coordinator	

RS.16: Complete the Water Resource Recover Facility (Sewer Plant) Effluent Discharge Project

This has been a temporary project that has been tested to extend the water effluent piping from the Water Resource Recovery Facility (WRRF) further upriver to melt ice formations around cemetery bend to decrease the chance of ice floods. This temporary project now needs funding to install permanent piping to meet state permit requirements.

Priority : High	Implements Goal #3	★	Project
Cost : Medium	Responsible Party :	DPW	

RS.17: Improve the Incident Command System Training and Certification

ICS training and certification is vital for emergency responders, support staff, and decision makers. The ICS provides an organizational structure capable of responding to all levels of emergencies from simple to complex. While emergency responders are generally up to date on certifications, many support staff and decision makers are not certified due to turnover in many positions. Effort should be made to remedy this as soon as reasonably possible so that the city is well positioned to respond in the most effective manner.

Priority : High	Implements Goal #4	★	Program
Cost : Low	Responsible Party :	Emergency Management Director	

RS.18: Continue to Annually Adopt a Local Emergency Management Plan (MAPLE)

The Local Emergency Management Plan (LEMP) (formerly Local Emergency Operations Plan (LEOP)), establishes lines of responsibility during a disaster as well as high risk populations, hazard sites, procedures and resources. The LEMP is updated annually to ensure primary contact information is up to date. In 2024 the Montpelier Commission on Resiliency and Recovery developed a revised LEMP which is being proposed to integrate the lessons from the July 2023 flood. This new plan is the Montpelier Action Plan for Local Emergency (MAPLE) and will be reviewed and updated annually like the previous LEMP. MAPLE will guide both the city government's and broader community's emergency response, recovery and preparedness to disasters. Future iterations of the plan should incorporate Tier 2 reporting and chemical inventories consistent with the Local Hazard Mitigation Plan recommendation.

Priority : High	Implements Goals #1, #2, #4	★ ★ ★	Plan
Cost : Low	Responsible Party :	Emergency Management Director	

RS.19: Continue to Monitor Ice and River Gauges Prior and During Events

The City's top natural disaster risk is flooding due to ice jams on the Winooski River. As a result the city has river gauges that provide real time data remotely to key staff and to the public. This is supplemented by regular ice monitoring during the late winter to track the type and amount of ice that is forming. Key staff are trained to know what conditions are most likely to result in ice jams and when to deploy special response efforts if needed.

Priority : High	Implements Goals #1, #4	★ ★	Program
Cost : Low	Responsible Party :	Emergency Management Director	

RS.20: Continue to Administer the River Hazard Area Regulations

The River Hazard Area regulations include rules regarding the floodplain as well as ones for the river corridor. Enforcing RHA regulations are critical to ensuring new development is reasonably safe from flooding and fluvial erosion. Adoption and enforcement of RHA regulations also makes private property owners eligible for federal flood insurance, federal disaster recovery funds, and hazard mitigation funds. Specific to the disaster recovery, the city should continue to have special permitting rules to address emergency repairs. The city should also continue the general approach taken to ensure an efficient permitting process to allow rapid shift into the recovery phase of redevelopment.

Priority : High	Implements Goal #2, #4	★ ★	Permit
Cost : Low	Responsible Party :	Planning Department	

RS.21: Continue to Participate in the Emergency Relief and Assistance Fund (ERAF) Program

Vermont created a sliding scale framework for the cost share on the non-federal match requirements for FEMA's Public Assistance Grants. To qualify for the maximum state cost share of 17.5% a municipality must 1) enroll in the National Flood Insurance Program Community Rating System and receive specific credit under Activity 430; or 2) adopt a river corridor overlay district. Montpelier currently qualifies for the maximum cost share and the city should maintain this policy going forward.

Priority : High	Implements Goals #2, #3	★ ★	Program
Cost : Low	Responsible Party :	Planning Department	

RS.22: Develop a Montpelier-Berlin-Barre City Long Term Water System Contingency Plan

As recommended in the 2019 Source Protection Plan, discuss with Berlin Municipal Water System (WSID 21202) and Barre City Water System (WSID 0005254) the Long Term Contingency plan of interconnection in the event that Berlin Pond becomes contaminated and treatment is not an option.

Priority : Medium	Implements Goal #4	★	Plan
Cost : High	Responsible Party :	DPW	

RS.23: Create a Rivers Edge Master Plan

The City will partner with the Montpelier Commission for Recovery and Resilience and other stakeholders to form a community-based, multidisciplinary team and engage a consultant to conduct a Rivers' Edge Master Plan. The plan will consider creative and science-based opportunities such as increasing green resilient infrastructure, dam removal, public access to & connection with rivers, flood-resilient development in floodplain, and bridge improvements. This creative and comprehensive overlay to existing and in-process technical studies of Montpelier's rivers will culminate in a master plan focused on the rivers and our relationship with them.

Priority : Medium	Implements Goal #3	★	Plan
Cost : Medium	Responsible Party :	Planning Dept.	



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RS.24: Continue to Prepare Continuity of Operations Plans and Program

Continue the process of periodically updating the COOPs to include an all-hazards approach (including cyber disruption, hazardous materials) and regularly exercise the COOP. This should include new efforts such as: a) The creation of emergency plans for Council meetings and elections to ensure community and staff safety; and b) The purchase of redundant technologies for departments to ensure functioning when certain equipment may be damaged or unavailable.

Priority : Medium	Implements Goals #1, #4	☆☆	Program
Cost : Low	Responsible Party :	Emergency Management Director	

RS.25: Complete a Marshfield Dam Breach Study

The Hazard Mitigation plan recommends finding funding for a study to examine impacts of a Marshfield dam breach.

Priority : Medium	Implements Goals #3, #4	☆☆	Plan
Cost : Medium	Responsible Party :	Emergency Management Director	

RS.26: Continue to Operate the Emergency Heater Program

Maintain floor heaters in the Fire Dept to loan out in case of severe emergency. Develop internal use policy for loaning out equipment.

Priority : Medium	Implements Goals #1, #2	☆☆	Program
Cost : Low	Responsible Party :	Fire Department	

RS.27: Develop Watershed Collaborations Beyond Montpelier's Borders

In light of Montpelier's location and surrounding topography, the success of flood resiliency efforts ultimately depend on multi-town collaboration that recognizes and addresses problems at the watershed scale. The City should help to lead or at a minimum be an active participant in regional efforts to increase collaboration and forward momentum around flood resiliency focused on the Winooski River Watershed.

Priority : Medium	Implements Goal #3	★	Program
Cost : Low	Responsible Party :	Planning Dept.	

RS.28: Grow the Culture of Emergency Preparedness

When it comes to emergencies, better prepared residents and businesses contribute to a more prepared community. The City should partner with community organizations to grow a culture of emergency preparedness throughout Montpelier. Integrated with the Local Emergency Management Plan, or MAPLE, efforts should be made to help community members and businesses develop their own plans, kits, and other resources. This can be done through workshops, printed materials, drills, and other strategies. While the city may or may not deliver these strategies directly, support for the community organizations that do will be critical for cultivating a community-wide integrated approach to emergencies.

Priority : Medium	Implements Goal #4	★	Program
Cost : Low	Responsible Party :	Emergency Management Director	

RS.29: Continue to Update the Repetitive Loss Plan

As a part of the Community Rating System (CRS) the City is required to plan for the mitigation of properties that have repeated flood claims. The City needs to revise that plan and work to identify ways to implement it.

Priority : Low	Implements Goal #3, #4	☆☆	Plan
Cost : Medium	Responsible Party :	Planning Department	

RS. 30: Continue to Participate in the Community Rating System Program

The Community Rating System (CRS) is a national program developed by the Federal Emergency Management Agency (FEMA) to reward communities that go above and beyond the minimum requirements for participation in FEMAs National Flood Insurance Program. Montpelier has participated in CRS since 1997 and now qualifies as a Class 8 community which provides policy holders in the floodplain a 10% reduction in their premiums and a 5% reduction to policyholders who are not in the floodplain. With some additional work the City could reach a Class 7 which would provide an additional 5% of saving in the flood hazard area. Although CRS is not itself mitigation, it is a reward to the city and to property owners for implementing mitigation efforts.

Priority : Medium	Implements Goal #4	★	Program
Cost : Low	Responsible Party :	Planning Department	

RS.31: Complete Hazard Mitigation Projects on Private Properties

FEMA offers money for private mitigation projects that are run through Vermont Emergency Management (VEM) and the City. We should continue to facilitate these projects to make the City as resilient and flood ready as possible.

Priority : Medium	Implements Goal #3	★	Project
Cost : Low	Responsible Party :	Planning Department	

RS.32: Formalize a Donations Management System for Disaster Recovery

When disasters happen there isn't time to set up all the systems and policies that are need to accept and manage donations. The MAPLE plan outlines a number of policies and systems that should be in place for activation during an event so financial and other donations can be safely and securely received and managed. Having an official donation site will also help people avoid being victimized by fraud.

Priority : Low	Implements Goals #2, #4	★★	Plan
Cost : Medium	Responsible Party :	Montpelier Alive	

RS.33: Complete an Underground Storage Tank Investigation

According to previous plans, there are two underground storage tanks in the source protection area for Berlin Pond. There is a strategy in the Source Protection Plan to investigate whether the underground storage tanks on previously identified properties are still present (2000 Source Protection Plan Map Appendix C) and, if so, encourage the removal of tanks if applicable.

Priority : Low	Implements Goal #3	★	Plan
Cost : Medium	Responsible Party :	DPW	

RS.34: Practice Emergency Operations Drills and Exercises

Emergency operations drills or exercises should happen regularly to ensure all members of the Emergency Operations Center (EOC) are comfortable in their roles. The City has not engaged in an exercise in a number of years and at least one should occur during the life of this plan. The Berlin Pond Source Protection Plan recommends a coordinated exercise with all appropriate agencies and entities to plan and participate in a mock hazardous waste spill on I-89 that would threaten Berlin Pond.

Priority : Low	Implements Goal #4	★	Program
Cost : Medium	Responsible Party :	Emergency Management Director	

RS.35: Continue to Implement the Source Protection Area Outreach Program

The Berlin Pond Source Protection Plan identified a number of public outreach recommendations to help mitigate the potential risk of contamination.

These include:
a) Distributing a letter to landowners in the Source Protection Area (SPA) that explain the fundamentals of source protection and active strategies for homeowner participation;
b) Include an educational pamphlet about septic tank maintenance (SepticSmart brochure) and the SPA map to landowners in the SPA;
c) Consider adding the SPA Map to the Consumer Confidence Report when it is mailed out;
d) Send the updated Source Protection Area Map to local emergency agencies;
e) Communicate annually with Towing/Oil change business about hazardous chemical containment and proper disposal.

Priority : Low	Implements Goal #4	★	Program
Cost : Low	Responsible Party :	DPW	

RS.36: Continue to Participate in the National Flood Insurance Program (NFIP)

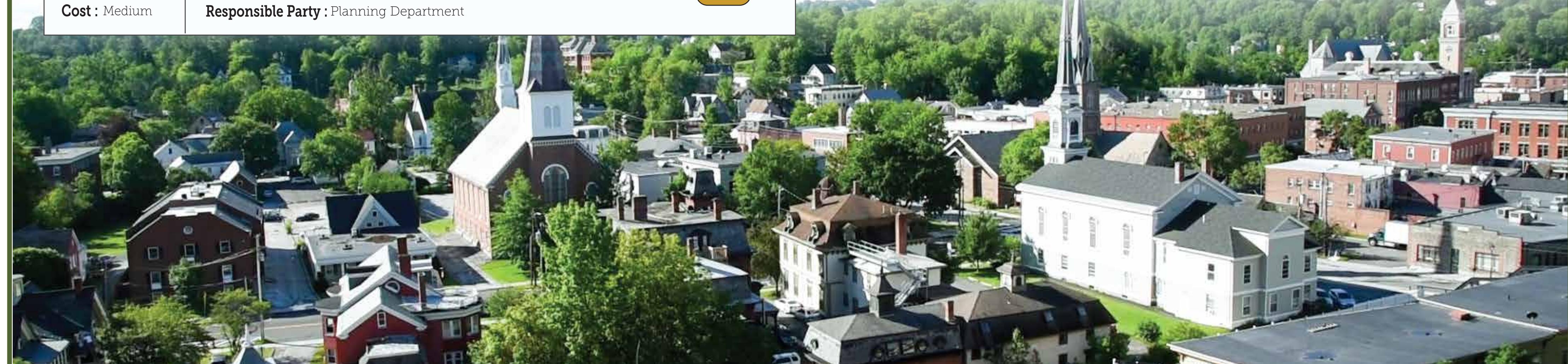
The NFIP is a federal program that is a necessary requirement for the City to get access to programs and funding. Participation in the NFIP is also required to give residents the ability to buy flood insurance. To participate, the City must adopt flood hazard regulations that meet the federal minimum requirements. Our River Hazard Area Regulations exceed the minimum standards and the City has been participating since around 1973.

Priority : Low	Implements Goals #2, #3	★★	Program
Cost : Low	Responsible Party :	Planning Dept.	

RS.37: Continue to Implement the Source Protection Land Conservation Program

Continue to pursue the purchase of land and easements in the Source Protection Area.

Priority : Low	Implements Goals #3, #4	★★	Program
Cost : High	Responsible Party :	DPW	



Chapter 6- Historic Resources

Introduction

Montpelier is a compact community with special historical, architectural, engineering, and cultural significance. Historic resources are the buildings, sites, landscapes, and archeological features that exist in a community and convey a distinctive and powerful sense of place and time to residents and visitors alike. In Montpelier, these historical resources are important because they connect us to our past, establish our exceptional visual quality, and create a unique and engaging cityscape.

The City's plan for protecting its historic resources centers on three goals:

- To improve the documentation of historic resources,
- To increase the public's understanding and appreciation of the historic resources, and
- To continue to improve our protection of these resources through financial programs and fair regulations.



Planning Context

Montpelier has a remarkably intact historic downtown that is unique in Vermont. Our downtown buildings are built of brick and stone following fires in the 19th century that withstood the floods that followed in the 20th century. As the Capital City, Montpelier's civic buildings tell the story of Vermont itself. Our downtown environment has created a vibrancy that earned the Montpelier the designation of Best Small Town Downtown in America by Best Choice Reviews in 2015.

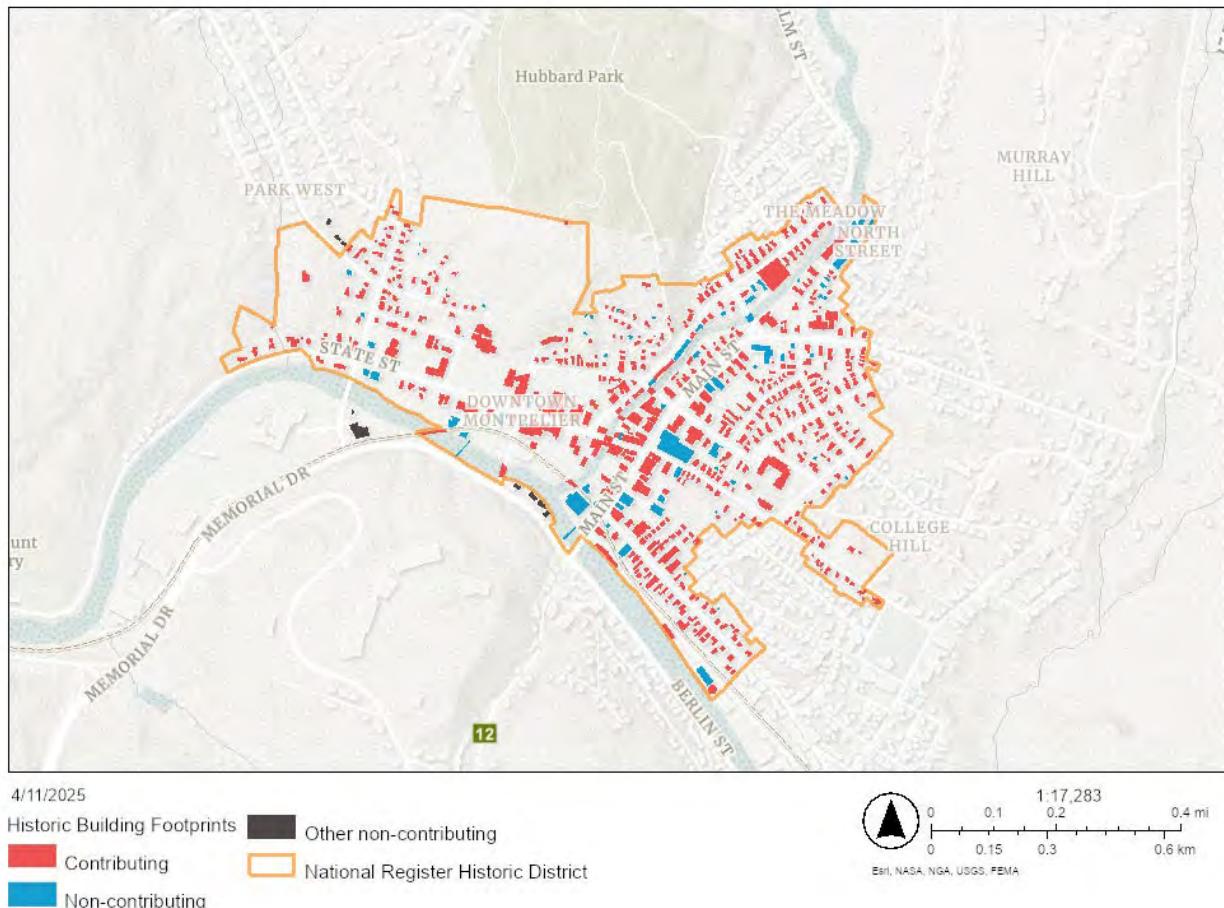
Despite the well-documented nature of the downtown, much of the rest of the City needs additional study and protection as previous historic surveys were partial or incomplete.

Most of Montpelier's best understood resources are in the **National Register Historic District**, which is the largest in Vermont and includes 535 contributing structures. The district was first created in 1978 and was most recently updated in 2017.

Historic structures (contributing structures) are shown in **red**. Non-historic structures (non-contributing structures) are shown in **blue**.

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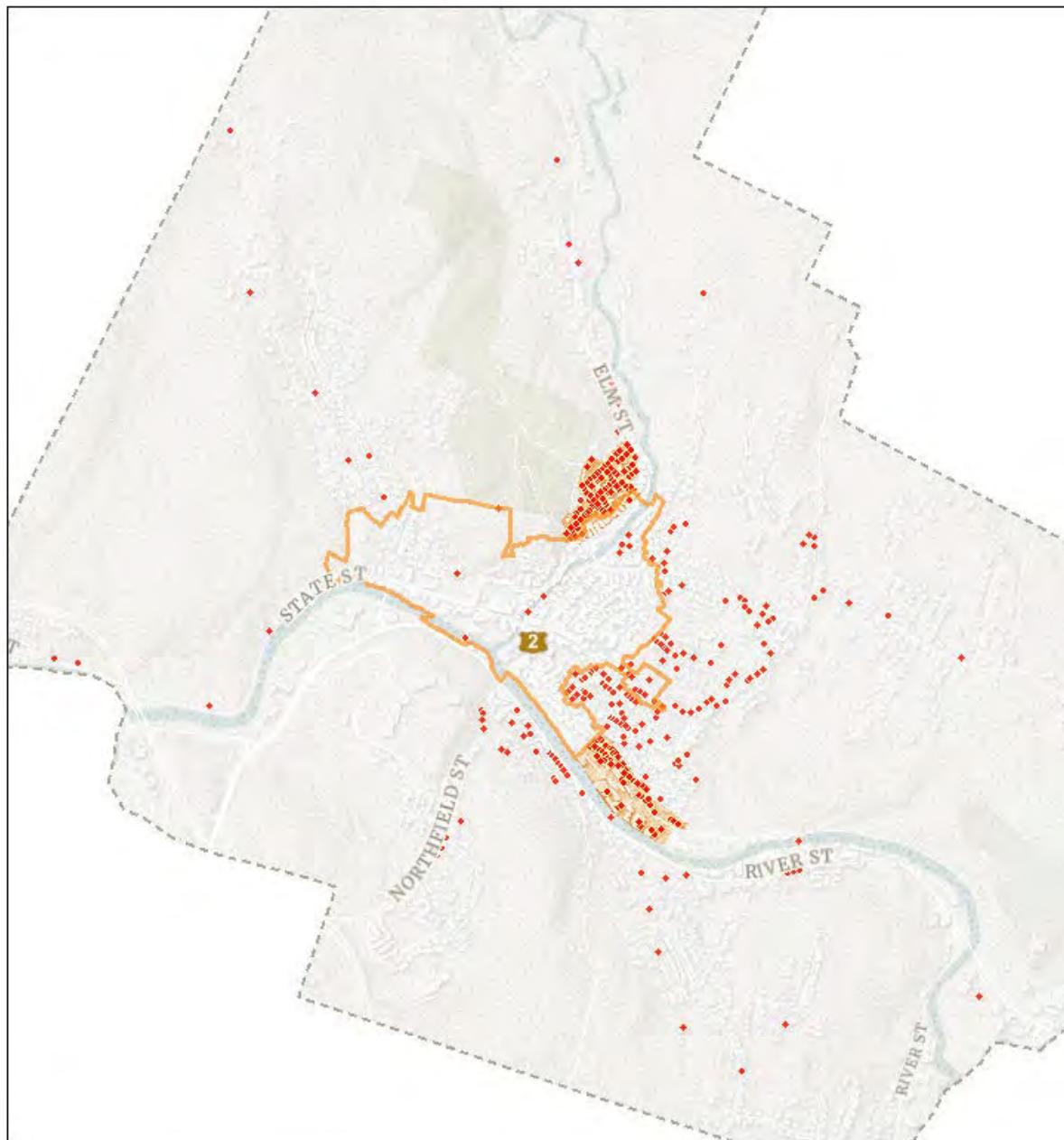
National Register District and Contributing Structures



Further out from the core, there are many historic buildings that were surveyed during earlier studies. These other surveys, though, are incomplete and outdated. A full assessment of historic buildings in Montpelier has not been completed. Shown here are the **locations of some historic structures** and **districts** from the 1979 and 1980 state surveys. Our community's archeological resources are our least-known and studied asset. At present, there is a need to identify sites for archeological studies.

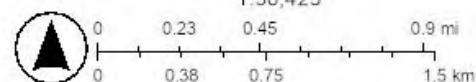
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State Register Historic Districts



4/11/2025

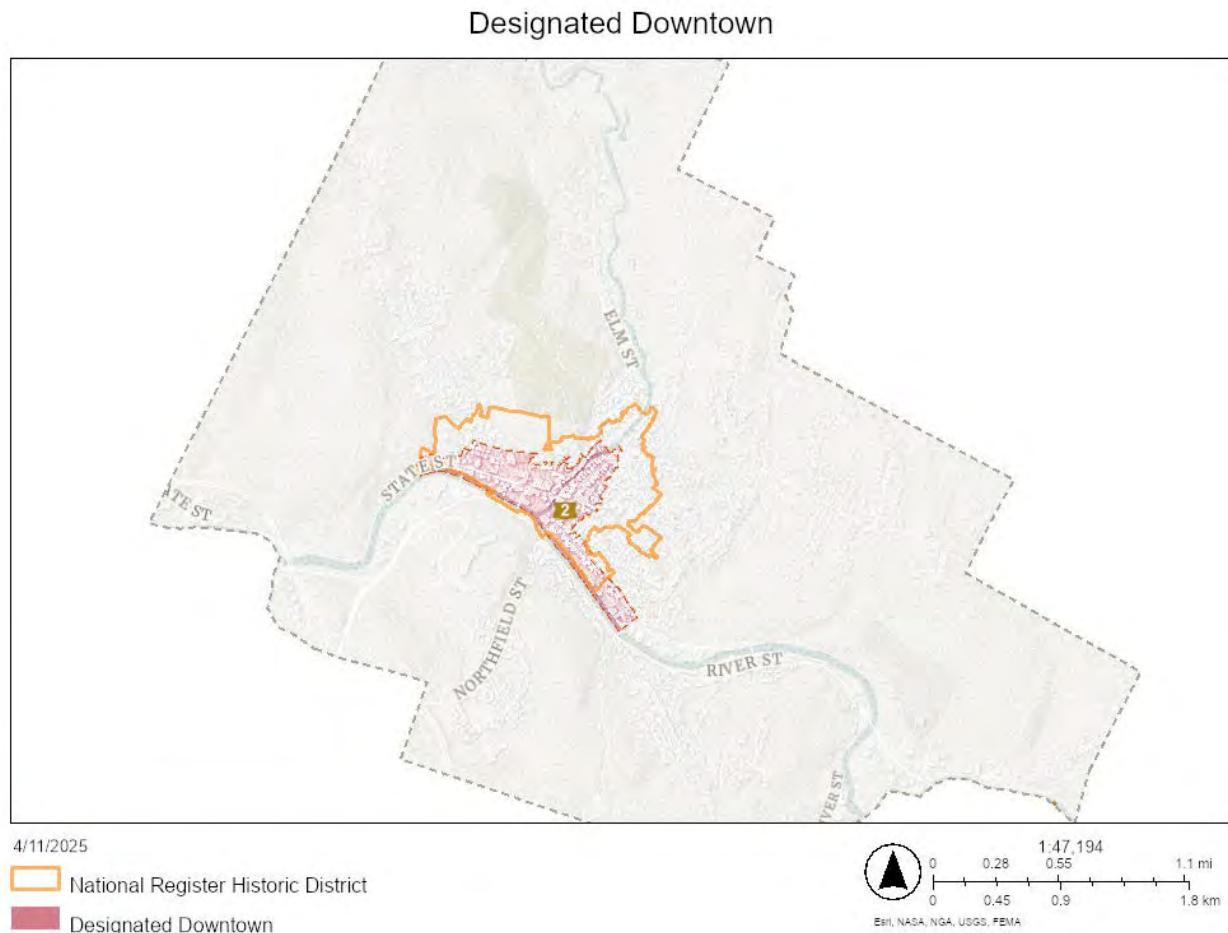
- National Register Historic District
- State Register Historic District
- State Register Historic Structure



Esri, NASA, NGA, USGS, FEMA

The City has a two-pronged approach to the preservation of historic buildings. The first is by enabling financial incentives like historic tax credits to help property owners pay for improvements to historic buildings.

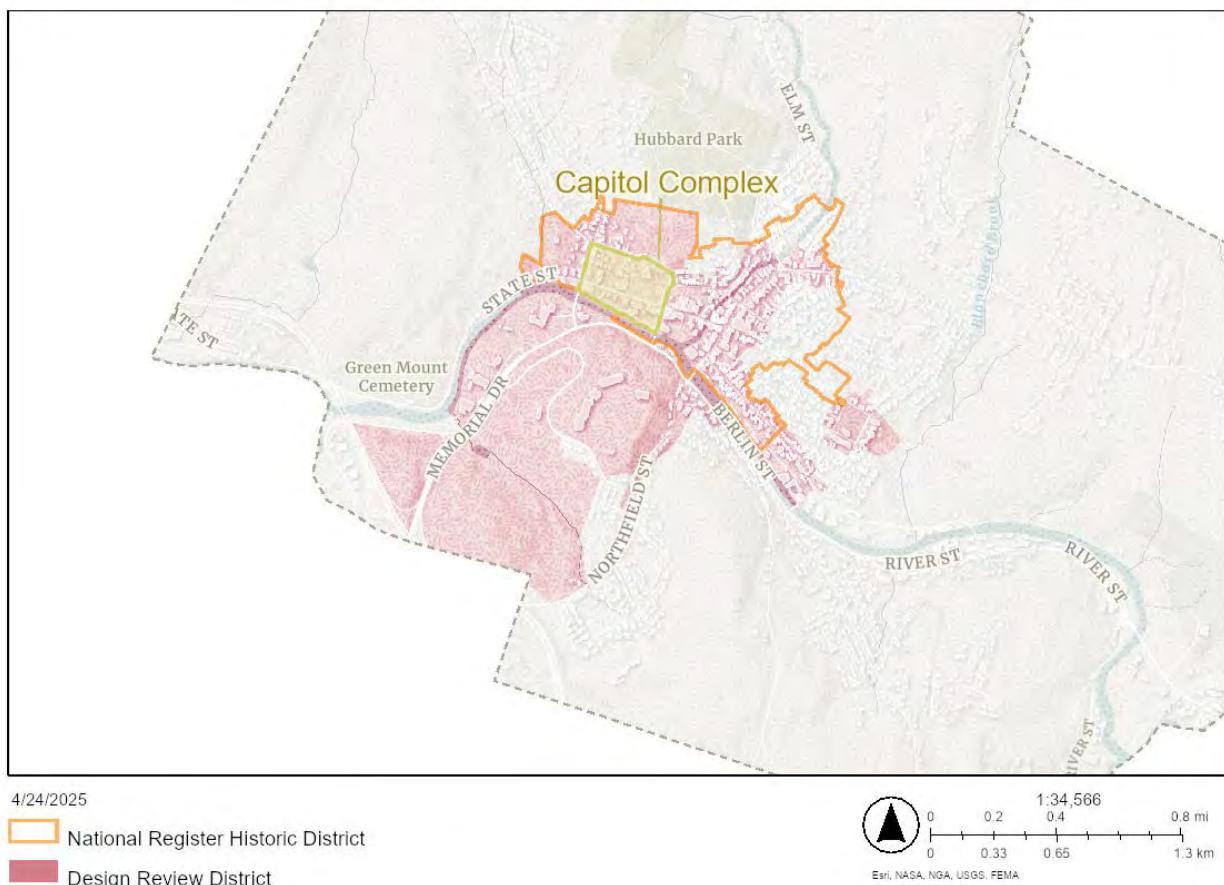
The largest number of incentives are in the **City's Designated Downtown** where State historic tax credits and other grants are available for historic buildings (see additional resources for links and eligibility). Note that only some of the buildings in the National Register District receive the extra help maintaining their properties.



The second approach to protecting historic structures is through administration and enforcement of Design Review regulations. Shown here is the City's **Design Review Overlay District** and within that is the **Capitol Complex District**, which is managed by the state. Both areas have rules written to protect the historic character and integrity of buildings.

Only some historic buildings and areas are protected by these rules. While the City wishes to protect our historical assets, we recognize there are times where this is not appropriate or possible. The City, therefore, has demolition rules to address how and when these can occur.

Design Review District and Capitol Complex



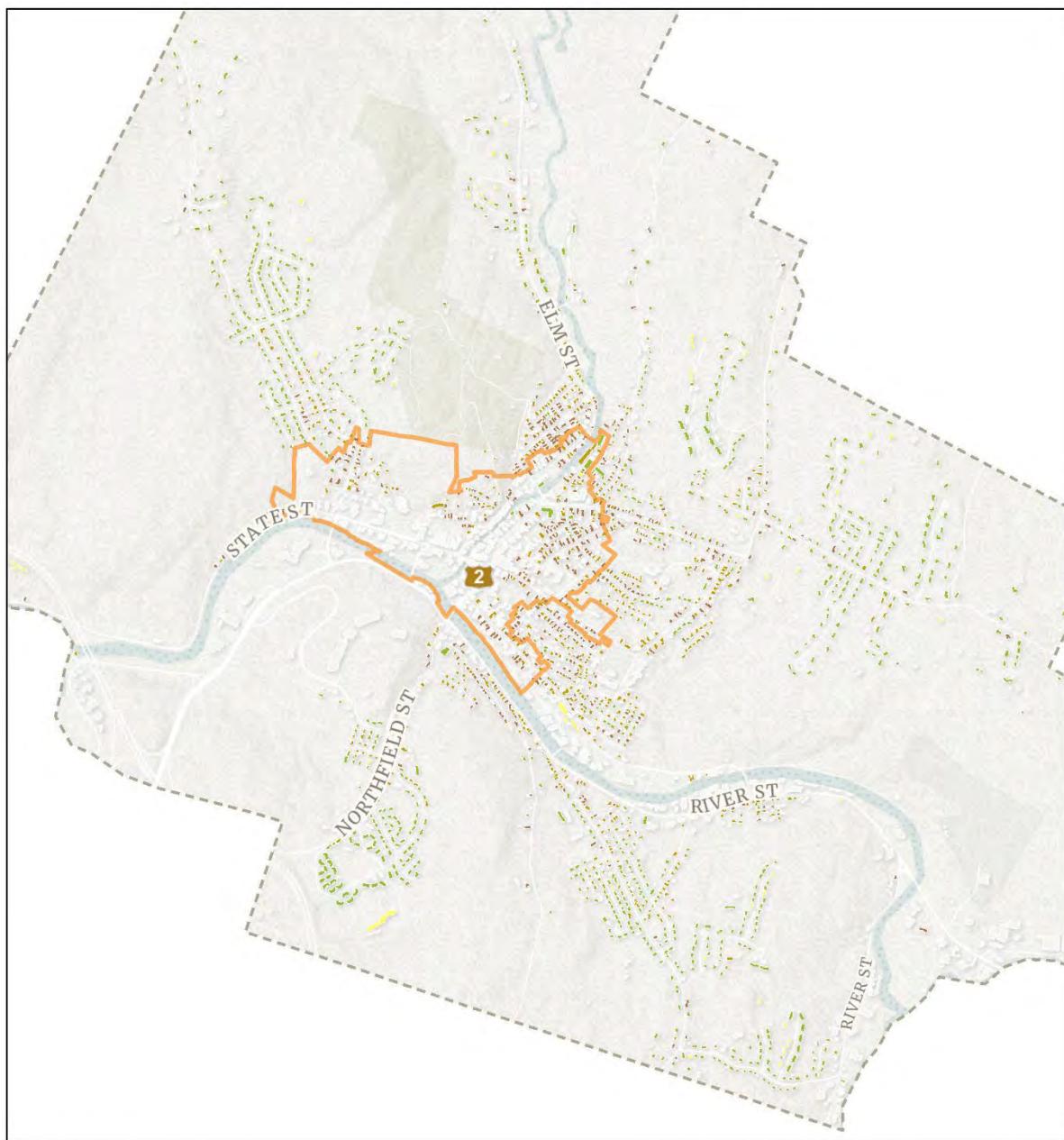
Moving into the future, the City needs to study the historic structures outside of the **existing historic district** to make a better record of what needs protecting.

This includes a survey of archeological resources, which we know very little about currently. Next, we need to adjust our financial programs and regulations to better protect historic resources across the community.

The accompanying map shows the year built of various residential structures in Montpelier.

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Housing by Time Period Built



6/18/2025

1:38,425

Housing by Time Period Built

- 1780-1899
- 1900-1949
- 1950-1999
- 2000-2023
- National Register Historic District

Esri, NASA, NGA, USGS



0 0.23 0.45 0.9 mi
0 0.38 0.75 1.5 km

Synergies with Other Plan Chapters

How do historic resources relate to other goals of the Montpelier City Plan?

Historic resources are implicated in several other chapters of the Montpelier City Plan, including Housing, Economic Development, Land Use, and Energy. Approximately two thirds of Montpelier residents live in historic structures. The historic nature of downtown is a draw for the local tourism economy.

Additionally, historic character is a defining feature of many of the neighborhood descriptions and zoning districts in our Land Use Plan.



Did You Know?

According to US Census 2020,
**69% of dwelling units
 were built before 1970**
 (an age that would qualify
 them as “historic”)

When it comes to the Energy Plan, our historic buildings offer both challenges and opportunities. Historic buildings were not built with modern energy efficient materials; thus, the City must be careful to balance efficiency upgrades with loss of historic integrity. There is also a great deal of energy saved in restoring buildings rather than tearing them down and rebuilding. According to the Vermont Agency of Commerce and Community Development, “approximately 11% of global CO₂ emissions can be attributed to new building materials and construction. Maintaining and rehabilitating existing buildings will extend the life cycle of these materials and reduce the growing carbon impacts of new construction.”

Built before codes were in place, many historic buildings contain lead paint and other hazardous materials, lack access for persons with disabilities, or were built in

floodplains without proper mitigation and resilience to damage. This adds challenges and costs to future renovations but with proper preservation techniques, these buildings can be brought up to code and still provide all the values described earlier in this plan.

Implementation Summary

Aspiration: Montpelier will continue to be a community that understands, appreciates, and preserves our historic resources.

Goal: Identify and document the City's historic resources.

Goal: Increase opportunities for community appreciation of historic resources.

Goal: Continue and create new means to protect historic resources.



Implementation Summary, continued

The City has appointed a Historic Preservation Commission (HPC) and assigned staff from the planning Department to assist in the planning and implementation of the City's historic resources plan. The HPC will assist with educational events, such as a speaker series and walking tours. The Planning and Community Development staff will help the commission develop educational materials and to improve the city's website on topics related to historic preservation.

In addition, Montpelier's Certified Local Government (CLG) designation allows the City to apply for funds annually to continue to study local historic sites and structures and to develop applications for the National Register of Historic Places. The work of the staff and commission using CLG funding is the foundation of the City's efforts to improve the understanding of our City resources.

Lastly, the city, through its Design Review Committee, will administer and enforce the historic preservation provisions in the Unified Development Regulations. A guidebook to those rules can be found here for folks applying for projects or just interested in preserving their home: [City of Montpelier Design Guidelines \(montpeliervtdesignguidelines.com\)](http://montpeliervtdesignguidelines.com).

View the full Implementation Strategy here

Who's Involved?

Who assists the City of Montpelier with managing and preserving historic resources?

There are three primary boards that are responsible for the protection of Montpelier's historic resources. The first is the Montpelier Historic Preservation Commission, whose main role is planning and advocacy for the protection and appreciation of Montpelier's historic and architecturally significant resources. The creation of the MHPC and City's commitment to the preservation of historic resources enabled the City of Montpelier to become a Certified Local Government (CLG) in 2004.

The second commission is the Capitol Complex Commission, which was created by the Vermont Legislature. This commission organizes and oversees the maintenance of the architectural and aesthetic integrity of the Capitol Complex. This group supports a broader vision for the Capital Complex as a cohesive and distinct area that

complements the City of Montpelier's small-town scale, community, and business needs and supports the state government's needs to serve the people of Vermont.

The Montpelier Design Review Committee (DRC) is an appointed board whose role is to make recommendations on matters concerning exterior alterations to land or properties in the Design Review District. The board is composed of architects, historic preservationists, and other building professionals who provide recommendations on best practices and how to meet the various requirements. Their recommendations become the basis for the Development Review Board or Zoning Administrator decisions to approve or deny the projects.

City of Montpelier vermont City Plan 2025

Historic Resources Implementation Plan

Strategies

HR.1: Create a New Historic Surveys Program

The National Register of Historic Places and State Register of Historic Places have standards and procedures for cataloguing and recording surveys of historic sites, structures, and districts. Through this new program, the City will assess eligibility of resources for inclusion on the Registers, conduct inventories, assess ongoing inclusion on the Registers, prepare and review applications, and develop maps of resources for later use in outreach programs and preservation work.

Priority : High	Implements Goals: #1	Program
Cost : Medium	Responsible Party : Historic Preservation Commission	

HR.2: Continue the Designated Downtown Program

The Designated Downtown Program is a program of the Vermont Agency of Commerce and Community Development which provides communities with financial incentives, training and technical assistance supporting local efforts to restore historic buildings, improve housing, design walkable communities and encourage economic development by incentivizing public and private investments.

The City has participated since 1999 and to qualify for the program the City has an approved Designated Downtown District and a local downtown non-profit organization (Montpelier Alive). This programs can assist with events and outreach that supports Montpelier's historic downtown and also provide opportunities for grants and programs that support the rehabilitation of historic structures in the District. The City and Montpelier Alive will partner to continue to participate in this program.

Priority : High	Implements Goals #2, #3	Program
Cost : Low	Responsible Party : Montpelier Alive & Planning Dept.	

HR.3: Establish the Historic Preservation Outreach Initiative

The City should establish a program to coordinate, collaborate, and sponsor educational events with current and potential partners. This could include such activities as development of a speaker series, hosting walking tours, materials or apps for self guided walking tours, and improving the Historic Preservation Commission page on the City website. The identification or development of educational materials for the public on the value of historic resources has also been discussed and would be made available at the Planning & Community Development Office for persons working on development applications. This should include a periodic review of the Design Review Guide: [\[https://www.montpelier-vt.org/1229/Design-Review-Guidelines-Project\]](https://www.montpelier-vt.org/1229/Design-Review-Guidelines-Project)

This guide helps property owners and DRC members to understand the design review requirements in the Unified Development Regulations (Zoning).

Priority : Medium	Implements Goals #2, #3	Program
Cost : Medium	Responsible Party : Historic Preservation Commission	

Aspirations

Montpelier will continue to be a community that understands, appreciates, and preserves our historic resources.

Goals

- 1 Identify and document the City's historic resources.
- 2 Increase opportunities for community appreciation of historic resources.
- 3 Continue and create new means to protect historic resources.

HR.4: Adopt a Policy on Maintenance of City-Owned Historic Buildings

The City owns a number of key historic buildings and these civic buildings should be maintained consistent with the best practices for historic preservation. There is a proposal therefore to adopt a policy requiring the maintenance of City owned historic buildings (e.g. City Hall, Fire Station, Hubbard Park Tower, and Green Mount Cemetery Chapel) to be consistent with Secretary of Interior's Standards.

Priority : High	Implements Goals #2, #3	Policy
Cost : Low	Responsible Party : Planning Dept.	

HR.8: Conduct a Historic/Scenic Resources Study

This one time study is needed to conduct a viewshed analysis of historic scenic resources for possible protection. This has specifically been considered to understand and protect views of the Statehouse dome from specific vantage points in the city but other historic/scenic resources could be considered as well.

Priority : High	Implements Goals #1	Project
Cost : Medium	Responsible Party : Historic Preservation Commission	

HR.9: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The Zoning Bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhoods, public services, and infrastructure. Regarding historic resources, the zoning rules regulate the demolition of historic structures throughout the city as well as changes to historic buildings that are within the design review district. Some amendments have been suggested for consideration including adaptive reuse provisions as well as a revision to the Design Review Committee rules of procedure to require at least one member with training or education in historic preservation.

Priority : High	Implements Goals #3	Permit
Cost : Low	Responsible Party : Planning Dept.	

HR.10: Study the Preservation Program Options for Owner-Occupied Houses

Many programs exist to provide incentives and to offset some of the increase cost of meeting preservation standards for historic commercial properties including grants, tax credits, and tax stabilizations. Owner occupied homes do not have access to any similar opportunities but may need to meet the same requirements as commercial properties. The HPC would like to conduct a study to see what options the City has to create a program to help those property owners with some financial assistance. If a viable option is identified then the HPC would like to implement the findings from that study.

Priority : Medium	Implements Goals #3	Program
Cost : Medium	Responsible Party : Planning Dept.	

HR.11: Continue the Grant Writing Assistance Program

Continue to assist historic property owners with grant writing for:

- Historic Preservation grants
- Barn Preservation grants
- Downtown & Village Tax Credits
- Federal Rehabilitation Investment Tax Credits
- Brownfield loans and grants
- Other opportunities that may exist.

Priority : Medium	Implements Goals #3	Program
Cost : Low	Responsible Party : Planning Dept.	



Chapter 7- Energy Introduction

The initiatives discussed in this chapter seek to create a cleaner and more sustainable energy future for the city. The transformation of Montpelier's energy infrastructure and use over the next thirty years positions the city to be greater stewards of the natural environment and more resilient in the face of a changing climate, both locally and globally. These changes, if enacted, will better ensure that Montpelier residents of tomorrow will enjoy the same quality of life of those today.

- At a local scale, Montpelier may experience extreme weather events, which can lead to flooding, drought, erosion, and freeze/thaw cycles.
- At a global scale, sea level rise, the potential for mass extinctions, more frequent and destructive storms, harsher droughts, and more flooding are all possible within our lifetimes and those of our children.
- Acknowledging these realities, the City has adopted policies to both adapt Montpelier to these changes as well as minimize and hopefully eliminate our contributions to future climate change.



Planning Context

Net Zero Montpelier

In February 2014, the Montpelier Energy Advisory Committee (MEAC) recommended, and the city council adopted, a citywide goal of “Net Zero Montpelier.” In short, this means that the city is committed to becoming the first state capital to produce or offset all of its energy needs--electric, thermal and transportation--from renewable energy sources and it has set the target date to meet this goal in 2030. This was further expanded and clarified in October 2018 with the adopted City Council goal that Montpelier will become the first 100% renewable energy capital city and eliminate all fossil fuel use by 2050. Towards these ends, The Montpelier Energy Advisory Committee (MEAC) developed a detailed action plan in 2021 which is the foundation of this plan chapter. It can be found [here](#).

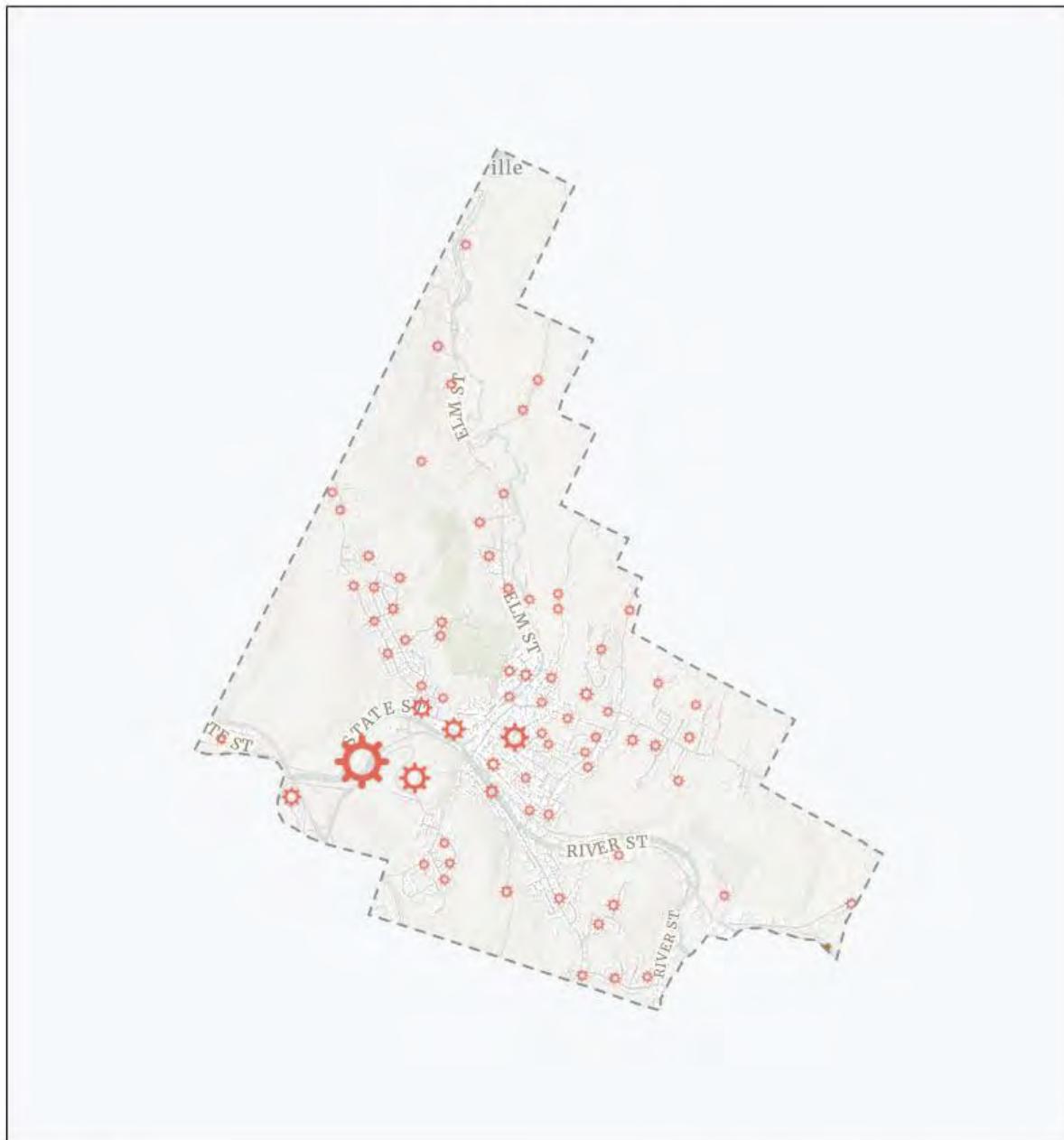
Existing Renewable Energy Sources

Roof-mounted photovoltaic (PV) systems are an eco-friendly and cost-effective method of generating electricity directly from sunlight using solar cells arrayed on residential or commercial building rooftops.

On the map: roof-mounted solar installations. Symbols that are visually larger depict a greater energy capacity.



Roof-Mounted PV



6/19/2025

Roof-Mounted PV



1:76,851



Esri, NASA, NGA, USGS

Ground-mounted photovoltaic (PV) are solar installations situated directly on the ground, often in open fields or designated solar farms. Adjustable positioning and lack of shading from surrounding structures can improve efficiency.

On the map: ground-mounted solar installations. Symbols that are visually larger depict a greater energy capacity.

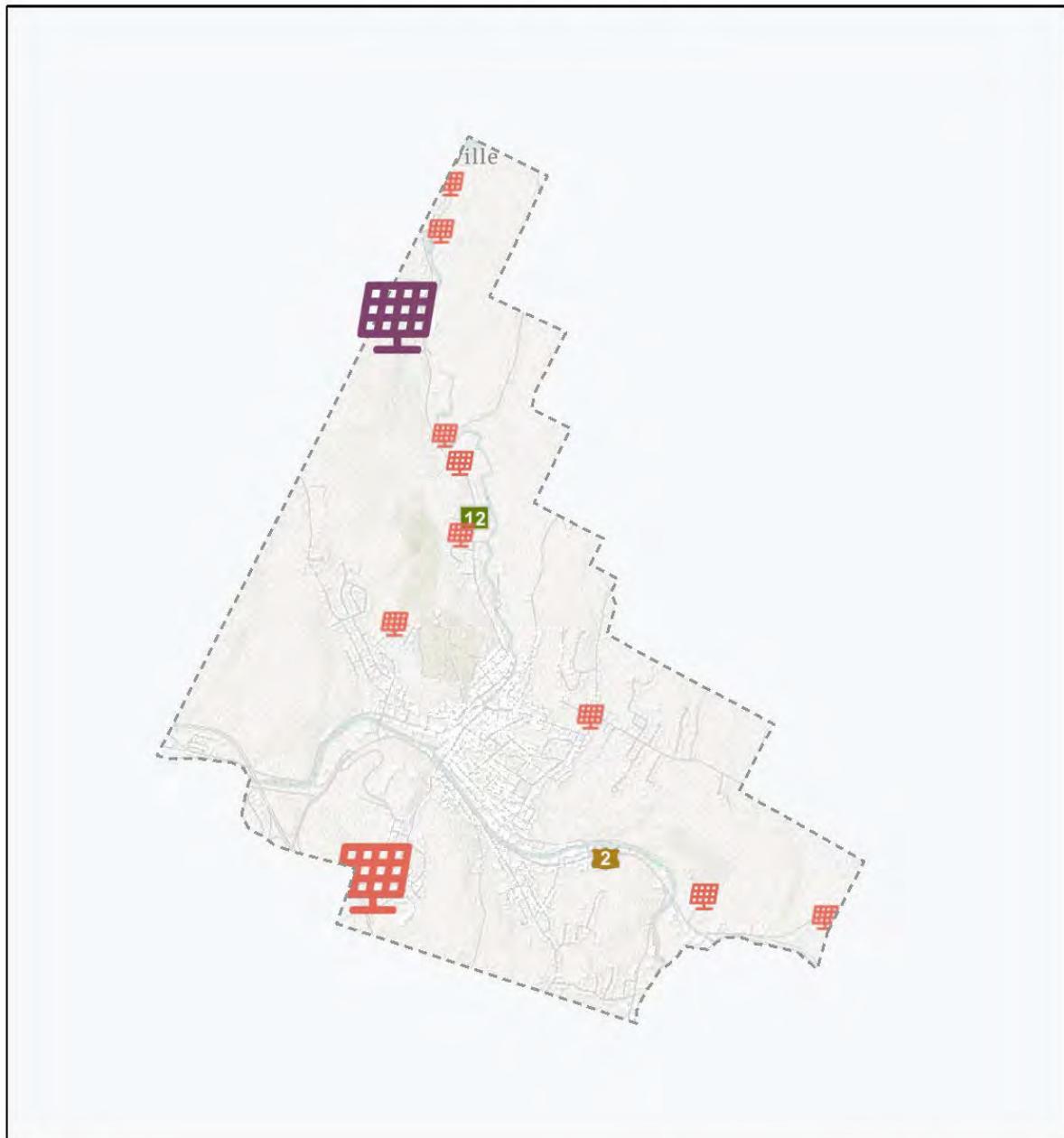


The Log Road Solar Array Site provides renewable, net-metered power to city buildings.

On the map: Log Road Solar Array



Ground- Mounted PV

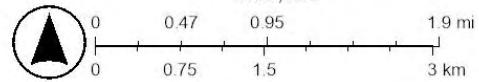


6/19/2025

Ground-mounted PV



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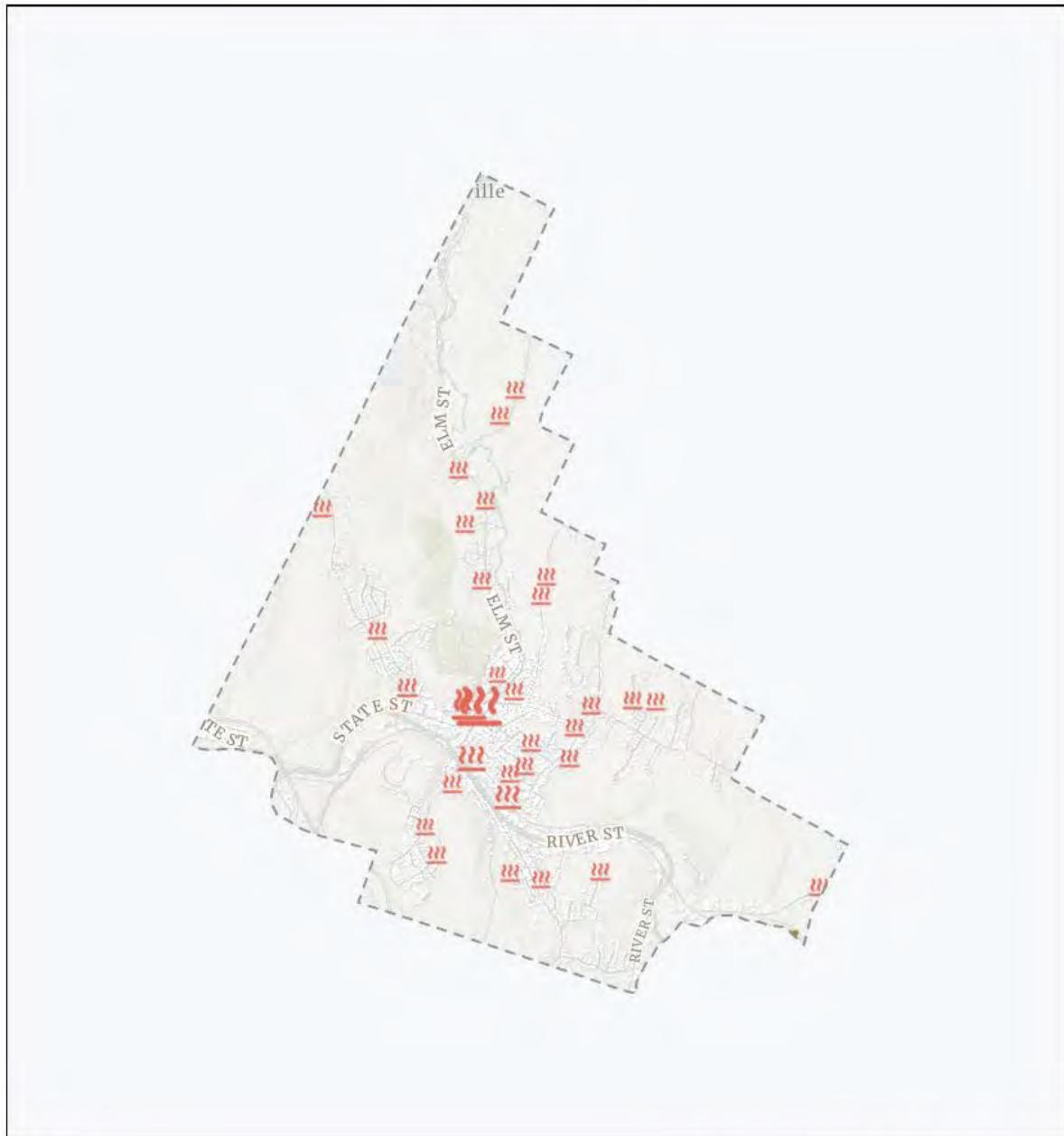
Esri, NASA, NGA, USGS

Solar thermal systems, also known as solar hot water systems, utilize solar energy to heat water through panels, typically on rooftops, which contain a heat-absorbing fluid that then transfers solar heat to a water storage system for domestic or industrial use.

On the map: solar hot water sites. Symbols that are visually larger depict a greater energy capacity.



Solar Hot Water



6/19/2025

Solar Hot Water

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0 0.47 0.95 1.5 3 km

Biomass thermal systems use organic materials, such as wood chips, pellets, agricultural residues, or biogas, in a combustion process to generate heat for residential or industrial heating purposes.

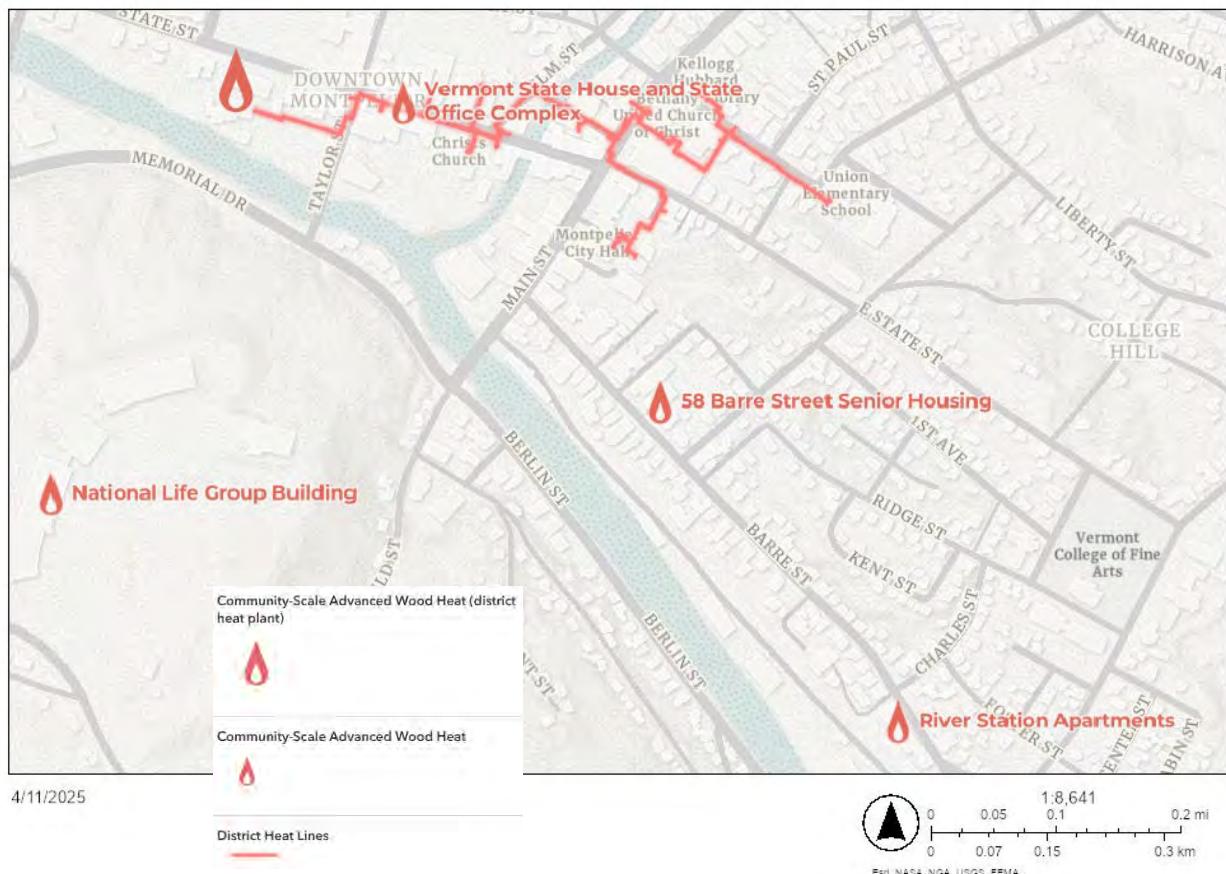
On the map: community scale advanced wood heat



On the map: district heating connections



Community Scale Advanced Wood Heat



The city has many existing resources supporting **alternative transportation fuel sources**.

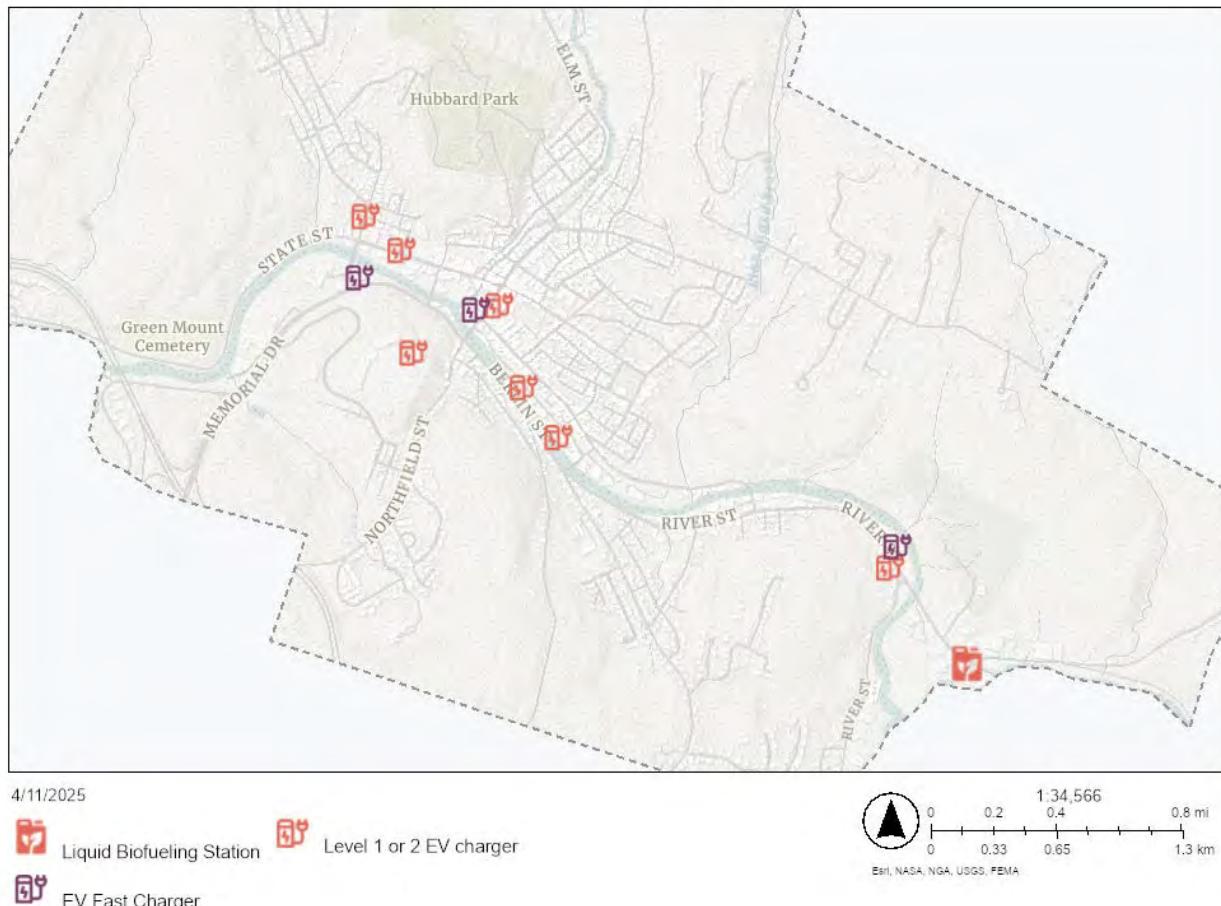
On the map: electric vehicle charging stations Level 1 & 2 (left) DC Fast Chargers (right)



On the map: liquid biofueling station



Alternative Transportation Fuel



By 2030, **100%** of the energy used for municipal government operations (thermal, electrical, and transportation) will be renewable or offset.



By 2050, fossil fuel use will be eliminated entirely and **100%** of energy needs (municipal, residential, and commercial) will be met renewably.

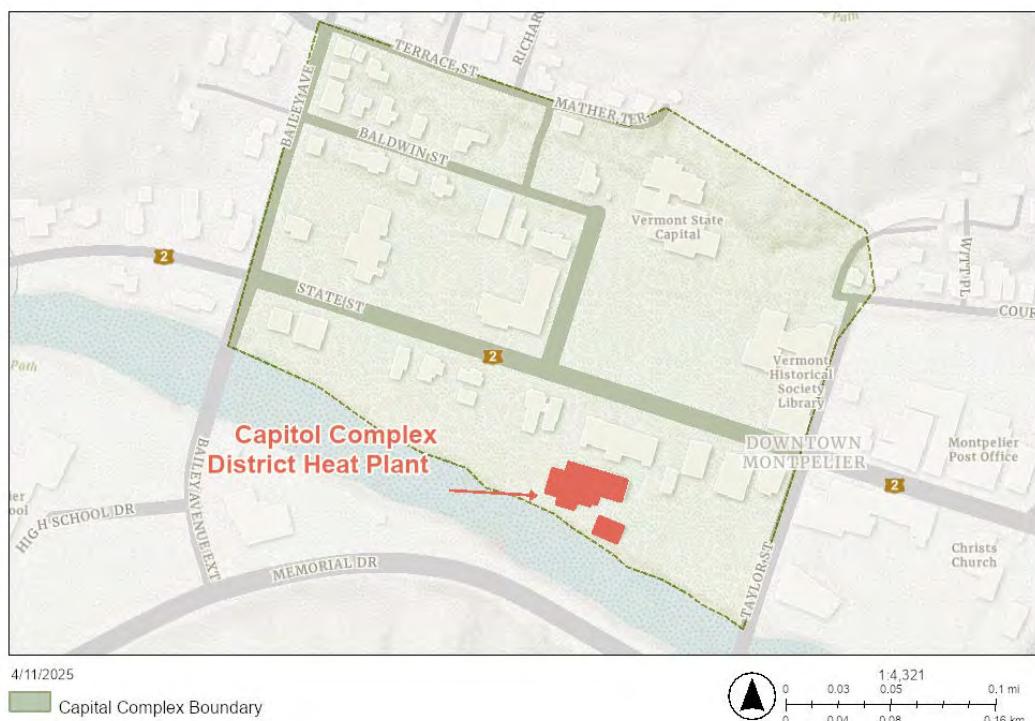
Accomplishment:

Partnering with the State of Vermont to expand the **Capitol Complex District Heat Plant**. This project created a utility to provide heat from the sustainable biomass plant to private and municipal buildings.

On the map: district heating connections



District Heat



Accomplishment:

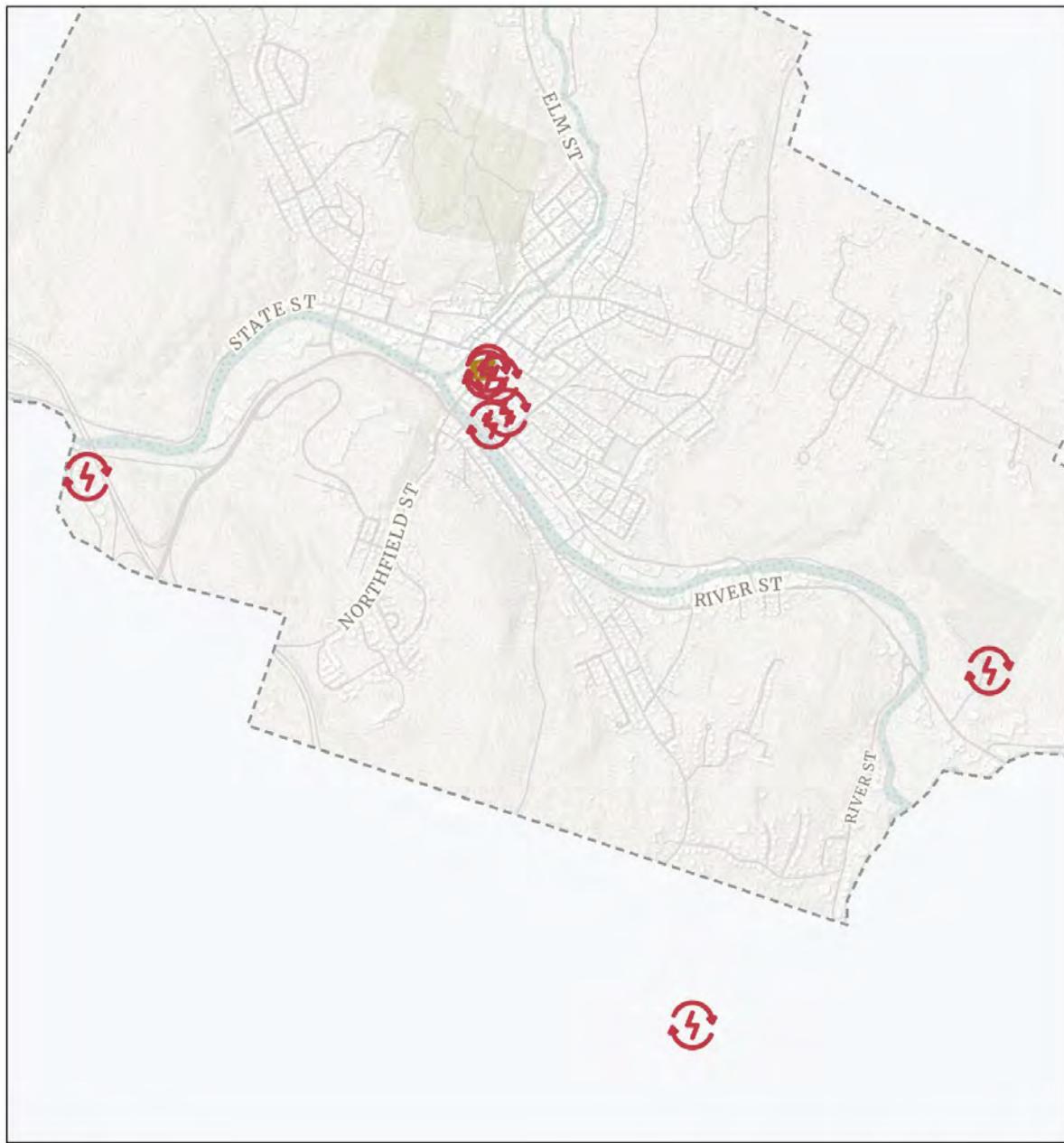
The city's participation in two **group net metered solar projects** offsets approximately 70% of current municipal building electric usage

On the map: municipal buildings served by group net metering



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Municipal Facilities



6/18/2025

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Municipal Facility



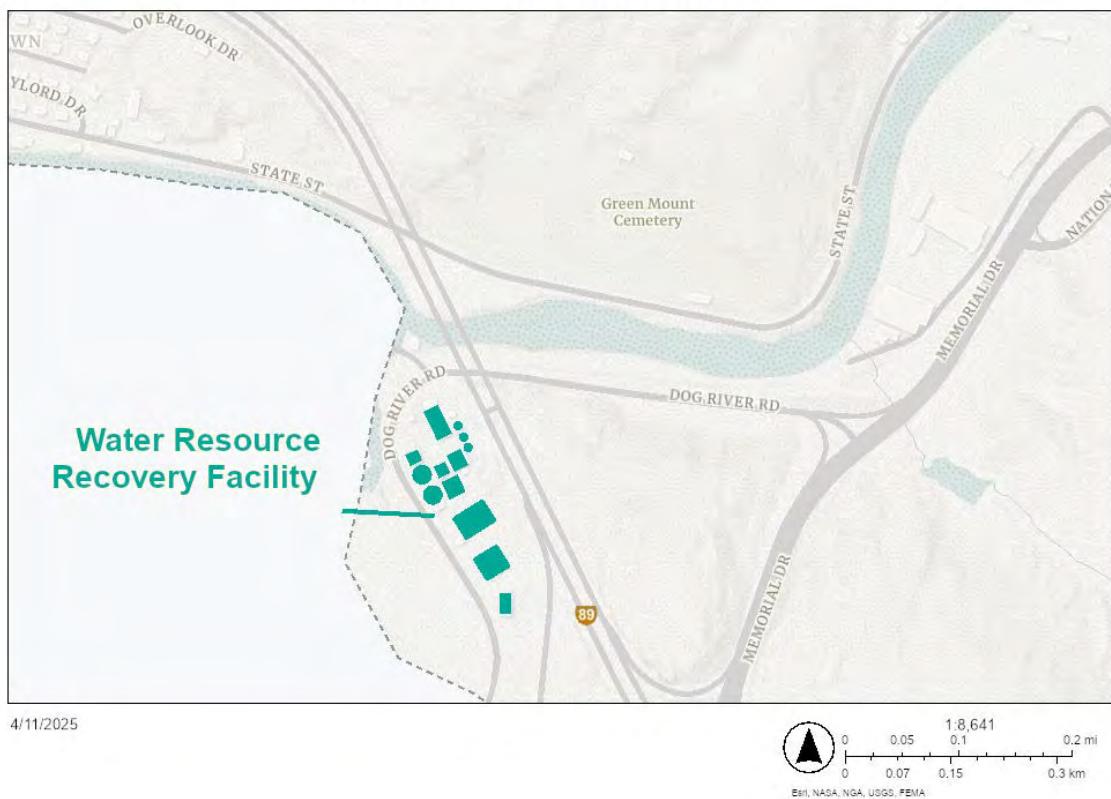
0 0.23 0.45 0.9 mi
0 0.38 0.75 1.5 km

Accomplishment:

Significant conservation improvements at the **Water Plant** and **Water Resource Recovery Facility (WRRF)**. The innovative “organics to energy” system uses organic waste to heat the wastewater treatment facility using biogas produced through anaerobic digestion.



Water Resource Recovery Facility



Synergies

How does energy relate to other goals of the Montpelier City Plan?

The Energy Plan is closely linked to nearly every other chapter in this City Plan. Some chapters amplify the energy plan goals directly. For example, affordability is an important objective of the Housing Plan and making units more efficient through weatherization helps achieve both our housing and energy goals. Similarly, the Utilities and Facilities Chapter looks to energy efficiency in operations of plants, as well as the district heat utility and thermal efficiency of our buildings to support sustainable budget goals.

The Transportation plan prioritizes the ability to live and work in Montpelier without a car, thereby supporting reduced fossil-fuel consumption.

Supporting this is the Land Use Plan's goals of fostering a dense, mixed-use downtown with good sidewalks and bike-lanes. Further, the transportation plan's support for public transit, ride sharing options and electric vehicle charging stations also work to advance the goals of the energy plan.

Another chapter that supports this chapter is the Natural Resources Chapter, which has strategies to develop carbon sequestration management plans for Montpelier's park lands in order to offset some fossil fuel use. Natural Resources is also a chapter where the impacts of hydropower on water quality and natural aquatic communities are considered. Finally, the Natural Resources Plan addresses urban ecology with goals for more street trees and green space, both of which play important roles in addressing the heat island effect of our downtown and summer energy conservation.

The Historic Resources Chapter is an area where challenges are found. Two thirds of our residents live in historic buildings and those homes were not built with modern energy efficient materials and systems. Replacement of historic doors and windows, for example, could result in a loss of historic integrity of a building. Balancing energy efficiency improvements and protection of historic materials will be an important consideration in the development of programs and projects.



Implementation Summary

Aspiration: Montpelier will be a Net Zero City by 2030 for municipal operations and 2050 community-wide.

Goal: Reduce base energy use in schools and municipal buildings through efficiency and weatherization.

Goal: Reduce fossil fuel use in schools and municipal facilities through conversion to non-fossil fuels and other measures.

Goal: All vehicles used by schools and the municipality will be powered by renewable sources (electric or bio-fuels).

Goal: Reduce base energy use in residential and commercial buildings through efficiency and weatherization.

Goal: Reduce fossil fuel use in residential and commercial buildings through conversion to non-fossil fuels, increased renewable energy production, and other measures.

Goal: All vehicles used on Montpelier will be powered by renewable sources (electric or bio-fuels).



Implementation Summary, cont.

The high-priority implementation strategies in this Energy Plan are based on the 2021 Net Zero Action Plan developed for the City of Montpelier in close collaboration with several City departments, the School District, and the Montpelier Energy Advisory Committee (MEAC). The purpose of the action plan is to lay out a realistic pathway to achieving the goal of net zero energy by the year 2030 without being overly prescriptive. This action plan provides helpful information that can be used to develop the necessary strategies to dramatically reduce and eventually eliminate fossil fuel use. The 2021 Action Plan identified the largest fossil fuel users for conversion to renewable energy as the Barre Street Recreation Center, Montpelier High School, Montpelier Middle School, and the Montpelier Water Plant. Other strategies recommended in the action plan include the electrification and biofuel conversion of the City's vehicle fleet, including the installation of additional charging stations at municipal facilities, and the purchase of carbon offsets. The city will use the Net Zero Revolving Loan fund to fund low-cost energy efficiency initiatives while the Capital Equipment Plan and Capital Improvement Plan will address more expensive projects.

Over the next eight years the big 2050 strategy will be developing a similarly detailed action plan for helping residents and businesses become net zero. Because the 2030 goals are within the lifespan of this plan, much of the focus will be on achieving the objectives of the first aspiration. That said, during the lifetime of this plan, the city will continue to educate the public about weatherization and fuel switching opportunities, add EV chargers to our public parking lots, and expand the district heat to add customers.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for implementing Montpelier's Net Zero goals?

Montpelier has taken several steps to address sustainability in recent years. The Montpelier Energy Advisory Committee (MEAC) was founded in 2010 to act in an advisory capacity to the Montpelier City Council on energy issues. Specifically, it was charged with:

- identifying and nurturing potential energy saving projects and opportunities;
- informing and engaging city residents on energy issues with a special focus on building weatherization; and

- partnering with other statewide groups such as the Energy Action Network (EAN) and Vermont Natural Resources Council (VNRC) to foster long term, far reaching projects, goals, and developments that will ultimately serve to either reduce Montpelier's energy use or actively meet its energy needs from renewables.

In 2022, the City created a new position called the Sustainability and Facilities Coordinator who is the staff now charged with implementing the net zero goals. This position works with MEAC to develop plans, apply for grants, and manage the sustainability projects proposed in the Action Plan.

City of Montpelier vermont City Plan 2025

Energy Implementation Plan

Strategies

EN.1: Continue the Capital Improvement Program

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The City should continue to update with energy efficiency projects identified in the 2021 Montpelier Net Zero Energy Action Plan and other larger capital projects that have been identified.

Priority : High	Implements Goal #1	Program
Cost : High	Responsible Party : Sustainability & Facilities Coordinator	

EN.2: Continue the Policy of Requiring that Any New Future Municipal Facilities and Vehicles Be Net Zero

Although no new municipal facilities are being proposed at this time, this plan recognizes that when new facilities are proposed and constructed, they should be Net Zero at the time of operation. This Net Zero policy should also extend to purchases of replacement vehicles identified in the 2021 Net Zero Energy Action Plan as they come up in the equipment plan as well.

Priority : High	Implements Goal #1	Policy
Cost : High	Responsible Party : City Council	

EN.4: Continue to Advance the Recreation Center Update

The Barre Street Recreation Center uses over 5,000 gallons of heating oil annually. Significant weatherization improvements were needed and a Department of Energy grant was secured to cover a significant percentage of the project. This project will remove asbestos, lead, and other problem materials before weatherizing the building and replacing the furnace with an air-to-water heat pump system with a pellet boiler back-up.

Priority : High	Implements Goals #1, #2	Project
Cost : High	Responsible Party : Sustainability Coordinator	

EN.5: Initiate a Montpelier High School Wood Chip Boiler Project

MHS is the single largest municipal user of fossil fuel. The School District should invest in conversion of the heating system at MHS to a non-fossil fuel alternative.

Priority : High	Implements Goals #2	Project
Cost : High	Responsible Party : Montpelier Roxbury Public Schools	

EN.6: Initiate a Montpelier Middle School Wood Chip Boiler Project

MMS is the second largest municipal user of fossil fuel. The School District should invest in conversion of the heating system at MMS to a non-fossil fuel alternative.

Priority : High	Implements Goal #2	Project
Cost : High	Responsible Party : Montpelier Roxbury Public Schools	

EN.8: Initiate a Montpelier Water Plant Pellet Boiler Project

The Water Plant is the third largest municipal user of fossil fuel. The 2021 Energy Action Plan identified that the city should pursue the installation of a pellet boiler for the facility.

Priority : High	Implements Goal #2	Project
Cost : High	Responsible Party : Sustainability Coordinator	

Aspiration

Montpelier will be a Net Zero City by 2030 for municipal operations and 2050 community wide.

Goals

- 1 Reduce base energy use in schools and municipal buildings through efficiency and weatherization.
- 2 Reduce fossil fuel use in schools and municipal facilities through conversion to non-fossil fuels and other measures.
- 3 All vehicles used by schools and the municipality will be powered by renewable sources (electric or bio-fuels).
- 4 Reduce base energy use in residential and commercial buildings through efficiency and weatherization.
- 5 Reduce fossil fuel use in residential and commercial buildings through conversion to non-fossil fuels, increased renewable energy production, and other measures.
- 6 All vehicles used on Montpelier will be powered by renewable sources (electric or bio-fuels).

EN.9: Purchase Offsets to Achieve Net Zero

Because the city cannot eliminate the use of all fossil fuels in its operations, the city will need to purchase carbon offsets in 2030 to make up the difference of any remaining fossil fuel use. The 2021 Montpelier Energy Action Plan has a comprehensive discussion of the subject.

Priority : High	Implements Goal #2, #3	Program
Cost : High	Responsible Party : Sustainability Coordinator	

E.10: Continue the Capital Equipment Program

Similar to the Capital Improvement Plan (CIP) the Capital Equipment Plan (CEP) is a tool to forecast and budget for proper spending but in this case it targets vehicles and other capital equipment. The City reviews its CEP annually to make purchases based on funding and to project future purchases. The City should continue to use the CEP to purchase the City's fleet of vehicles consistent with the 2021 Energy Action Plan. This will include monitoring for emerging opportunities regarding heavy vehicles (Medium) and electrifying mid-range vehicles (Low priority).

Priority : High	Implements Goal #3	Program
Cost : High	Responsible Party : Sustainability Coordinator	

EN.11: Expand District Heat System and Grow Customers

The City's District Heat Utility is an excellent means to replace a fossil fuel heating source with a renewable one. The city should continue to identify funding and policies to help new buildings connect to the system. This will help with the City's energy goals, resilience goals and to make the utility sustainable over the long term.

Priority : High	Implements Goal #5	Program
Cost : High	Responsible Party : Sustainability Coordinator	

EN.12: Continue the Net Zero Revolving Loan Fund for City Improvements

The City established a Net Zero Revolving Loan Fund in 2018 to help fund energy efficiency projects in municipal buildings. This fund has been used to initiate projects such as LED lighting upgrades, window weatherization in City Hall, and sealing of overhead doors. The savings from completed projects are reinvested in the fund to support future projects.

Priority : Medium	Implements Goal #1	Program
Cost : Low	Responsible Party : Sustainability Coordinator	

EN.13: Install New Electric Vehicle Charging Stations for Fleet Vehicles

It is anticipated that a number of vehicles will be replaced with electric vehicles in order to meet our Net Zero goals. This will affect such items as police cruisers, smaller utility trucks, and other cars. EV charging stations will be needed to charge municipal vehicles at municipal facilities when not in use.

Priority : High	Implements Goal #3	Program
Cost : Medium	Responsible Party : Sustainability Coordinator	



City of Montpelier vermont City Plan 2025

Energy Implementation Plan

Strategies

EN.14: Develop a Plan with Green Mountain Power for Electrifying the Fleet

Seek GMPs support to analyze the city's current rate structure, to determine current and future electricity demand and costs at individual facilities where EVs are being considered, identify off-peak charging strategies, and coordinate installation of EV chargers.

Priority : High	Implements Goal #3	★	Plan
Cost : Low	Responsible Party :	Sustainability Coordinator	

EN.15: Develop a Plan for Switching to B20 for Heavy Vehicles

DPW staff should connect with peers who have already transitioned to B20 for their operations to discuss best practices and make recommendation for a transition plan for deployment in Montpelier.

Priority : High	Implements Goal #3	★	Plan
Cost : Low	Responsible Party :	Sustainability Coordinator	

EN.16: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhoods, public services, and infrastructure. Regarding the energy plan, the zoning bylaws have exemptions for roof solar and other devises to allow them without permits. The city has also voted to exempt installation of EV chargers in private houses, parking lots, and on street in order to facilitate their implementation. Regulations including zoning should continue to be reviewed periodically to ensure it accommodates new technologies.

Priority : High	Implements Goals #4, #5, #6	★ ★ ★	Permit
Cost : Low	Responsible Party :	Planning Department	

EN.17: Initiate a DPW Garage Wood Pellet Boiler Project

The DPW garage is a large municipal user of fossil fuel. The 2021 Energy Action Plan identified that the city should pursue the installation of a pellet boiler for the facility.

Priority : Medium	Implements Goal #2	★	Project
Cost : Medium	Responsible Party :	Sustainability Coordinator	

EN.18: Install Cold Climate Air Source Heat Pumps at the DPW Maintenance Shops

The 2021 Energy Action Plan identified the installation of cold climate air source heat pumps at the DPW shops to displace some of the fossil fuels in those locations.

Priority : Medium	Implements Goal #2	★	Project
Cost : Medium	Responsible Party :	Sustainability Coordinator	

EN.19: Implement Program for Conversion to B20 for Heavy Vehicles

Once the plans have been developed for conversion to B20 and when the renewable diesel market makes financial sense, the city should begin to roll out the B20 conversion plan through the Capital Equipment Plan.

Priority : Medium	Implements Goal #3	★	Program
Cost : High	Responsible Party :	Sustainability Coordinator	

EN.20: Add Additional EV Chargers in Municipal Lots and On-street Parking Spaces

Montpelier already has a few EV chargers in municipal parking lots but the city will need to continue to add additional Level 2 and Level 3 chargers to support tourists, workers and residents.

Priority : Medium	Implements Goal #6	★	Program
Cost : Medium	Responsible Party :	Sustainability Coordinator	

EN.21: Initiate a Project to Replace Backup Generators with Batteries

A majority of the electricity used by the city facilities is generated by the city's PV arrays and from the grid. A small amount of diesel is burned for emergency power at the police station, city hall, fire station, and water plant. There is now technology available to replace these generators with battery back up systems. This should be explored especially at the end of the useful lives of these systems.

Priority : Low	Implements Goals #1, #2	★ ★	Project
Cost : High	Responsible Party :	Sustainability Coordinator	

EN.22: Develop a Detailed 2050 Net Zero Plan for Residential and Commercial Buildings and Vehicles

The City's second net zero aspiration is for the rest of Montpelier (not municipal) to become net zero by 2050. This will require a plan and action plan similar to the 2021 plan for municipal operations.

Priority : Low	Implements Goal #4, #5, #6	★ ★ ★	Plan
Cost : Medium	Responsible Party :	Sustainability Coordinator	

EN.23: Initiate a Program for Small Scale Facility Conversions to Heat Pumps for Heat and Hot Water

These lower priority items, identified in the 2021 Energy Action Plan should be pursued after the largest contributors have been addressed.

Priority : Low	Implements Goal #2	★	Program
Cost : Medium	Responsible Party :	Sustainability Coordinator	

EN.24: Develop a New Energy Efficiency Outreach Program

While it will be a few years before the city can invest in helping individuals with their homes and businesses, there are many programs by Efficiency Vermont and others that can benefit them. MEAC and the Sustainability Coordinator should work to educate the public about these opportunities.

Priority : Low	Implements Goals #4, #5, #6	★ ★ ★	Program
Cost : Low	Responsible Party :	Sustainability Coordinator	

EN.25: Continue the Home Energy Information Ordinance

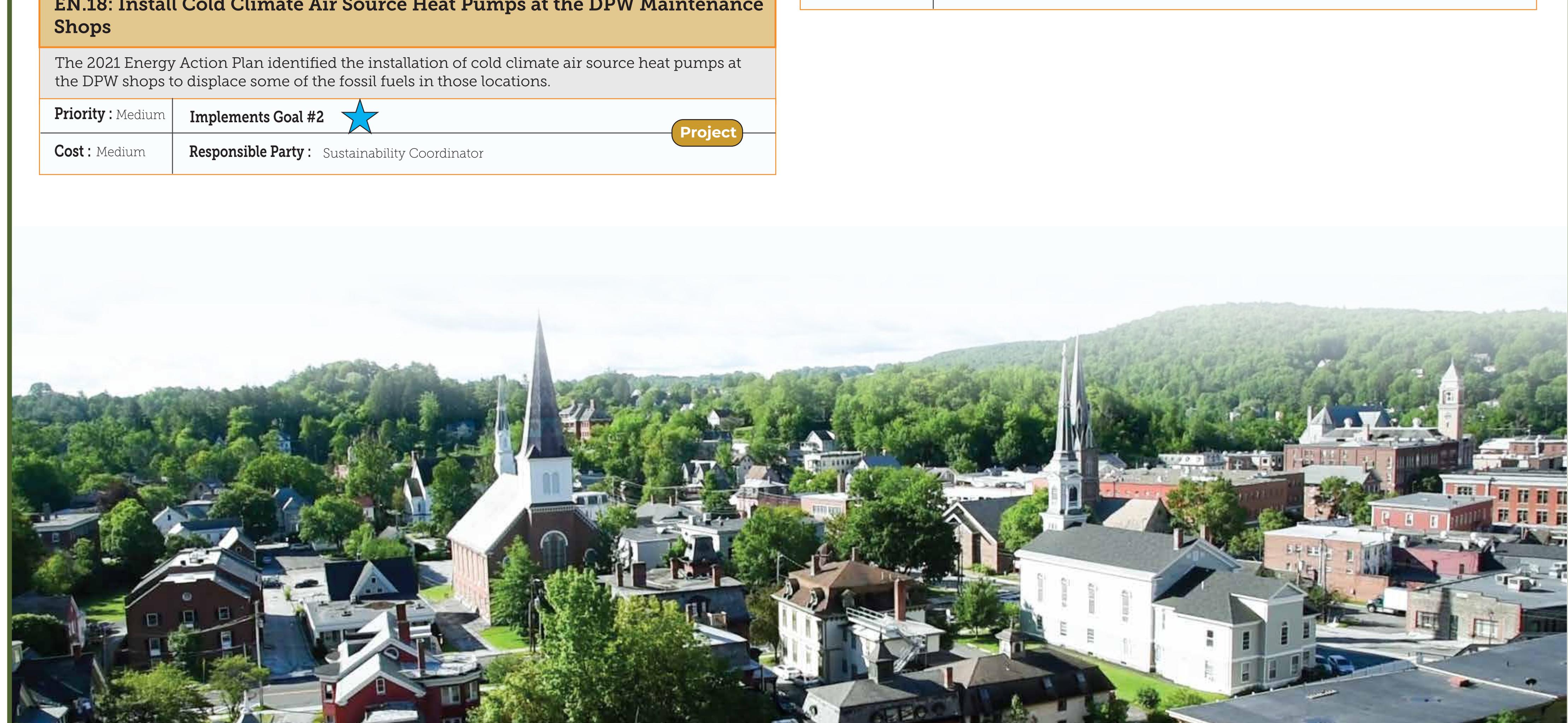
The home energy information ordinance was adopted in 2022 to require sellers of properties to provide an energy profile to any prospective purchaser. The expectation is that buyers will have information about the efficiency of the building before purchasing and can compare to other properties they are considering to make an informed decision.

Priority : Low	Implements Goals #4, #5	★ ★	Permit
Cost : Low	Responsible Party :	Sustainability Coordinator	

EN.26: Initiate a Program to Add Heat Pumps to Certain Facilities and Spaces

Heat pumps are a more efficient way to air condition smaller spaces and heat water for domestic use. The 2021 Energy Action Plan identifies a number of smaller projects to improve efficiency and eliminate use of fossil fuels.

Priority : Low	Implements Goals #1, #2	★ ★	Program
Cost : Medium	Responsible Party :	Sustainability Coordinator	



Chapter 8- Arts & Culture

Introduction

Montpelier's arts and cultural life outwardly represent the essence of the community. The arts and culture plan helps champion and support ongoing and future artistic initiatives and installments in Montpelier.

The City's plan for supporting arts and culture centers on the following goals:

- To value artists and their contributions to the community.
- To create opportunities for local artists to create public art, including murals, sculptures, or functional art.
- To support community art that will build awareness of and appreciation for the identities and cultures of all of our residents.



Planning Context

Montpelier strives to be a thriving artistic community. We host a variety of performing and visual arts establishments, including art galleries, music schools, music venues, performance spaces, art studios, and dance studios. These organizations are a vital component of Montpelier's downtown, adding to the vibrance of the city and bringing visitors from all around the region.

In 2018, the City completed the Public Art Master Plan, which articulated the mission, vision, and goals for public art in Montpelier. The plan also prioritized strategies and identified resources to aid in the placement, creation, and maintenance of public art. Montpelier subsequently created a Public Art Commission in 2019. The Commission continues to update and implement the plan.

Currently, this chapter works in conjunction with the goals of the Public Art Master Plan and supplements that plan and the work of the Public Art Commission. In the future, the Arts chapter will be expanded beyond public art to include goals and strategies that advance our cultural assets as well as to promote a thriving arts scene.

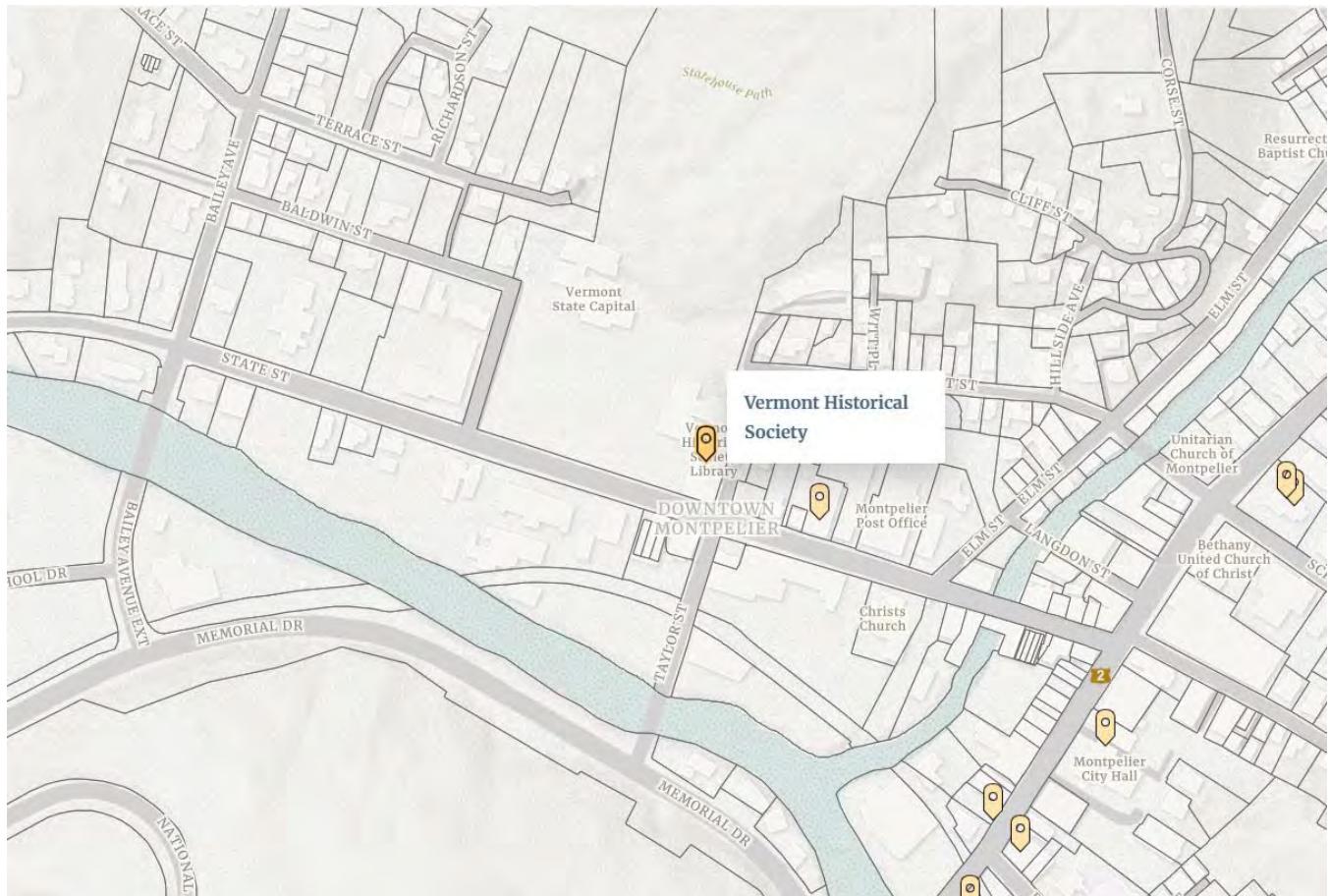
Use the map to explore some of Montpelier's most notable cultural and artistic attractions.

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Vermont Historical Society

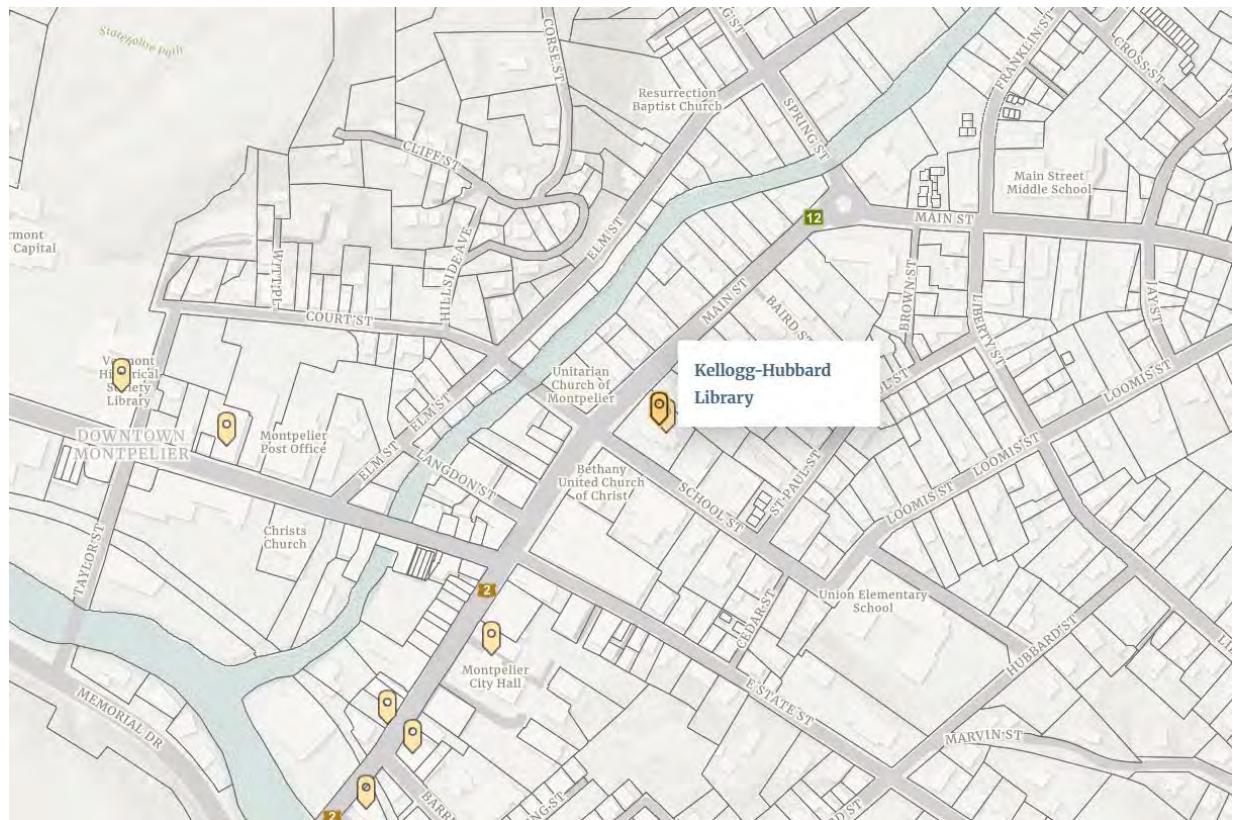
The Vermont Historical Society, a private, non-profit organization located in Pavilion Building on State Street, is another of Montpelier's major cultural organizations. The society has been located in state buildings since it was founded in 1838. The society operates a museum and library (both open to the public) and sponsors educational programs, all of which attract approximately 18,000 people a year to Montpelier





Kellogg-Hubbard Library

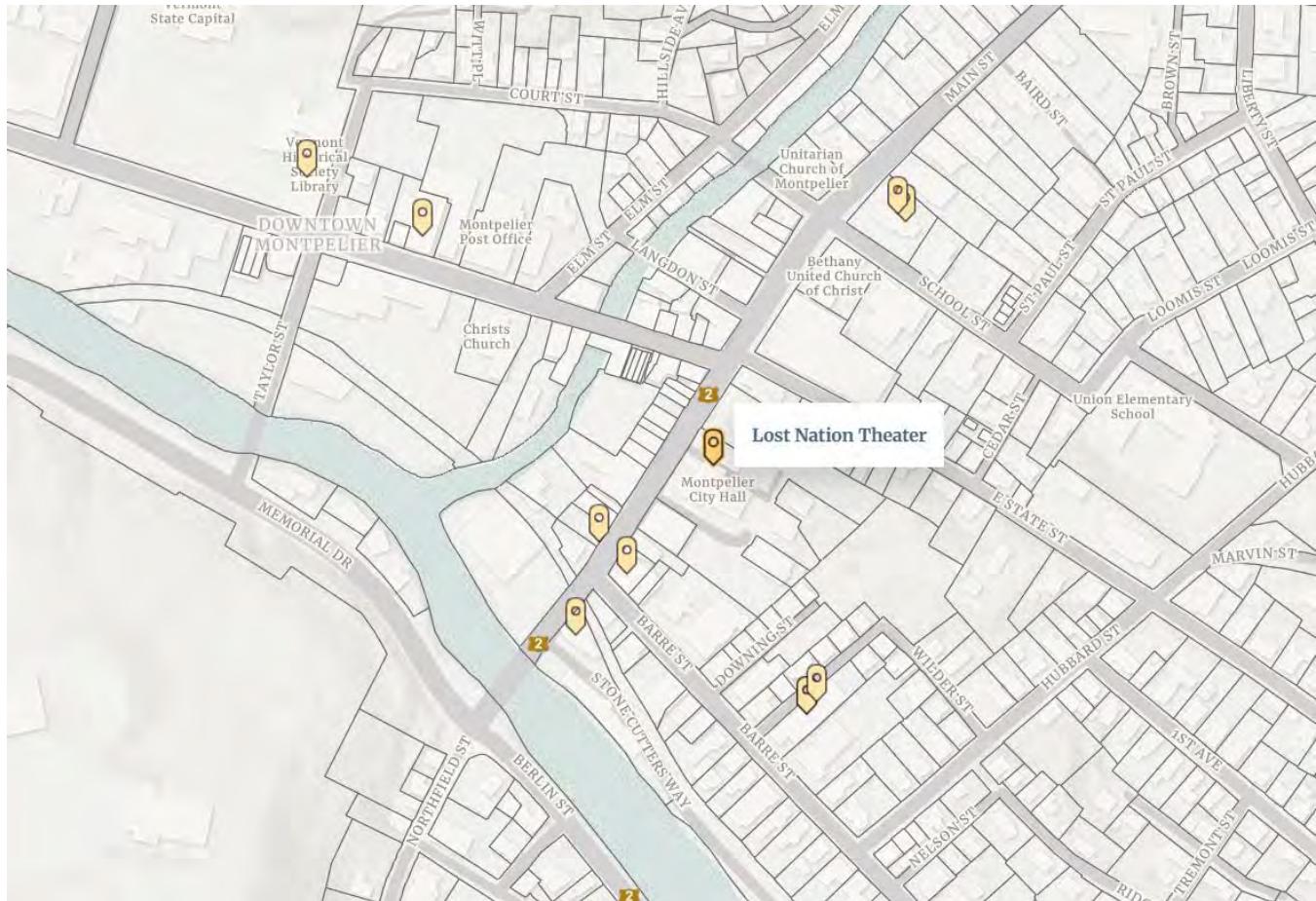
The Kellogg-Hubbard Library is one of the major cultural institutions in Montpelier. The library, built in 1896, houses over 60,000 volumes, and has the highest circulation of any public library in the state. It is a regional center offering adult and children's reading programs. The children's programs serve over 3,000 children annually.





Lost Nation Theater

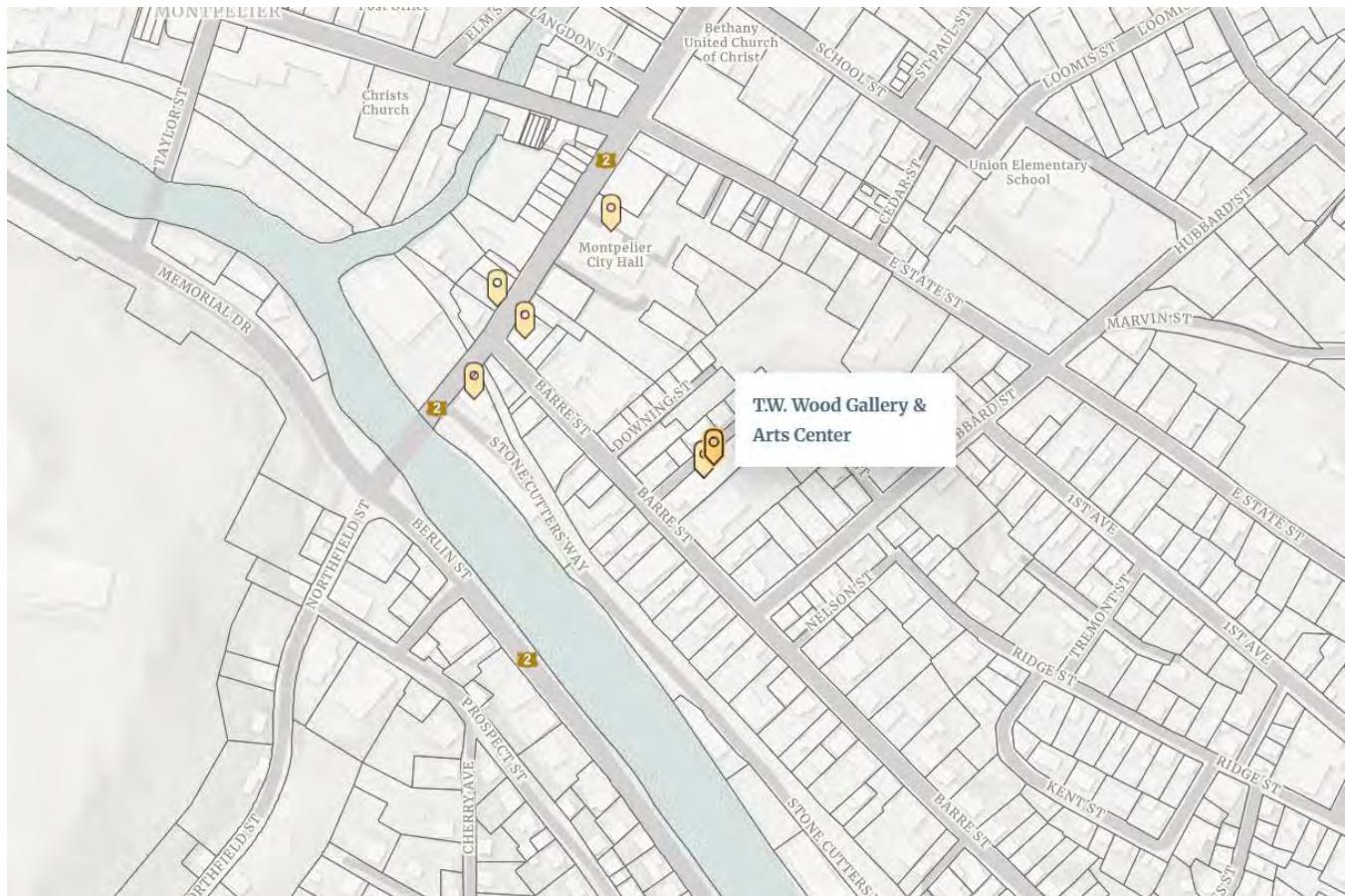
Lost Nation Theater, Montpelier's resident professional company, holds theatrical performances from June to October in the City Hall auditorium, and conducts the drama program at Montpelier High School.





T.W. Wood Gallery & Arts Center

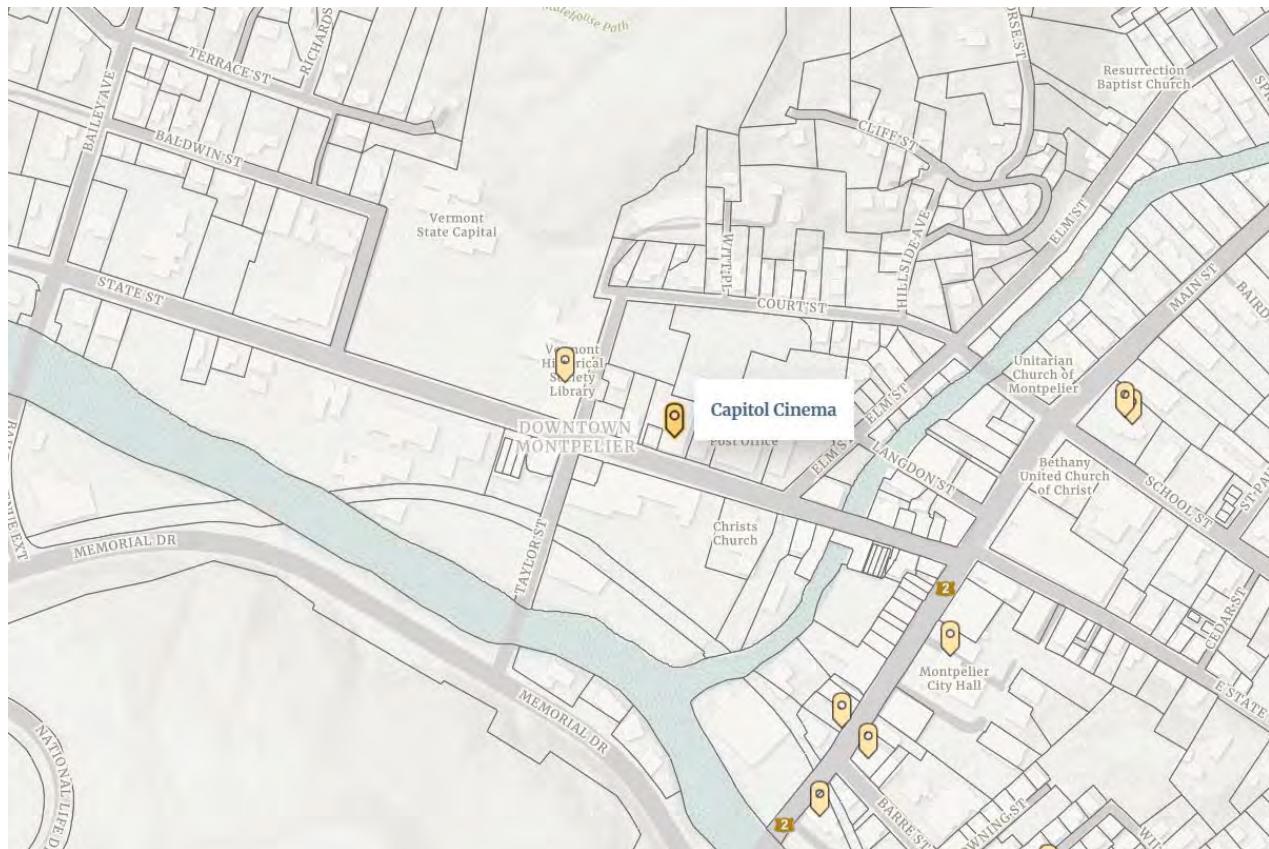
The Wood Art Gallery, located on Barre Street, with an art collection valued in excess of 3 million dollars, is a focal point for the visual arts in Montpelier. Hosting 15 to 25 major exhibits 213 a year, in addition to a standing collection, the Wood Gallery brings in over 6,000 visitors each year.





Capitol Cinema

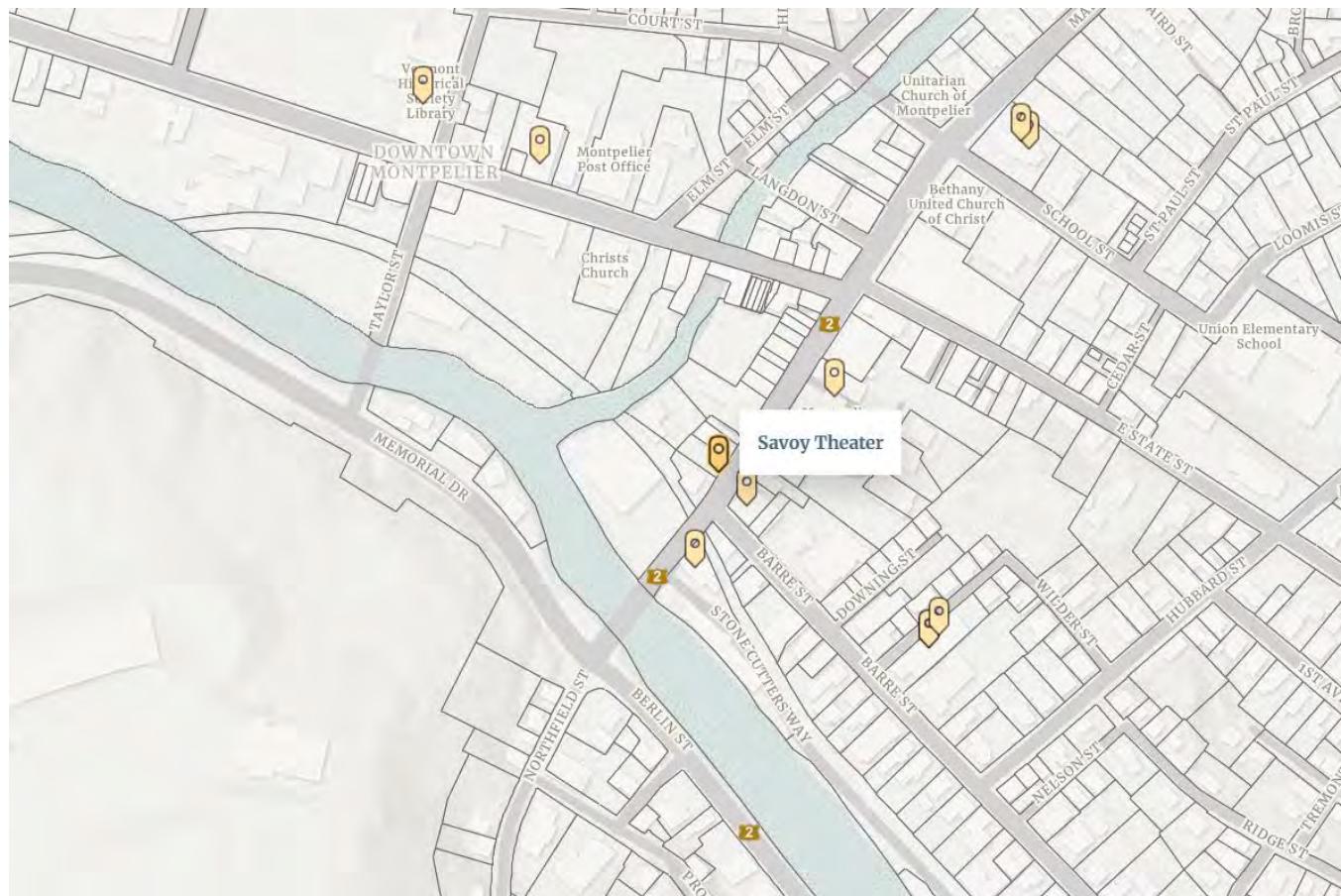
The Capitol Theater in Montpelier, Vermont, is a historic cinema and performing arts venue known for its classic architecture and diverse programming. It typically features a mix of mainstream and independent films, along with special events, live performances, and community gatherings. The theater serves as a cultural hub in Montpelier, offering entertainment and a unique venue for arts and entertainment in the heart of Vermont's capital city.





Savoy Theater

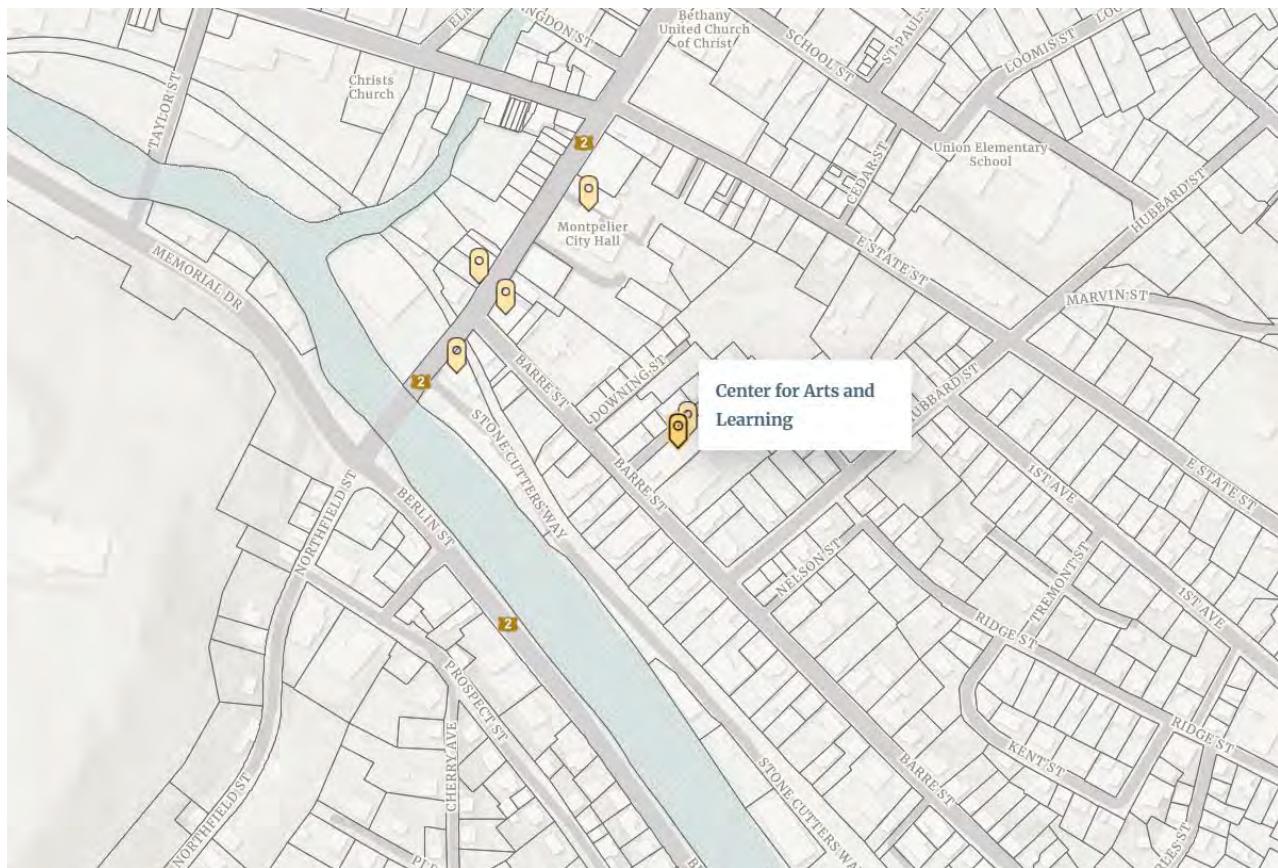
The Savoy Theater in Montpelier, Vermont, is an independent cinema known for showcasing a curated selection of art-house, indie, and foreign films. The Savoy is recognized for its commitment to diverse and thought-provoking cinema, attracting film enthusiasts from across the region.





Center for Arts and Learning

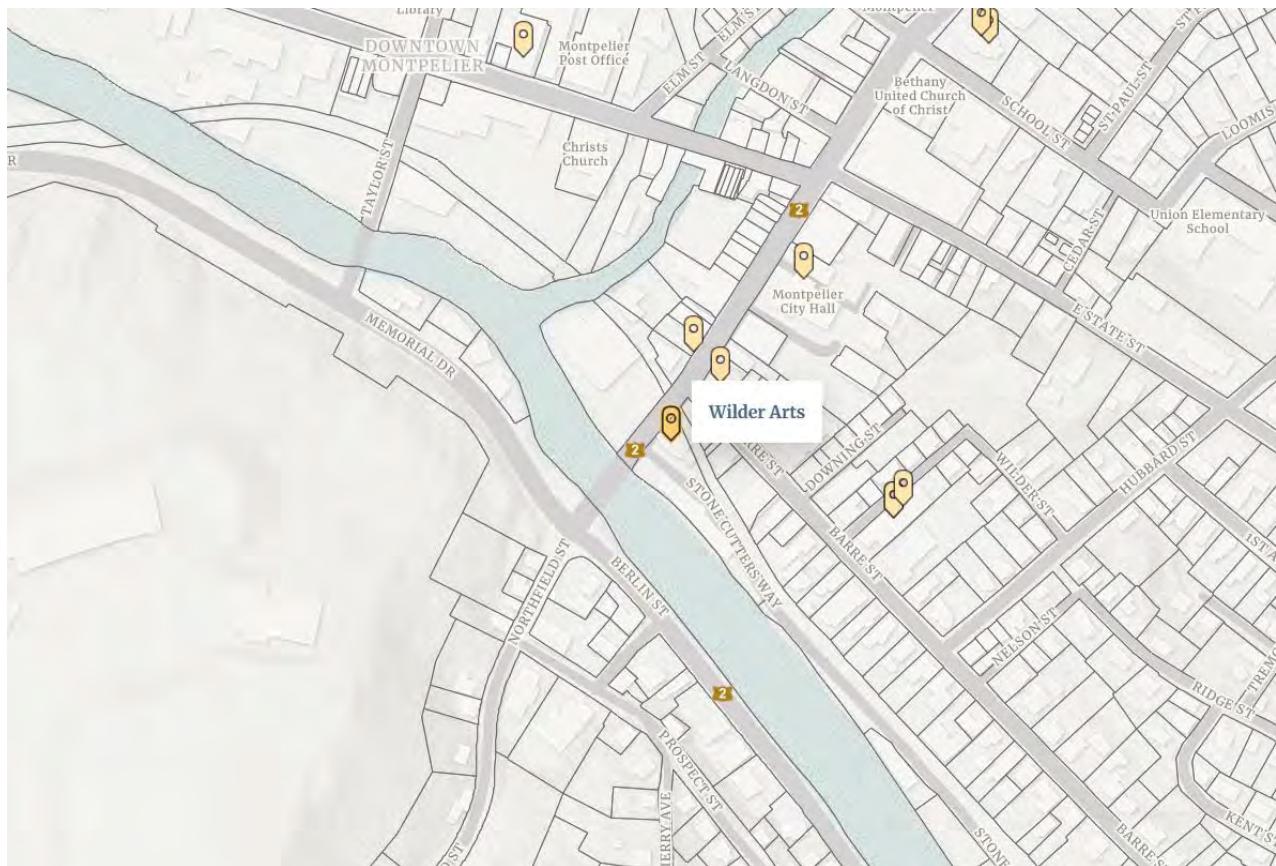
The Center for Arts and Learning in Montpelier, Vermont, is a multi-disciplinary arts hub that provides studio space for artists, rehearsal and performance areas for musicians and theater groups, and educational programs in the arts. It is a community-oriented venue designed to support creativity, collaboration, and cultural enrichment, serving as a gathering place for artists, performers, and learners in the region.





Wilder Arts

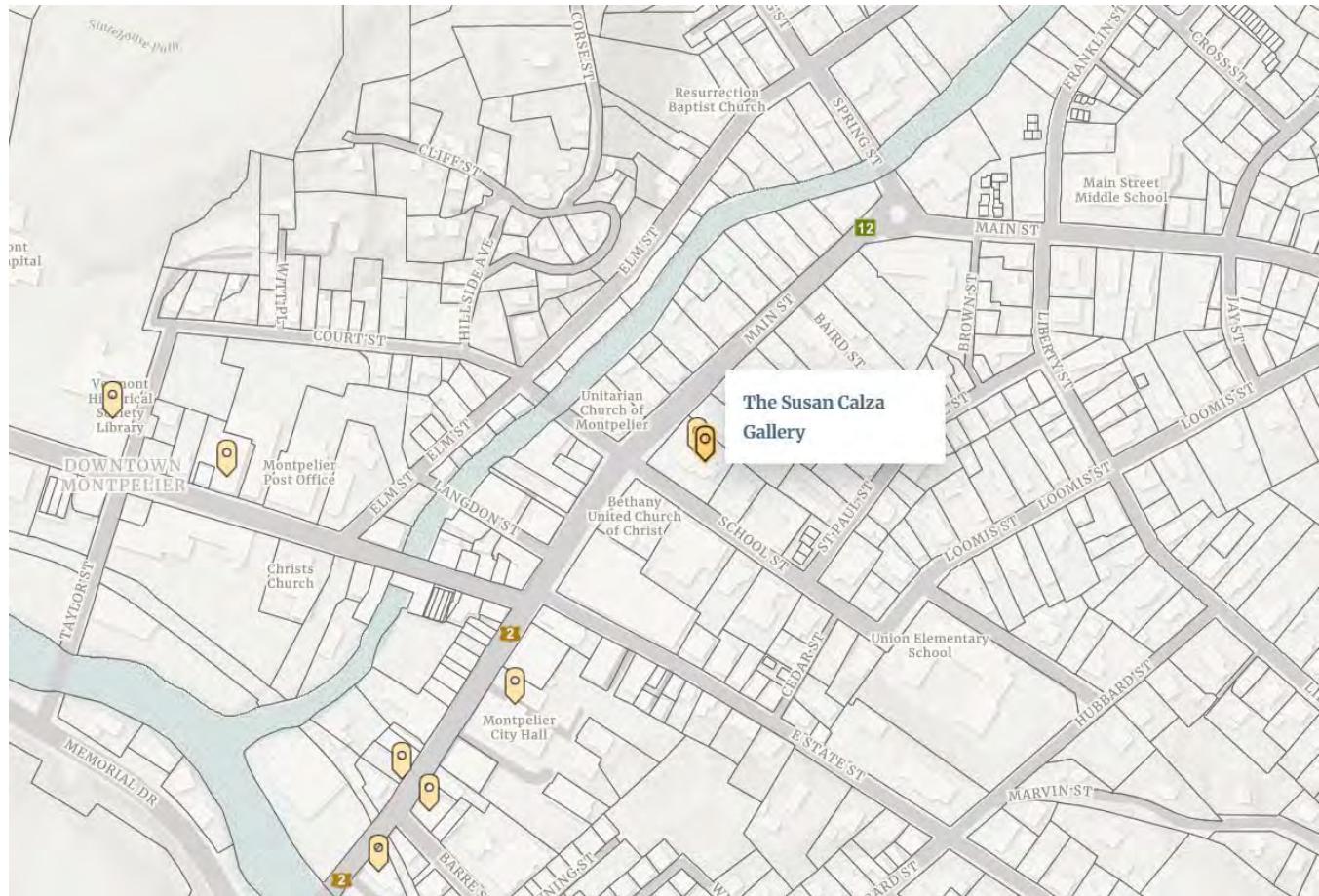
Wilder Arts in Montpelier, Vermont, is a community-focused arts center offering workshops, classes, and events that encompass various art forms, including visual arts, music, and crafts. It is a space designed to foster creativity and learning, providing opportunities for individuals of all ages to engage with the arts and develop their artistic skills. Wilder Arts emphasizes hands-on experiences and encourages artistic exploration and community connection.





The Susan Calza Gallery

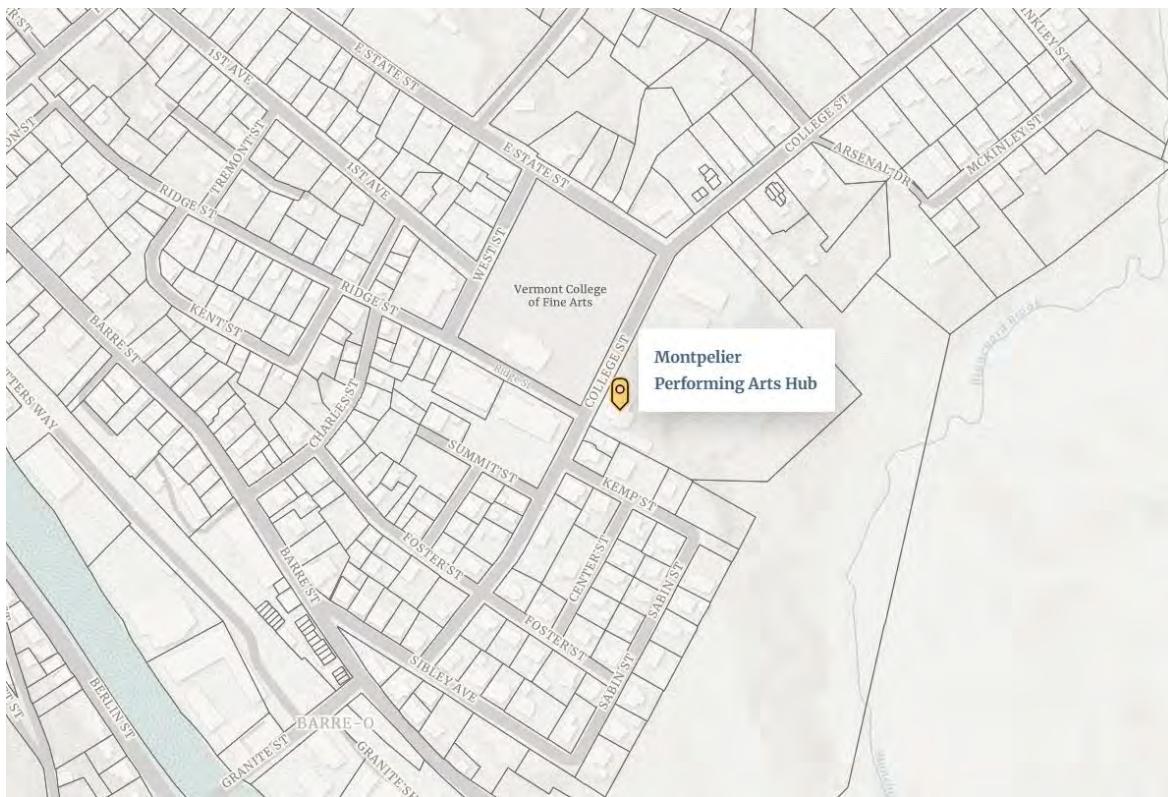
Established in 2018, the Susan Calza Gallery was founded to "exhibit work dealing with current events of a personal and/or global focus – a platform for cultural critique."





Montpelier Performing Arts Hub

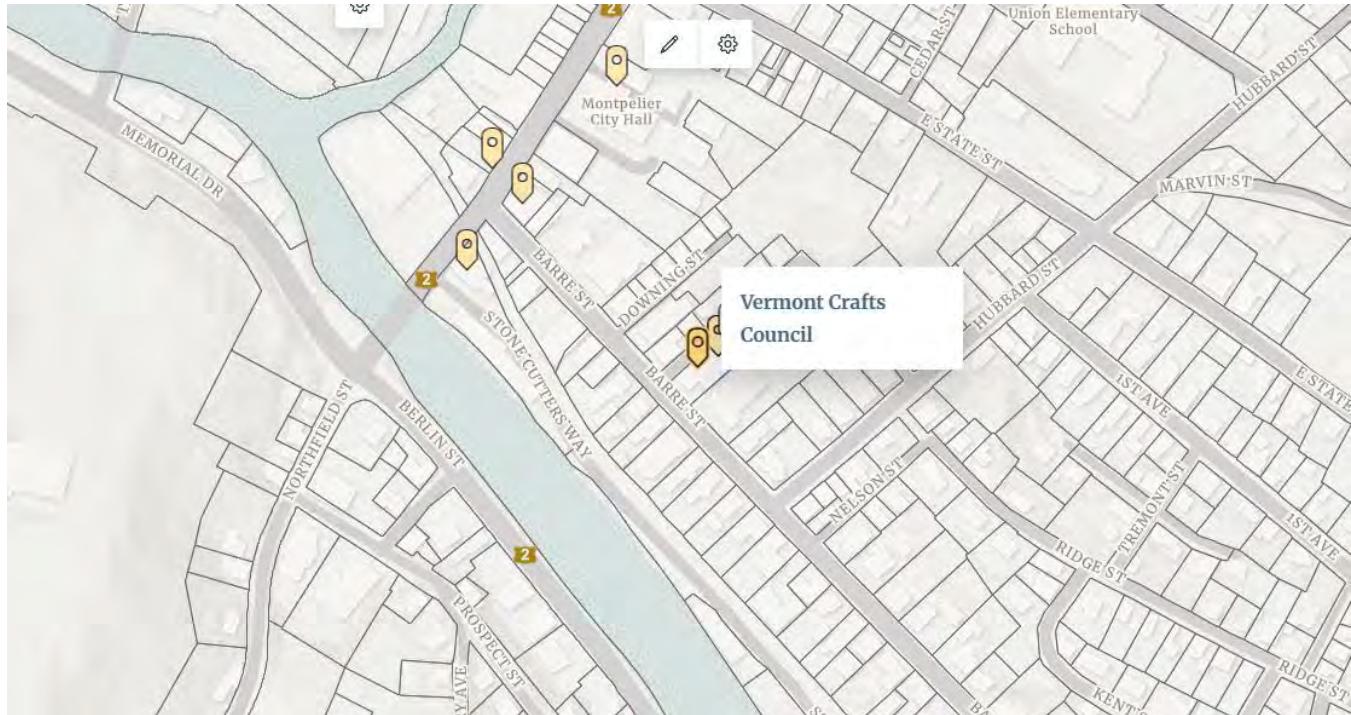
The Montpelier Performing Arts Hub (MPAH) is a nonprofit organization under section 501(c)(3) dedicated to offering top-tier performing arts education to the Central Vermont community at a professional performance venue. Recently, the organization acquired the property at 35 College Street, also known as The Gary Library, located on the Vermont College of Fine Arts campus in downtown Montpelier. MPAH is now focused on transforming the building into a modern facility that will serve as a center for performance, education, and community engagement.





Vermont Crafts Council

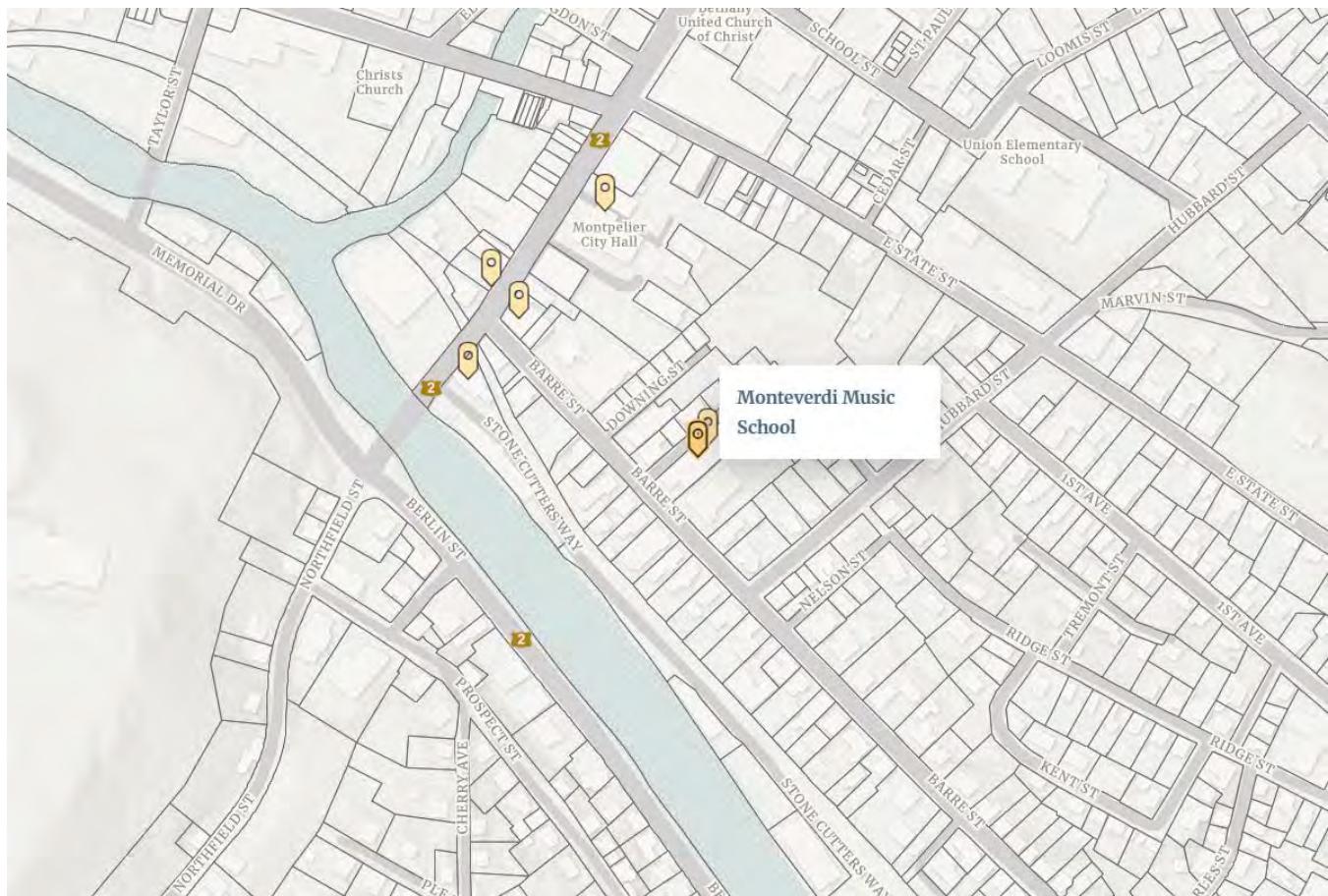
The Vermont Crafts Council advocates for fine craftsmanship throughout the Green Mountain State, a region with a long tradition in crafts and a key part of America's crafts revival. Founded in 1990, the Council represents a community of over 260 visual artists, galleries, arts organizations, and educational institutions. Through business development resources, marketing platforms, and open studio events, the Vermont Crafts Council helps artists grow and maintain their creative businesses. The organization also works to inform the public about the importance of handmade art.





Monteverdi Music School

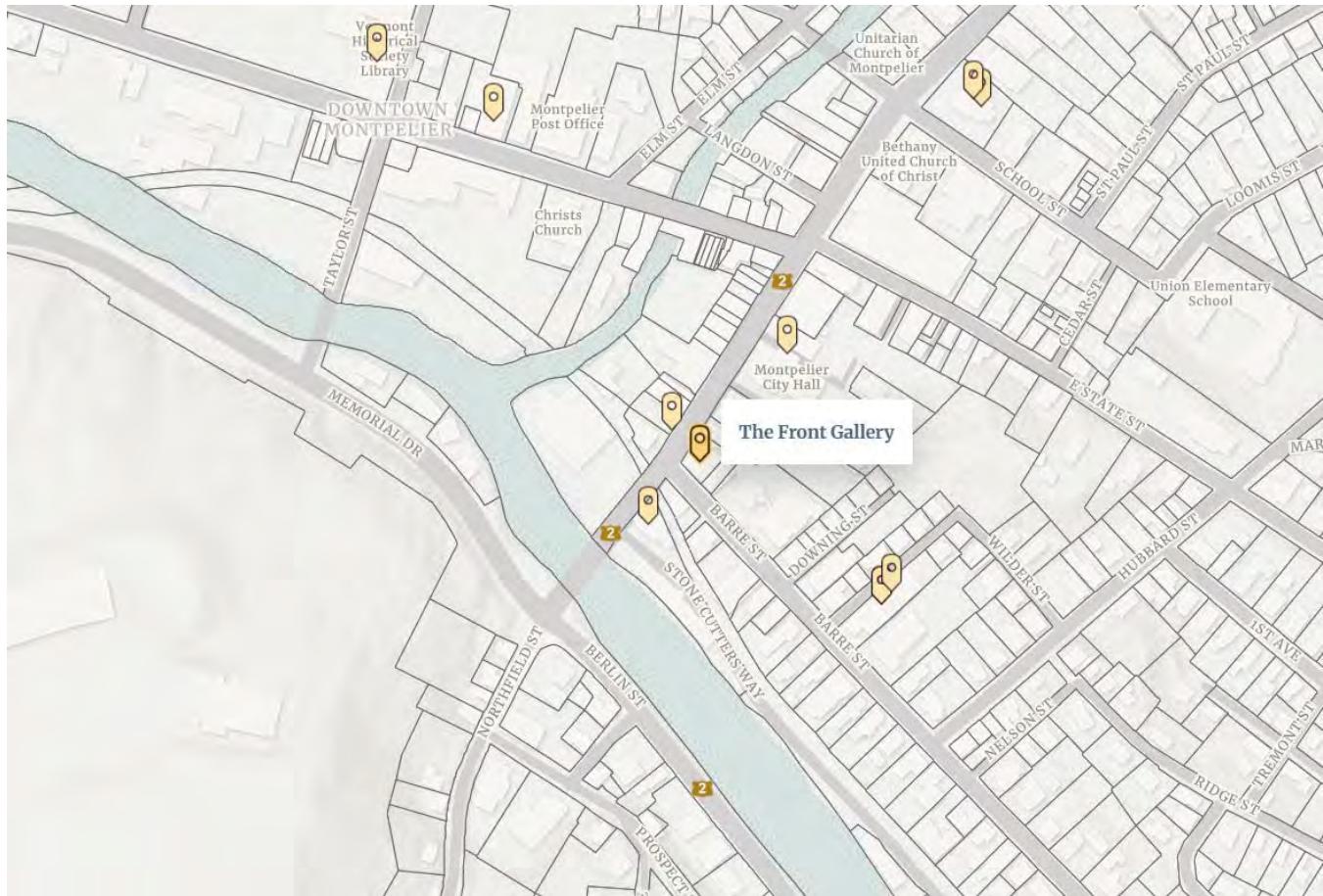
The Monteverdi Music School provides accessible music education to Central Vermont, offering music lessons, classes, camps, ensembles, space rentals, and more.



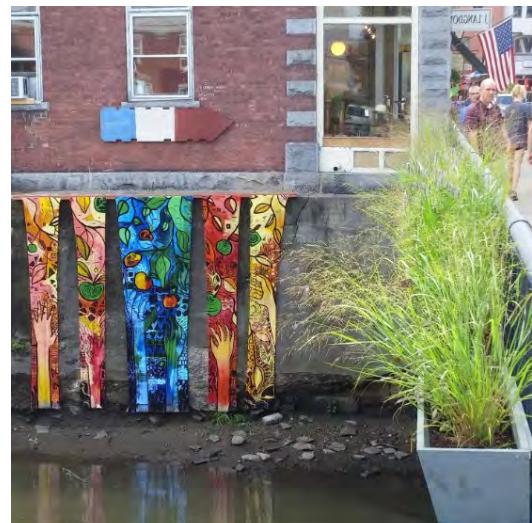


The Front Gallery

The Front, an artist-run cooperative gallery in Montpelier, Vermont, brings visual art to life by sparking curiosity and encouraging community participation through its diverse events, activities, and exhibitions. Since its founding in 2015, The Front has continued to evolve as a dynamic space for creative expression.



The gallery below showcases public art around Montpelier.



8-17



Synergies with Other Plan Chapters

How does arts & culture relate to other goals of the Montpelier City Plan?

Arts and cultural activities are closely tied to economic development, transportation, utilities and facilities, housing, community services and natural resources.

Tourism in Montpelier depends on the beauty and novelty of our built environment, including public art. Further, events relating to arts and culture draw people from the region to visit Montpelier and patronize local businesses.

The Arts and Culture plan relates with the transportation and utilities chapters by enhancing ordinary practical infrastructure to make it contribute to the aesthetic value of the city. The arts and culture plan calls for increased functional art, such as unique bike racks and benches. It also strives for art to be included in new capital projects.

Housing is strongly linked to the goals of this plan. Montpelier wants to be a home for artists but also faces a housing and studio space shortage that curtails that desire. We can meet some of our Arts and Culture goals by achieving the goals of the Housing chapter.

This chapter also complements the Community Services and Natural Resources chapters. Under the Arts and Culture plan, we will further enhance our parks with artistic infrastructure and sculptures. We will also encourage a more aesthetically pleasing built environment. We also expect that future public art will incorporate features from the natural environment to seamlessly blend natural and built landscapes.



Implementation Summary

Aspiration: Montpelier will have public art thoroughly integrated into our urban landscape.

Goal: Increase the amount of lasting and temporary art installations, festivals, and dynamic performances in prominent and overlooked spaces.

Goal: Increase the amount of public art and cultural destinations that are created by, or celebrate, persons of diverse backgrounds.



Aspiration: Montpelier will have thriving studios, galleries, theaters, and other venues and be recognized as a destination and home for artists.

Goal: Provide support for the many independent studios, galleries, theaters, and other venues currently in Montpelier.

Goal: Increase opportunities for affordable art courses for residents through programs provided by the Community Services Department and other departments.



Implementation Summary, continued

Most of the strategies to implement the plan are outlined in the Public Arts Master Plan and follow logically from the goals and aspirations above. One of the first things the City did after creating the Arts Commission was to create a public arts fund which receives annual allocations for the creation and maintenance of art in the city. The Public Arts Commission then uses that funding to procure new art.

The Commission also plans on recommending a number of policies to help ensure that all of the art is acquired, maintained, and removed in accordance with pre-approved guidelines. As the Plan and Commission are relatively new, they will continue to explore ways to improve the process and better facilitate new art to inspire residents and visitors.

This plan also considers reconvening the Public Arts Commission as the Arts and Culture Commission or combining it with Montpelier Alive. The Public Arts Commission currently has a narrow focus on public arts and it has been successful in that role for a number of years. It was recognized during the development of this plan that the city also has interest in supporting private art studios, galleries, and other venues and artistic expressions. There are also a number of festivals and cultural celebrations that occur which enhance our community. Many of these events are hosted and sponsored by Montpelier Alive. This plan anticipates a conversation with all parties to ensure we create an effective structure for realizing the goals of Montpelier and the strategies in this plan.

[View the full Implementation Strategy here](#)



Did You Know?

Montpelier hosts an Art Walk event **every other month** that showcases public art throughout Montpelier. In October 2023, the Art Walk had the theme of "Renewal" following the historic 2023 flooding.

Who's Involved?

Who is responsible for supporting the City of Montpelier's arts and culture?

As noted above, the City's Public Art Commission provides support and planning guidance for arts initiatives in Montpelier. Since arts are deeply related to economic development initiatives, the City's downtown development group, Montpelier Alive, also offers key support and promotion for arts and cultural activities.

City of Montpelier vermont City Plan 2025

Arts & Culture

Implementation Strategies

Strategies

AC.1: Adopt a Public Art CIP Policy

Explore and consider a Public Art Policy to apply to projects funded through the Capital Improvement Plan (CIP). The policy would require contributing one percent of the budget for all capital projects to be dedicated to public art including the feasibility of incorporating public art into every city financed construction project. Whenever possible, functional art should be used when installing benches, bike racks, gazebos, and similar infrastructure.

Priority : High	Implements Goal #1 	Policy
Cost : High	Responsible Party : Public Arts Commission	

AC.2: Adopt a New Collection Management Policy

Adopt a new Montpelier Collection Management Policy to manage the acquisition, management and disposal of art that comes into the possession of the City.

Priority : High	Implements Goal #1 	Policy
Cost : Low	Responsible Party : Public Arts Commission	

AC.3: Adopt a New Public Art Donation Policy

Adopt a new Montpelier Public Art Donation Policy to establish guidance on the acceptance of art gifted to the city. The policy will help outline project funding, insurance, siting, installation, operations and maintenance, the right to remove or transfer the piece, and other issues.

Priority : High	Implements Goal #1 	Policy
Cost : Low	Responsible Party : Public Arts Commission	

AC.4: Adopt a New Public Art Maintenance Policy

Adopt a new Public Art Maintenance Policy to ensure the long term care of all existing and new art.

Priority : High	Implements Goal #1 	Policy
Cost : Medium	Responsible Party : Public Arts Commission	

AC.5: Create a Montpelier Cultural Plan

Create a Montpelier Cultural Plan to complement and support the Public Art Master Plan by focusing on ways to best incorporate cultural matters into public art, performing art, art education, and artist support services.

Priority : High	Implements Goal #2 	Plan
Cost : Medium	Responsible Party : Planning Dept. Staff	

AC.6: Conduct a Public Art Inventory

Conduct an inventory of all public art in Montpelier and generate a maintenance plan for existing art.

Priority : High	Implements Goal #1 	Plan
Cost : Low	Responsible Party : Public Arts Commission	

Aspirations

- A) Montpelier will have public art thoroughly integrated into our urban landscape.
- B) Montpelier will have thriving studios, galleries, theaters, and other venues and be recognized as a destination and home for artists.

Goals

- 1 Increase the amount of lasting and temporary art installations, festivals, and dynamic performances in prominent and overlooked spaces.
- 2 Increase the amount of public art and cultural destinations that are created by, or celebrate, persons of diverse backgrounds.
- 3 Provide support for the many independent studios, galleries, theaters, and other venues currently in Montpelier.
- 4 Increase opportunities for affordable art courses for residents through programs provided by the Community Services Department and other departments

AC.7: Expand and Continue the Public Art Program

Continue the Public Art Program to incorporate two and three dimensional art into alleyways, parks, city infrastructure, gateway areas, parking lots, backs of buildings, bridges, and other places where art could bring vibrancy. The program should also target installations that come alive at night. This program should also consider locations outside of downtown such as displays in Hubbard Park with help from running, biking, and similar organizations.

Expand the public art program to include temporary installations such as utilizing 'sculpture on loan' programs to temporarily display art. At times, the program may utilize public participation to vote on the pieces or interact with the art in other meaningful ways. The program may also collaborate with local, national, and international museums and galleries to provide innovative exhibits.

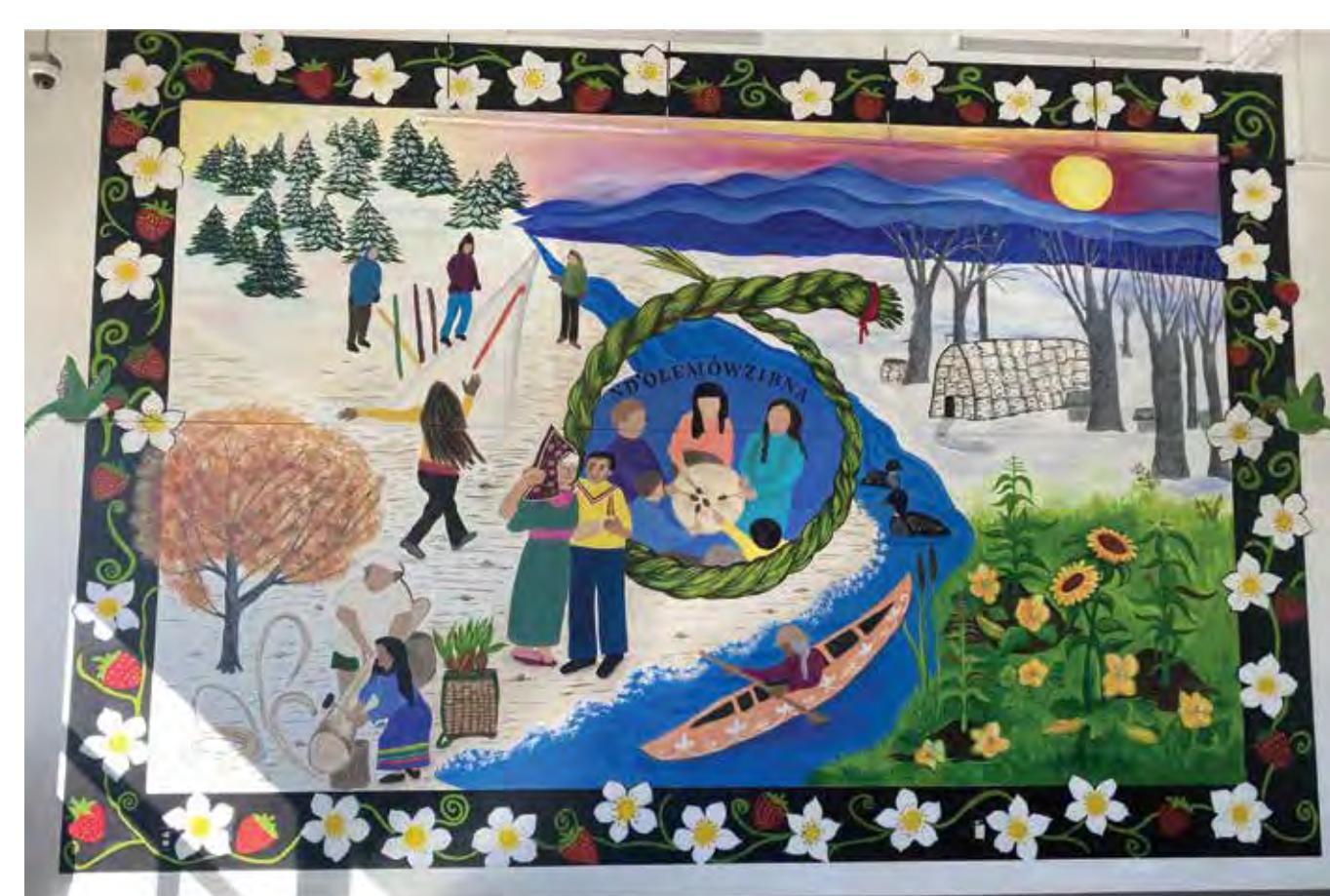
The Public Art Program should include a policy to ensure resources are set aside for the commission of art from artists of various racial and ethnic backgrounds as well as art that expresses acceptance and support for people of all backgrounds relating to race, gender, and sexual orientation. This should also consider ways to highlight and support the culinary arts as Montpelier has historically and currently hosted many authentic ethnic restaurants and eateries.

Priority : High	Implements Goals #1, #2 	Program
Cost : Medium	Responsible Party : Public Arts Commission	

AC.8: Reconvene the Public Arts Commission as the Arts and Culture Commission

The responsibilities of the Public Arts Commission should be expanded to include cultural matters and help grow and represent private arts in addition to public arts.

Priority : High	Implements Goals #3 	Program
Cost : Low	Responsible Party : Public Arts Commission	



Left:
Abena Songbird and other
Abenaki artists
'Ndolemowzibna' - We Continue
(to live), August 2023

The completion of the mural was celebrated with an event at the Transit Center which included tribal drumming, dancing, and food (by Abenaki chef Jesse Lawyer). Funding by the Vermont Arts Council, the City of Montpelier, and Montpelier Construction.

Acrylic mural 17' x 27' inside the Montpelier Transit Center.



City of Montpelier vermont City Plan 2025

Arts & Culture Implementation Plan

Strategies

AC.9: Continue to Implement the Public Art Master Plan

Continue to follow the Public Art Master Plan and update it once every 5-8 years to inform the City Plan update process.

Priority : Medium	Implements Goal #1		Plan
Cost : Medium	Responsible Party :	Public Arts Commission	

AC.10: Create a Tourism Marketing Program

Montpelier Alive and the City should work with various stakeholders to create a unified marketing program to promote Montpelier as a destination for art.

Priority : Low	Implements Goal #3		Program
Cost : Medium	Responsible Party :	Montpelier Alive	



Above:

Mural by Carolyn Shapiro

We're Watching, Fall 2022

In Mural Park (the park is located under the overpass of Rt 89 on Rt 2 in Montpelier) 15' x 24' acrylic on pylon cement.

Below Left:

Flywheel Industrial Arts

Clothespins - Hammered, Welded, and Sprung

To be installed in downtown Montpelier in 2024. Celebrating the invention and manufacture of the clothespin in Montpelier. Funds by private donations.

8' x 9' x 8'

AC.11: Create a Thematic Art Event Program

With Montpelier Alive, the City will create a thematic art event program to facilitate temporary public art displays by organizing thematic events and coordinating with local artists. This may include working with property owners of vacant storefronts to create temporary galleries or create a "Soapbox Stage" in the downtown where pop-up performances are encouraged to be performed.

The program may also aid local groups in organizing and conducting seasonal events that are oriented toward performance art and expression. Lastly, this program could create public art programming with nontraditional partners, such as schools, health care facilities, rehabilitation and senior centers, disability-focused organizations, and private businesses and organizations. The Thematic Art Event Program should include a policy to ensure resources are set aside for the commission of art from artists of various racial and ethnic backgrounds as well as art that expresses acceptance and support for people of all backgrounds relating to race, gender, and sexual orientation.

Priority : Medium	Implements Goals #1, #2, #3		Program
Cost : Medium	Responsible Party :	Public Arts Commission	

AC.12: Create a Public Art Display Policy

The City will adopt a public art display policy to periodically make public space available for exhibition and inform local artists of the opportunity to create art there. This policy should continue to support Lost Nation Theater by providing affordable space within City Hall.

Priority : Medium	Implements Goals #1, #2		Policy
Cost : Low	Responsible Party :	Public Arts Commission	

AC.13: Continue the Community Services Art Programs

Continue the Community Service Department's art programs including those at the Senior Center and Recreation activities. As with all City programs, costs are either free or structured on ability to pay.

Priority : Low	Implements Goal #4		Program
Cost : Medium	Responsible Party :	Community Services Department	

AC.14: Develop a New Artist in Residence Program

Develop and fund an artist in residence program to support artists in the City.

Priority : Low	Implements Goal #3		Program
Cost : Medium	Responsible Party :	Public Arts Commission	

AC.15: Create a Volunteer for Art Program

Create a Volunteer for Art Program for people interested in assisting with art installations, maintenance, and events.

Priority : Low	Implements Goal #4		Program
Cost : Low	Responsible Party :	Public Arts Commission	

AC.16: Adopt a New Vermont Artist Policy

The City should adopt a Vermont Artist Policy to prioritize using Vermont artists for projects under \$50,000 when money from the Public Arts Fund are used.

Priority : Low	Implements Goal #3		Policy
Cost : Low	Responsible Party :	Public Arts Commission	

Chapter 9- Transportation Introduction

Transportation is a critical part of everyday life. It includes walking, biking, driving, finding parking, shipping goods, delivering packages, and travel to recreation or work. This plan moves the city toward environmental sustainability and improved quality of life by supporting walking, biking, public transportation, and personal vehicles as viable forms of transportation.

The transportation strategy for Montpelier centers on two primary goals:

- To cultivate a transportation system that treats all modes of transportation equally and prioritizes safety for all travelers
- To support a societal shift to a non-fossil fuel future for transportation.



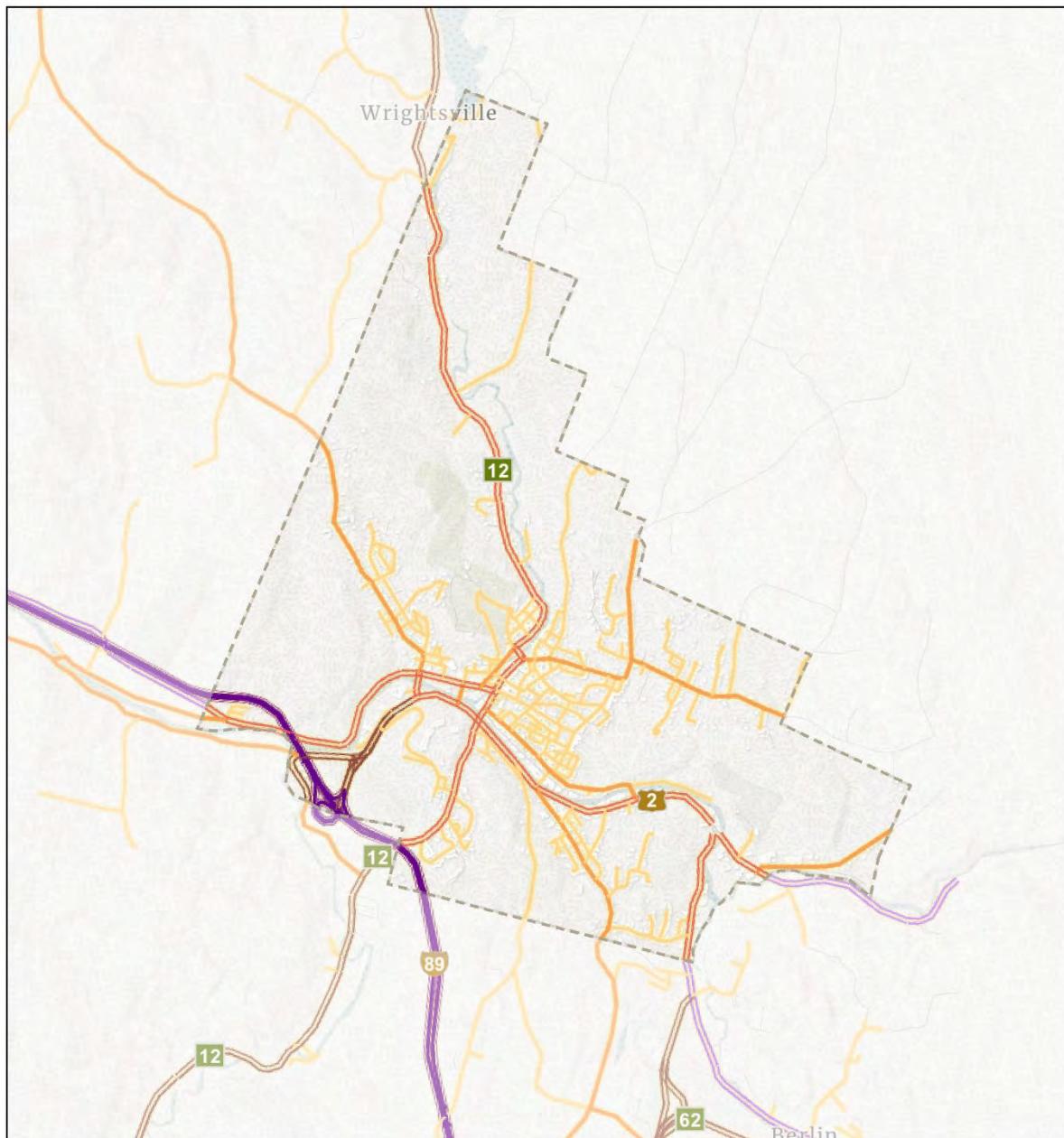
Planning Context

The City of Montpelier has made continuous improvements to its transportation system in recent years, including construction of a transit center, new shared use paths, and development of a complete streets plan. The City was also part of a pilot project to test “on-demand microtransit” which is a technology-enabled transit system that adjusts vehicle routes based on real-time passenger demand. The City supports both fixed route and microtransit models of public transit as each works better for different users within the system.

Use the buttons below to explore the map of Montpelier’s transportation network.

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Road Network

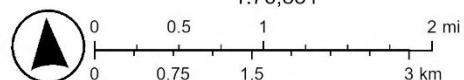


6/19/2025

Road Center Lines- Classed

- Interstate Highway
- US Route
- VT Route
- Class I Town Highways
- Class II Town Highways
- Class III Town Highways

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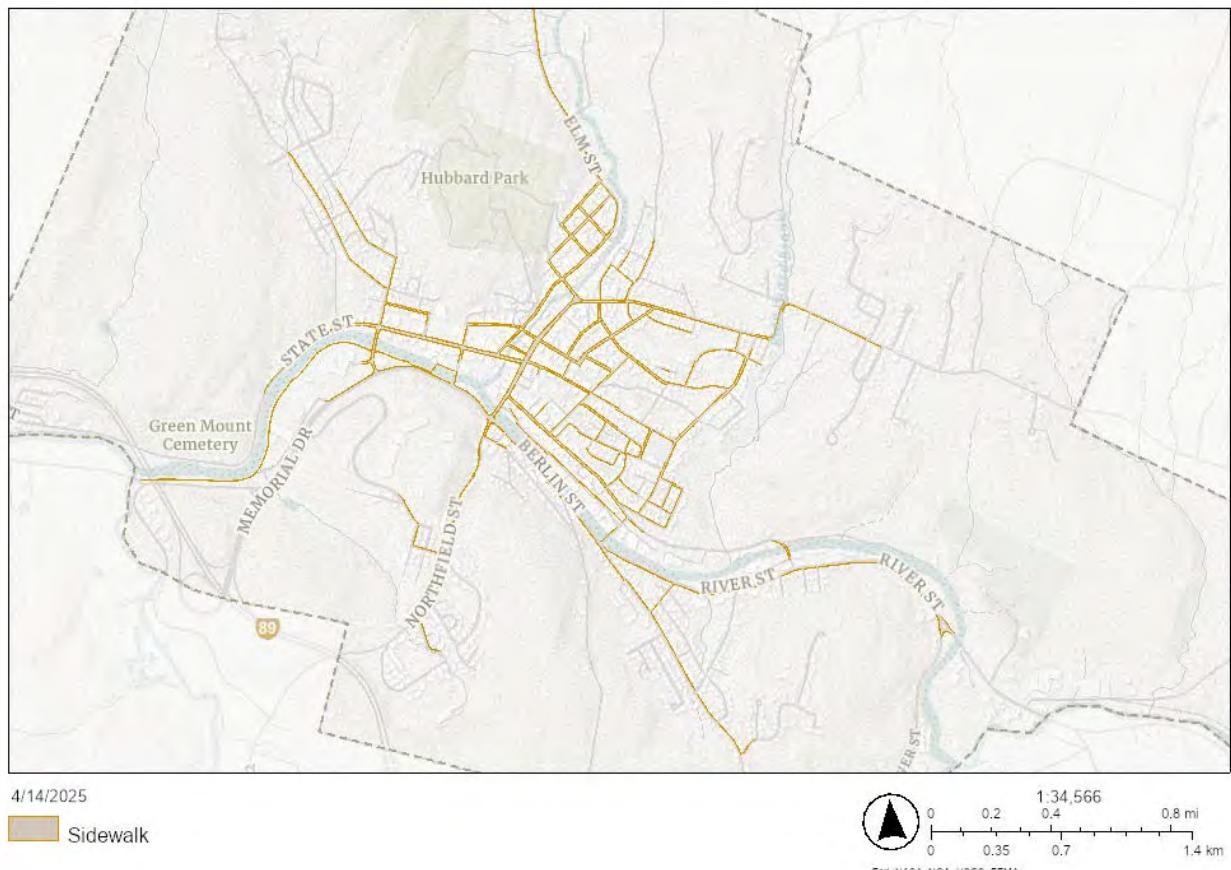


Esri, NASA, NGA, USGS

Bus Routes

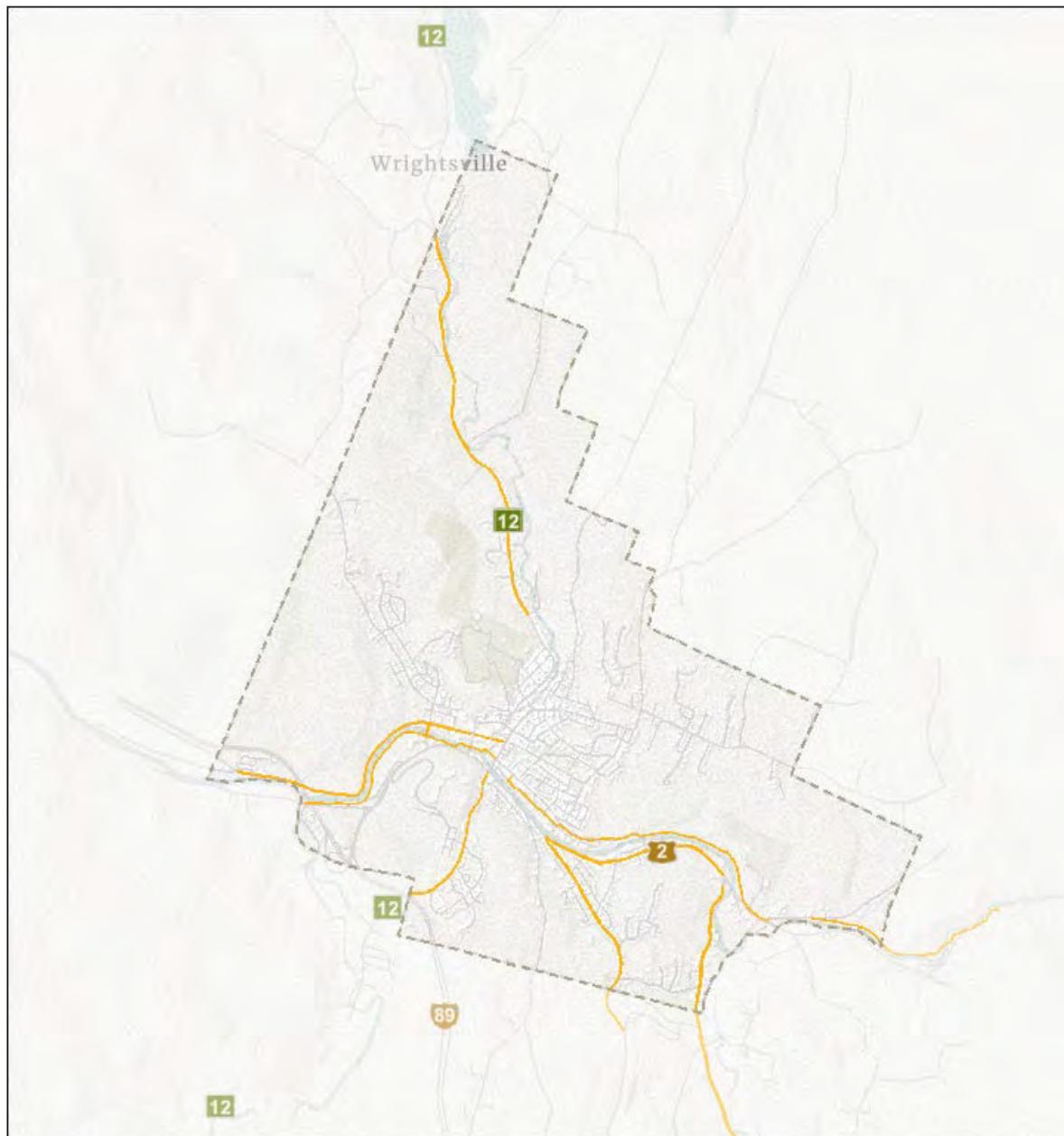


Sidewalks



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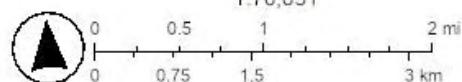
Bicycle Lanes



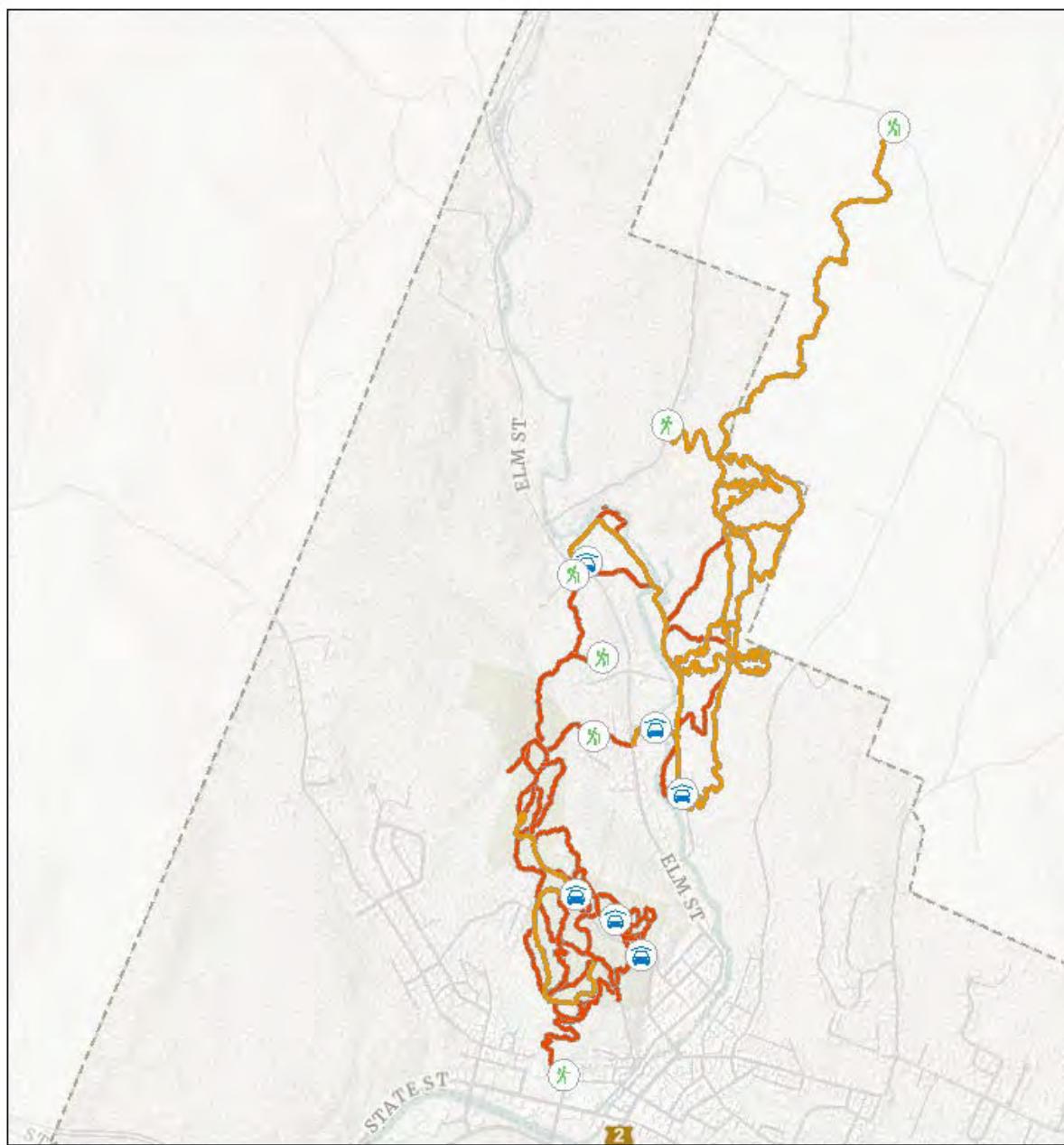
4/14/2025

1:76,851

— Bike Lane



Trails



4/14/2025

1:38,425



0 0.25 0.5 1 mi
0 0.4 0.8 1.6 km

Trail Access Points

 Access Only

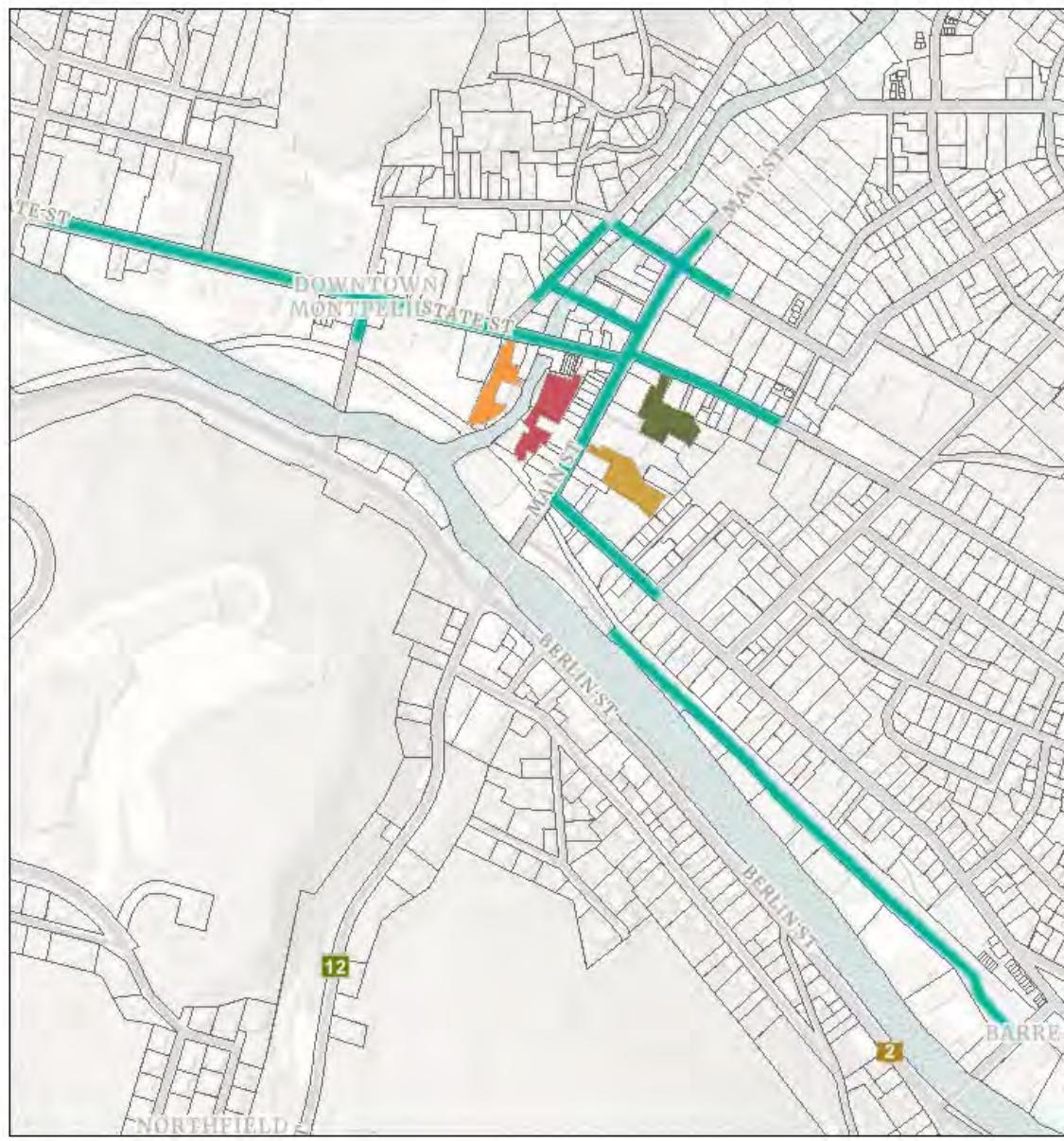
 Parking

 Bike and Foot Traffic Allowed

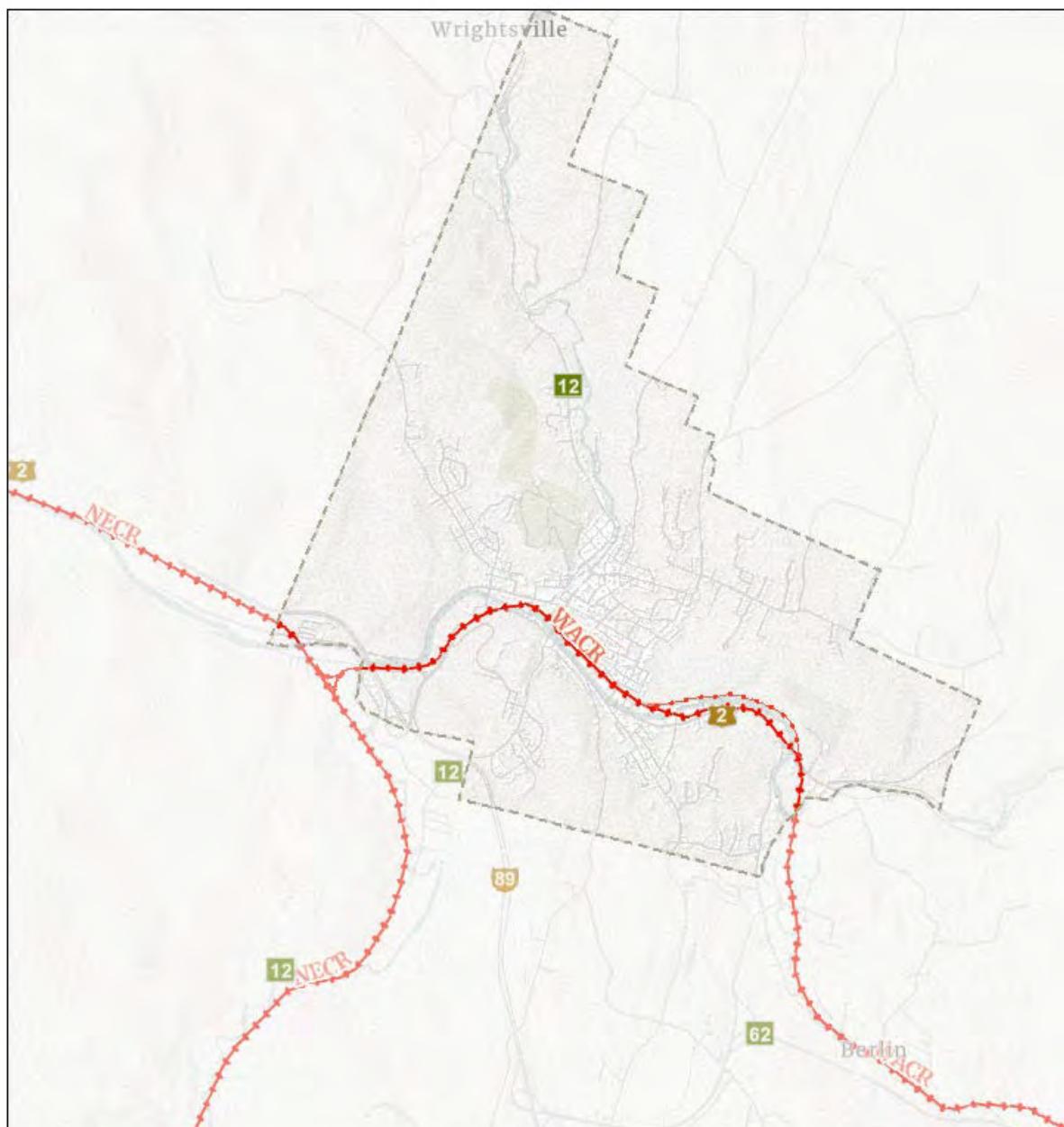
 Foot Traffic Only

Esri, NASA, NGA, USGS, FEMA

City Park Lots and Metered Streets



Rail Lines

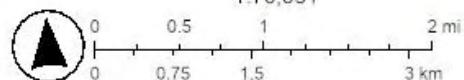


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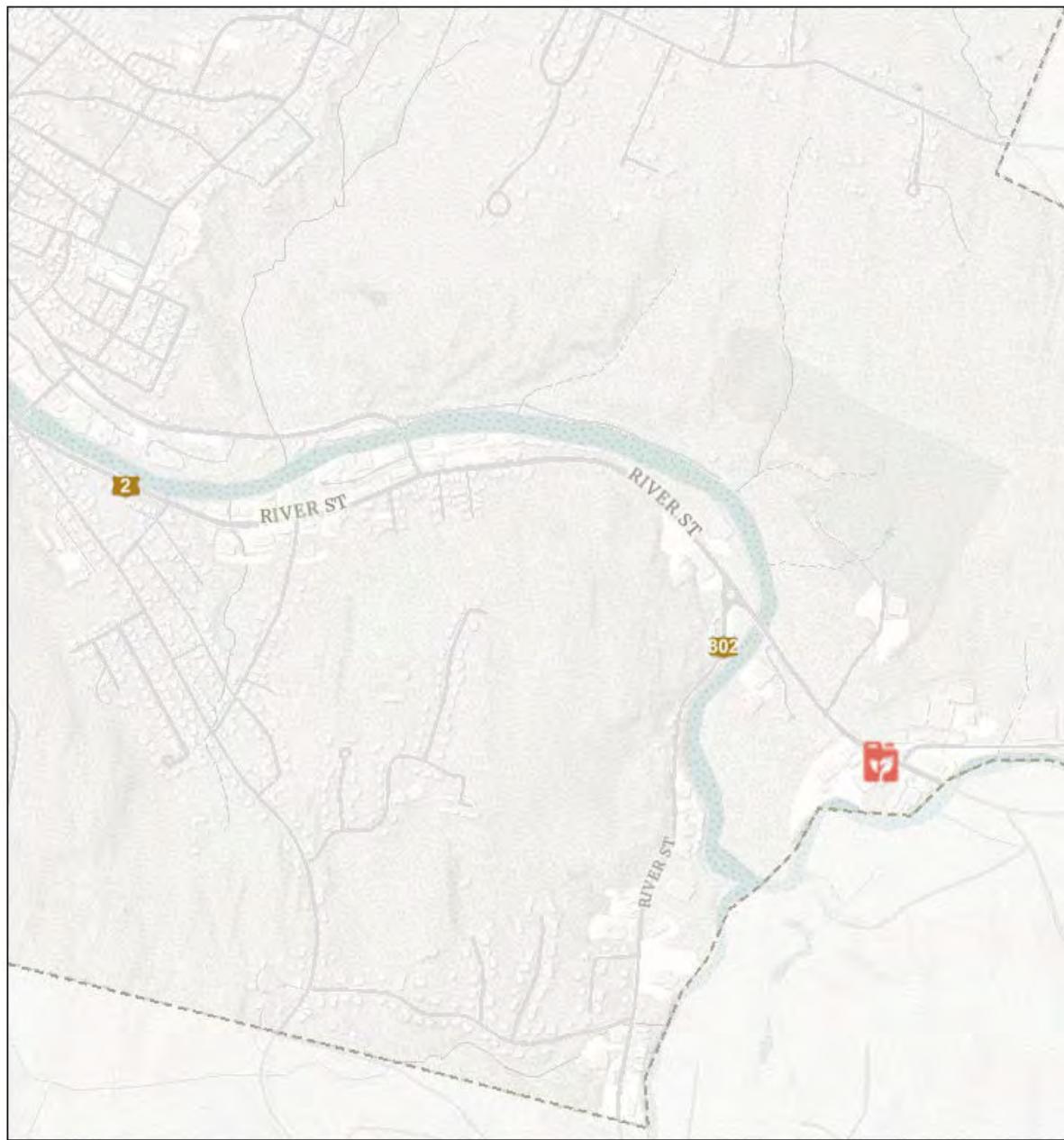
Rail Line



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Liquid Biofuel Station

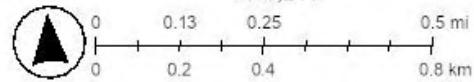


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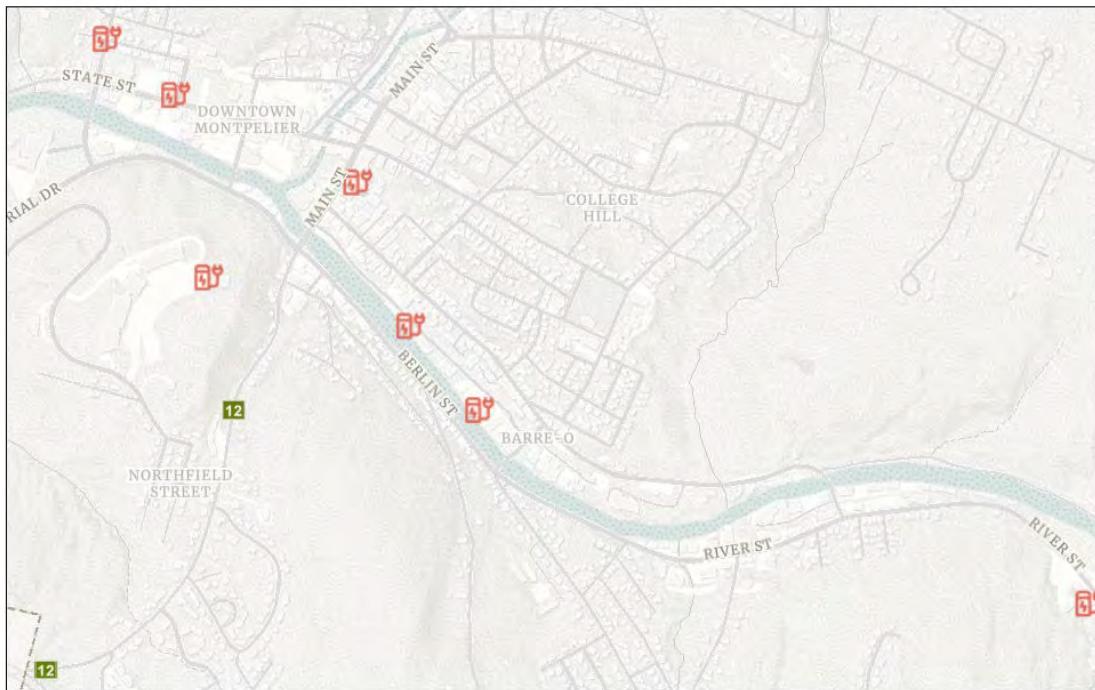
1:19,213



Liquid Biofueling Station



Level 1 or 2 EV Charger

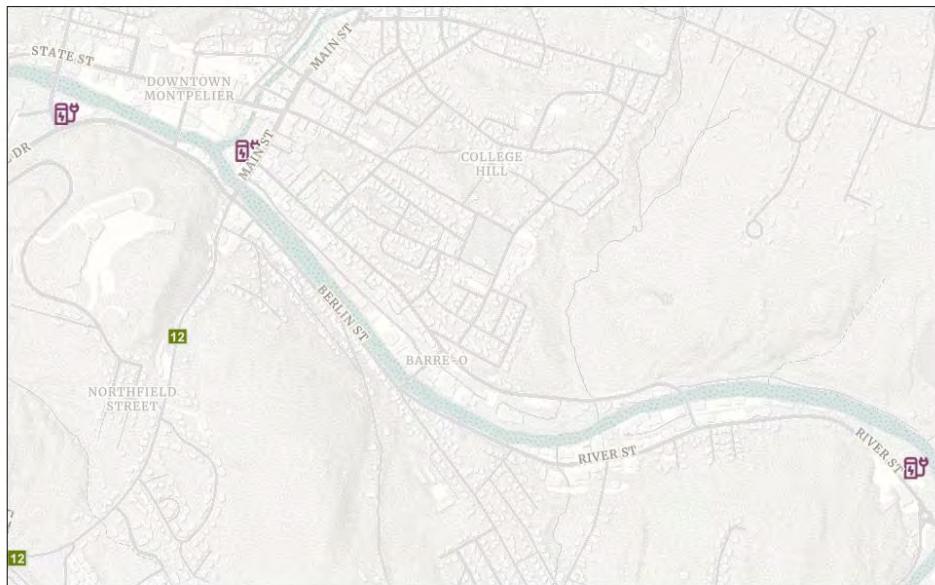


4/14/2025

Level 1 or 2 EV Charger

 1:17,283
0 0.1 0.2 0.35 0.4 mi
0 0.17 0.35 0.7 km
Erl, NASA, NGA, USGS, FEMA

EV Fast Charger



4/14/2025

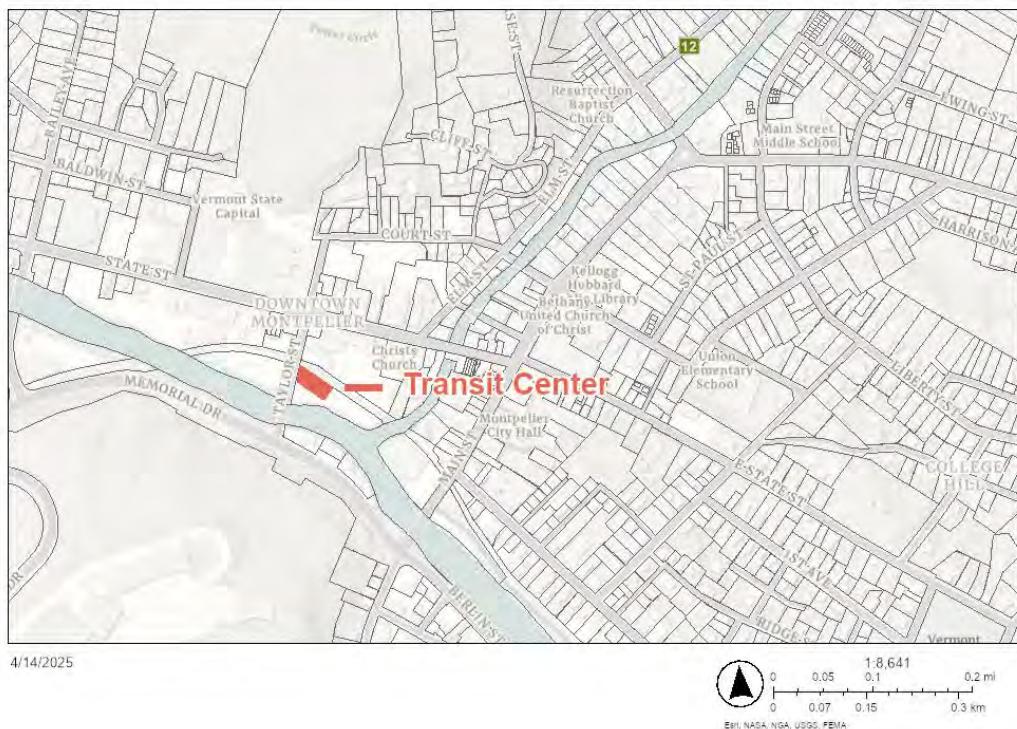
EV Fast Charger

 1:17,283
0 0.1 0.2 0.35 0.4 mi
0 0.17 0.35 0.7 km
Erl, NASA, NGA, USGS, FEMA

The City has completed two signature projects in recent years. The first major project is the Montpelier Transit Center at 61 Taylor Street.



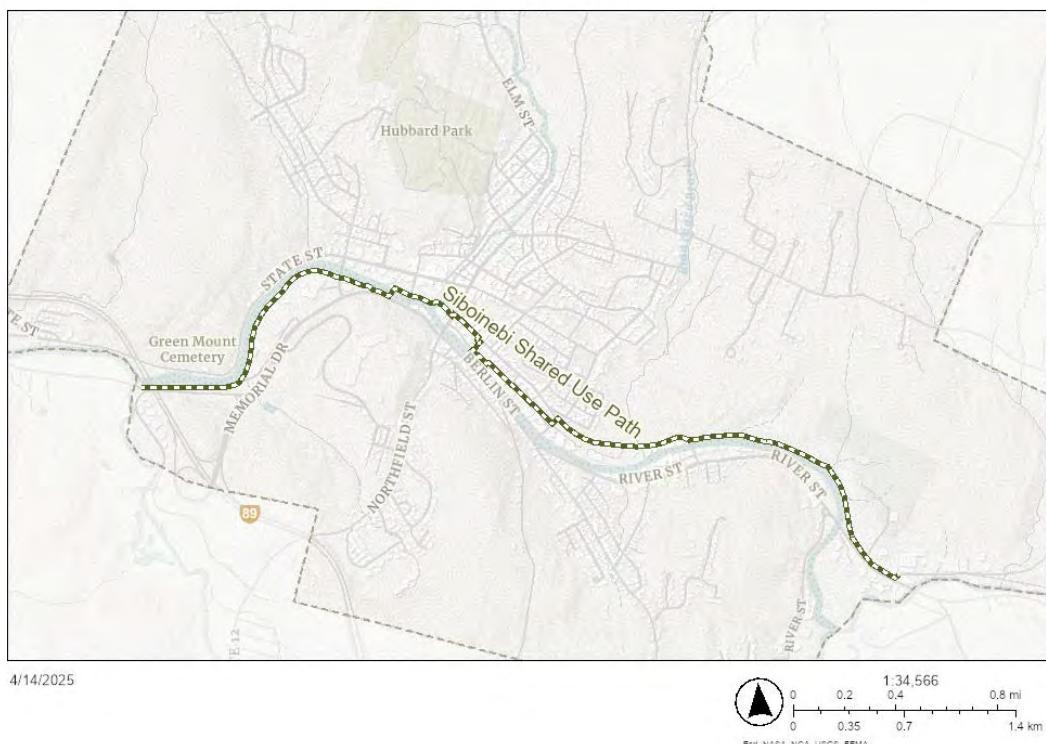
Transit Center



The second major project is the Siboinebi Shared Use Path connecting Granite Street to Gallison Hill Road.



Shared Use Path



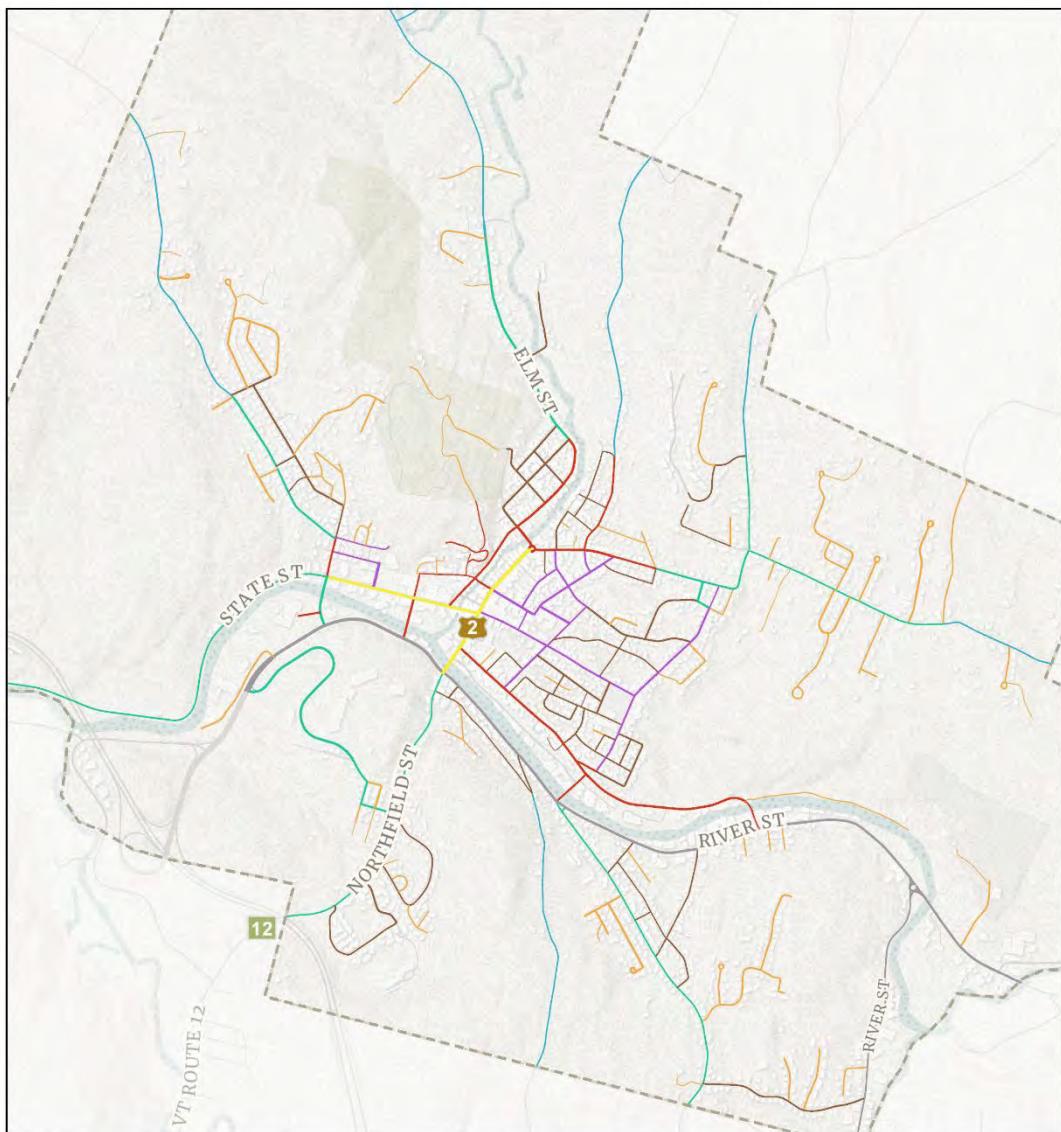
4/14/2025

1:34,566
0 0.2 0.4 0.6 0.8 mi
0 0.35 0.7 1.4 km

Esri, NASA, NGA, USGS, FEMA

The map shown on this panel shows Street Typologies in Montpelier. This represents the City's vision for prospective transportation facilities. Montpelier uses a “[complete streets](#)” approach that accounts for all kinds of transportation users.

Complete Streets Road Typology



6/19/2025

1:38,425

Street Typology

- Primary arterials
- High speed minor arterials
- Medium speed minor arterials
- Low speed minor arterials

High traffic residential

Medium traffic residential

Low traffic residential

Special Study Area



0
0.25
0.5
0.4
0.8
1 mi
0
0.25
0.5
0.8
1.6 km

Esri, NASA, NGA, USGS

Recently Montpelier has had a reputation for having roads that are in poor quality. The City uses a Capital Improvement Plan (CIP) to schedule repairs and reconstruction, which includes everything from sidewalks and retaining walls to bridges and street paving. After many decades of underfunding capital improvements, the City now has a fully funded paving and street reconstruction program. This means many of the projects in the CIP are now catching up on some long overdue needs while sustainably maintaining our streets and sidewalks.



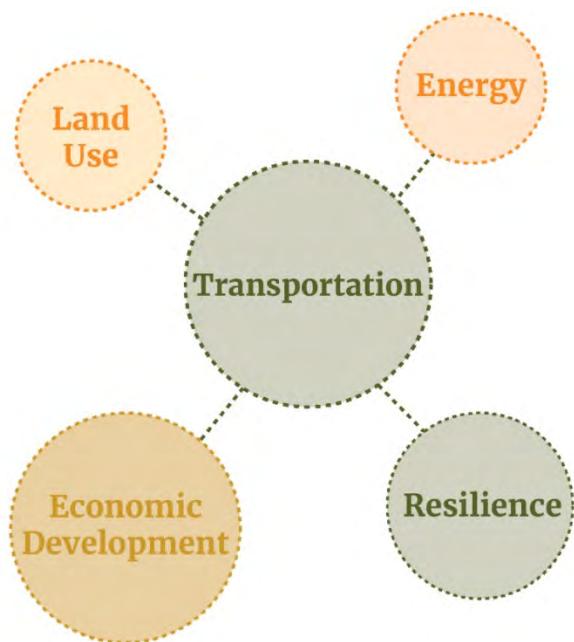
In the future, our transportation system must do better to address problems caused by stormwater, as well as supporting the transition to electric vehicles to address global climate change. This includes adding more EV chargers, especially DC fast chargers, in the downtown area. We must do this while continuing to design our downtown streets and sidewalks in a way that fosters the social and civic interactions that make Montpelier a vibrant and interesting place to be.



Synergies with Other Plan Chapters

The Transportation and Energy chapters of this plan are closely aligned. The support for public transit, ride sharing options and electric vehicle charging stations in this Transportation chapter are essential to meeting the Aspirations and Goals of the Energy chapter. Montpelier's Complete Streets approach encourages active mobility (such as walking and biking), which requires a transportation system that makes alternative modes of transport as safe and desirable as using an automobile.

In addition, Vermont's transportation sector contributes 40% of the State's carbon emissions, making it only second to the thermal sector as a contributor to climate change. Our transportation infrastructure needs to adapt and adjust to future flooding in order to become more resilient. Bridges and culverts may need to be bigger to accommodate additional flows and parking lots and roadways need to be engineered to address larger stormwater volumes. The success of our resilience chapter is therefore closely linked to achieving our transportation objectives.



Did You Know?



The city has **2** volunteer groups that keep our streets beautiful. The "Trash Tramps" clean up trash in our downtown every week, while the Graffiti Removal Team (GRIT) removes graffiti citywide multiple times a year."

Land use and transportation are also closely connected. Different land uses generate car, bike, and foot traffic. Transportation impact studies are necessary for large projects, as transportation infrastructure plays a crucial role in ensuring a downtown area that is safe, vibrant, and walkable. The land use chapter emphasizes mixed-use developments that minimize the need for frequent trips by car, unlike single-use zoning districts which encourage the use of automobiles to drive between home, work, and shopping and also lead to additional parking lots and spaces to accommodate that demand. Moreover, transportation infrastructure can be designed to create informal public spaces, aligning with another key priority of the land use chapter.

Transportation is also closely tied to economic development. This chapter focuses on maintaining Montpelier's economic strength by making the community an appealing place to live, work, and enjoy recreational activities. Creating attractive streets and offering diverse transportation options will help attract individuals to the city. Additionally, it is crucial to ensure that our transportation system accommodates our commercial and industrial needs. Accordingly, a well-designed transportation system is an important aspect of facilitating future growth in the city.

Implementation Summary

Aspiration: Montpelier's transportation system meets the needs of all users through safety, efficiency, attractiveness, quality, cost effectiveness, environmental responsibility, and sustainability

Goal: Increase public transit and shared mobility opportunities and access through an integrated multi-modal transportation system.

Goal: Improve Montpelier's transportation system through the safe and efficient movement of people and goods.

Goal: Improve the appearance of Montpelier's transportation infrastructure and amenities for non-vehicular travelers.

Goal: Balance quality and cost effectiveness to improve accommodations and safety on all streets and pathways with an emphasis on pedestrians and bicycles.

Goal: Improve the transportation infrastructure to mitigate stormwater, emissions, and heat island effects caused by roads, sidewalks, and parking lots.



Implementation Summary, Continued

Most transportation infrastructure is publicly owned and managed, which means improvements can be done through changes to City policies. The Implementation plan includes policies related to road design, parking management, and support for new transportation options like shared mobility.

We also have major programs to improve the transportation system (the Capital Improvement Program) and to maintain the system (Maintenance Programs Initiative). Much of the work in the near-term will be to convert plans such as the Complete Streets Report and Downtown Streetscape Master Plan into actionable items and then include them in the CIP. New projects like the North-South Path will also eventually plug into the CIP when planning is complete.

While most of our goals will be achieved through policies and improvement programs, there are a few regulations and bylaws that also address transportation.

The zoning regulations guide development to ensure it integrates with, and does not negatively impact, the transportation system. There are also several ordinances that promote safety, including speed limits and on-street parking rules.

This plan proposes some additional studies to look at some special topics, like the feasibility of using satellite parking lots, a review of how well we have integrated our transportation modes, and a consideration of funding programs to subsidize low-income residents who use transit.

Most of these strategies are ongoing. The challenge is in how quickly we complete the build out of our plans. The City has not adopted a target date for completing the existing programs; this end date would help determine how much money would need to be devoted to the CIP and when. This will be a key decision during the lifetime of this City Plan.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for supporting transportation in the City of Montpelier?

Montpelier has two committees dedicated to transportation – the Transportation Advisory Committee and the Complete Streets Committee. The Montpelier Transportation Advisory Committee (TAC) is tasked with advising the City Council on policy and infrastructure improvements related to transportation. Transportation is an interdisciplinary field and thus members include representatives from pedestrian, vehicle, bike, conservation, and energy backgrounds.

The Complete Streets Committee was formed in 2016 to advocate for and promote the safe use of streets for pedestrians, bicyclists, and public transit riders of all ages and abilities. They advocate for Complete Streets because when residents feel comfortable engaging in the street, whether by walking, biking, using a mobility aid, or taking public transportation, public health and quality of life are improved. The Complete Streets Committee supports diverse uses of the street through events, outreach, education, advocacy, and partnering with the Department of Public Works, Montpelier Alive, Green Mountain Transit, local schools, and many others.

Support for these committees and implementing the transportation goals and policies comes primarily down to the work of the Department of Public Works (DPW). DPW oversees special projects and annually constructs and maintains streets, sidewalks, retaining walls, bridges, and culverts. The City also partners with VTrans,

the state department of transportation, on transportation initiatives. Lastly, the City is an active member of the Central Vermont Regional Planning Commission Transportation Advisory Committee (CVRPC TAC) which prioritizes state-funded transportation projects and other regional initiatives. This participation helps ensure state and federal money flows to Montpelier to help with our local efforts.

City of Montpelier vermont

City Plan 2025

Transportation

Implementation Plan

Strategies

TR.1: Amend and Continue to Implement the Complete Streets Initiative

Continue to follow the Complete Streets Design Report that was adopted in 2018 and update as necessary based upon changing conditions. One adjustment to consider includes a review of pick up and drop off locations for transit and shared mobility. Another change would connect the Complete Streets network with the trails network in the Parks Plan to allow residents to complete regular trips around the City using both networks.

A final suggestion was to add additional features to help residents navigate the many hills in town. While bike lanes uphill are in the plan, similar amenities for pedestrians were not included so items such as benches and rest areas would help older or otherwise less able-bodied persons navigate the city. These would be implemented through the Capital Improvement Program by improving non-compliant streets and paths as identified in the report. The Council should adopt a policy to commit to every street being a complete street by 2035 and to provide adequate funding to accomplish the task. There is also a recommendation to consider a policy that speed limits should not be increased until roads are improved to meet the new typology in order to ensure safety of all users.

Priority: High Implements Goal: #1, #2, #4, #5 

Cost: High Responsible Party: DPW

TR.2: Continue the Capital Improvement Program (CIP)

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The City should continue to update with projects identified in the Complete Streets Design Report, Downtown Streetscape Master Plan, Barre-Main Scoping Study and other reports in order to repair and improve streetscapes and intersections in the downtown. This also should prioritize projects identified on the City's ADA Transition Plan related to transportation and for bike and pedestrian projects over roadway reconstruction and paving projects.

Priority: High Implements Goal: #1, #2, #3, #4 

Cost: High Responsible Party: DPW

TR.3: Renew the Program to Annually Fund Green Mountain Transit (GMT)

The City has paid GMT for additional routes or services for many years including, most recently, the microtransit pilot program. This was discontinued in the FY25 budget but should be considered for renewal.

Priority: High Implements Goal: #1 

Cost: Medium Responsible Party: City Manager

TR.4: Continue to Participate in the Designated Downtown Program

The Designated Downtown Program is a program of the Vermont Agency of Commerce and Community Development which provides communities with financial incentives, training and technical assistance supporting local efforts to restore historic buildings, improve housing, design walkable communities and encourage economic development by incentivizing public and private investments. The City has participated since 1999 and to qualify for the program the City has an approved Designated Downtown District and a local downtown non-profit organization (Montpelier Alive). This programs can provide opportunities for grants to improve downtown appearance. The City and Montpelier Alive will partner to continue to participate in this program.

Priority: High Implements Goal: #3 

Cost: Low Responsible Party: Montpelier Alive & Planning Dept.

Aspiration

Montpelier's transportation system meets the needs of all users through safety, efficiency, attractiveness, quality, cost effectiveness, environmental responsibility, and sustainability.

Goals

- 1 Increase public transit and shared mobility opportunities and access through an integrated multi-modal transportation system.
- 2 Improve Montpelier's transportation system through the safe and efficient movement of people and goods.
- 3 Improve the appearance of Montpelier's transportation infrastructure and amenities for non-vehicular travellers.
- 4 Balance quality and cost effectiveness to improve accommodations and safety on all streets and pathways with an emphasis on pedestrians and bicycles.
- 5 Improve the transportation infrastructure to mitigate stormwater, emissions, and heat island effects caused by roads, sidewalks, and parking lots.

TR.5: Create a North-South Path Initiative

With the completion of the East-West Shared Use Path in 2020, a North-South shared use path is needed to complete the network. A plan is needed to identify a final location and then a construction project and funding will be needed to complete the construction. No timeline has been set for completing the North-South route.

Priority: High Implements Goal: #1, #2 

Cost: High Responsible Party: DPW

Plan

TR.6: Renew Tax Increment Financing

TIF is a program of the state that allows the new tax revenue generated by a project to be used to pay for public improvements that are needed for the project. The City received TIF approval in 2018 to fund a public parking garage and streetscape improvements. The City should consider reapplying to use the program to fund the construction of streetscape improvements and other eligible projects such as housing.

Priority: High Implements Goal: #1, #2, #3, #4 

Cost: High Responsible Party: City Manager

Program

TR.7: Continue the Capital Equipment Program

Similar to the Capital Improvement Plan (CIP) the Capital Equipment Plan (CEP) is a tool to forecast and budget for proper spending but in this case it targets vehicles and other capital equipment. The City reviews its CEP annually to make purchases based on funding and to project future purchases. The City should continue to use the CEP to manage the City's fleet of vehicles and to make capital equipment purchases.

Priority: High Implements Goal: #4

Cost: High Responsible Party: DPW

Program

TR.8: Continue the Maintenance Programs Initiative

There are a number of maintenance programs that are essential to ensure safe and efficient roads, sidewalks, and paths. This includes the obvious repairs such as filling potholes, repairing trip hazards on sidewalks, and plowing streets and sidewalks. It also includes such tasks as street sweeping (which is critical to bicycle safety) and line striping (which is critical to pedestrians especially in crosswalks).

Priority: High Implements Goal: #2

Cost: Medium Responsible Party: DPW

Program

TR.9: Amend the Downtown Streetscape Master Plan Initiative

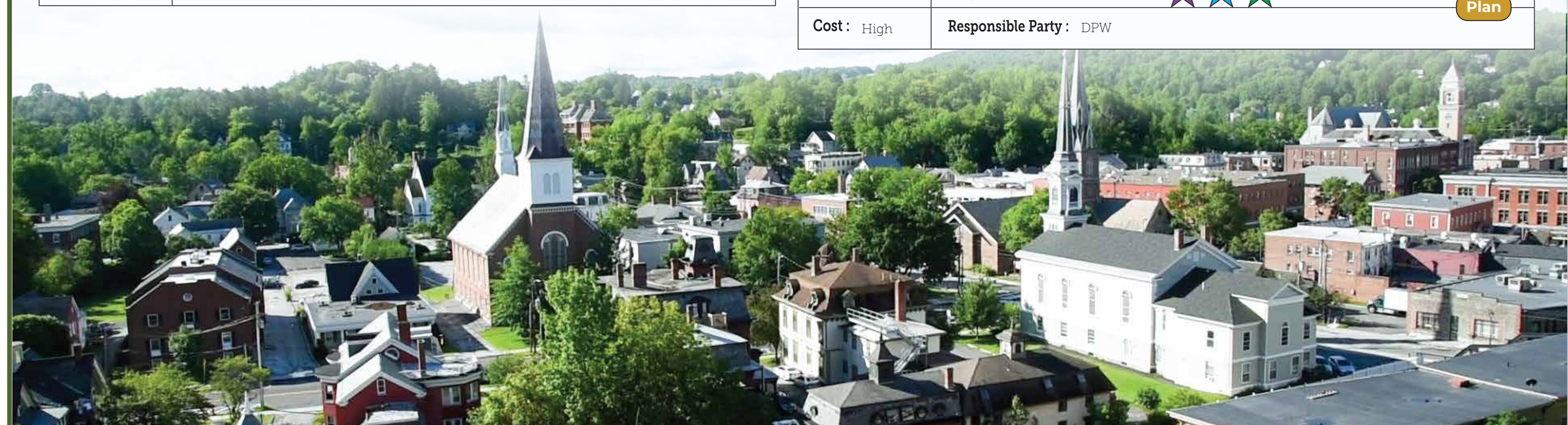
The Downtown Streetscape Master Plan was adopted in 2019 and envisioned a new streetscape for the downtown core. Some key features included wider sidewalks, narrower travel lanes, increased street trees, bump outs for crosswalks, and an integrated traffic signals between the major intersections. Unfortunately, it was contingent on the construction of the parking garage which is now cancelled, so there will need to be a revised plan to accommodate replacement parking opportunities.

This revision would also provide an opportunity to review other topics including making an adjustment to add pick up and drop off locations for transit and shared mobility in the downtown core. A study has also been proposed to identify locations for new public transit shelters. Another local proposals include a designated "downtown pedestrian zone" where speed limits are reduced to 15 MPH in order to increase safety. These would be implemented through a one-time downtown reconstruction project or piecemeal through the Capital Improvement Program.

Priority: Medium Implements Goal: #1, #2, #3 

Cost: High Responsible Party: DPW

Plan



City of Montpelier vermont City Plan 2025

Transportation Implementation Plan

Strategies

TR.10: Adopt a Policy to Support Shared Mobility on Public Property

If rideshare, private taxi, or ride hailing become available, the City should adopt a policy to support shared mobility through efforts such as dedication of spaces in city parking lots, reallocation of on-street parking spaces for pick up/drop off locations, and making physical accommodations in our downtown and neighborhoods to allow these services to thrive.

Priority : Medium	Implements Goal: #1	Policy
Cost : Medium	Responsible Party : DPW	

TR.11: Create a Street Engineering and Design Initiative

The Department of Public Works has a number of programs and policies around engineering and design that ensure quality, cost effectiveness, and environmental responsibility. One of these is the pavement conditions index (PCI) which is a program to plan for paving by targeting a specific pavement quality. The higher the index number, the more often the pavement will need resurfacing and the more expensive the paving program is.

The City has chosen an index of 72 to manage towards which has been a good balance thus far between quality and cost effectiveness. There are also policies that need to be set regarding engineering and design. Similar to PCI, requiring streets that are reconstructed to have more base materials and higher quality materials will cost more but will last longer. Efficient design considers the long term maintenance when designing for reconstruction so plowing, road side mowing, and sweeping are easier and more cost effective. Finally, designing reconstruction to minimize impervious surfaces will result in the transportation system having less impact on the stormwater system.

Priority : Medium	Implements Goal: #4, #5	Program
Cost : Low	Responsible Party : DPW	

TR.12: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elks Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City has developed an actionable plan for the Country Club Road (CCR) property where new housing may be built to meet the high demand that exists today. The entire plan can be downloaded and viewed here: <https://www.montpelier-vt.org/1296/Country-Club-Road-Site-Property-Development> Regarding transportation, this site offers an opportunity to provide significant improvements in Montpelier's connectivity. Today, nearly all vehicles are funneled through the downtown. The CCR and Sabins Pasture projects could allow a complete street that connects the East Montpelier Road to Barre Street and College Street. In the future a connection could also be made to Towne Hill but no route has been identified at this time.

Priority : High	Implements Goals #1, #2, #3, #4	Project
Cost : High	Responsible Party : Planning Dept.	

TR.13: Implement the Streetscape Improvements Initiative

In addition to the Downtown Streetscape Master Plan Initiative (or included as an amendment to the plan) there were a number of additional recommendations for streetscape improvements including ensuring wayfinding signage includes pedestrian scale signage to direct persons in and around the downtown. There is also an interest in a policy to maximize street trees and greenspace in any downtown project and another policy to consider public spaces in the design of all downtown transportation projects. Consistent with these is an interest in continuing the parklet ordinance to allow parking spaces to be repurposed for parklets in the summer and fall months.

Priority : Low	Implements Goal: #2, #3, #5	Program
Cost : Low	Responsible Party : DPW	



Above:

Clockwise from top left: One of Montpelier's winged snowplows in the DPW Garage; Complete Streets Committee members biking round the City; Street paving on Nelson Street; Main Street looking south toward City Hall from the corner of State Street.

TR.14: Create a Parking Initiative

While parking has been studied many times, few of those plan ever were implemented. The City still needs a comprehensive parking plan for the downtown area especially with the parking garage being cancelled. This plan would look at management of on-street parking, public parking in the downtown, and any satellite parking that may be developed. The City should also consider some policies to help guide the management of parking including a strategy of managing to 85% occupancy and to have a policy of discouraging private parking in the downtown and instead have public parking which allows "park once and shop many".

Priority : Low	Implements Goal: #2	Plan
Cost : Medium	Responsible Party : Planning Department	

TR.15: Create an Initiative to Subsidize Public Transit and Shared Mobility for Low Income Residents

Study options for a program to subsidize public transit and shared mobility (if available) and implement it if feasible.

Priority : Low	Implements Goal: #1	Plan
Cost : Medium	Responsible Party : DPW	

TR.16: Conduct a New Integrated Transportation Study

There is a proposal to identify where transportation modes connect to ensure facilities and modes can fully accommodate other modes. For example, are there bike racks near bus stops, bike racks on buses, or parking near the transit center? Integrated modes allow efficient transitions as one moves from walking to biking to driving or public transit through the city and region.

There are also two other topics to study related to an integrated transportation system. First, the study should examine the placement and location of bicycle parking facilities as they are integral to transitioning between being a biker and a pedestrian. Second, for many years there has been an idea discussed about creating satellite parking lots around the city with shuttles to take people in and out of the downtown core rather than building a central parking garage. In order for this idea to advance a study will be needed to identify potential locations and to determine feasibility including whether anyone would use the option.

Priority : Low	Implements Goal: #1, #2	Plan
Cost : Medium	Responsible Party : DPW	

TR.17: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Regarding transportation they regulate location and specifications for driveways, design and layout of new roads, requirements for bike and pedestrian facilities, as well as parking and loading standards. Traffic is also a key consideration in conditional use review and for new subdivisions. There is a consideration to remove off-street parking requirements for neighborhoods within walking distance of downtown and also to require bike parking facilities in major site plans.

Priority : Medium	Implements Goal: #2, #5	Permit
Cost : Low	Responsible Party : Planning Department	



Chapter 10- Natural Resources

Introduction

Montpelier's unique natural setting influences both the development patterns and the character of the City. Montpelier's urban core is centered at the confluence of the Winooski River and the North Branch, while development stretches along the river valleys and up the surrounding hillsides.

The City's plan for protecting its natural resources centers on the following goals:

- To protect and steward Montpelier's landscape and natural resources.
- To be a compact settlement with concentrated development, reducing development pressures on the surrounding countryside.



Planning Context

The first goal of Vermont's Planning and Development Act is "to plan development so as to maintain the historic settlement pattern of compact village and urban centers separated by rural countryside". Montpelier is one of those historic compact settlements. Although we are an urban center, water quality and thoughtful land conservation remain critical priorities for the community and we achieve those objectives by:

- Accommodating growth within the city to reduce development on forestland and farmlands in our neighboring communities;
- Preserving sensitive ecosystems within our boundaries by incorporating them into our park system; and
- Careful regulation of development to minimize impacts to our natural resources.

To protect Montpelier's natural resources, the city currently maintains a natural resources inventory as part of an ongoing effort to protect natural resources. The inventory catalogs, studies, and prioritizes special resources that may need specific protection. For example, the inventory may help identify rare or threatened species, special habitats such as wetlands or vernal pools, and drinking water sources that need protection. Additionally, the inventory identifies important natural resource considerations for development, like flood hazard areas and steep slopes not suitable for new development. The full natural resource inventory can be found [here](#).

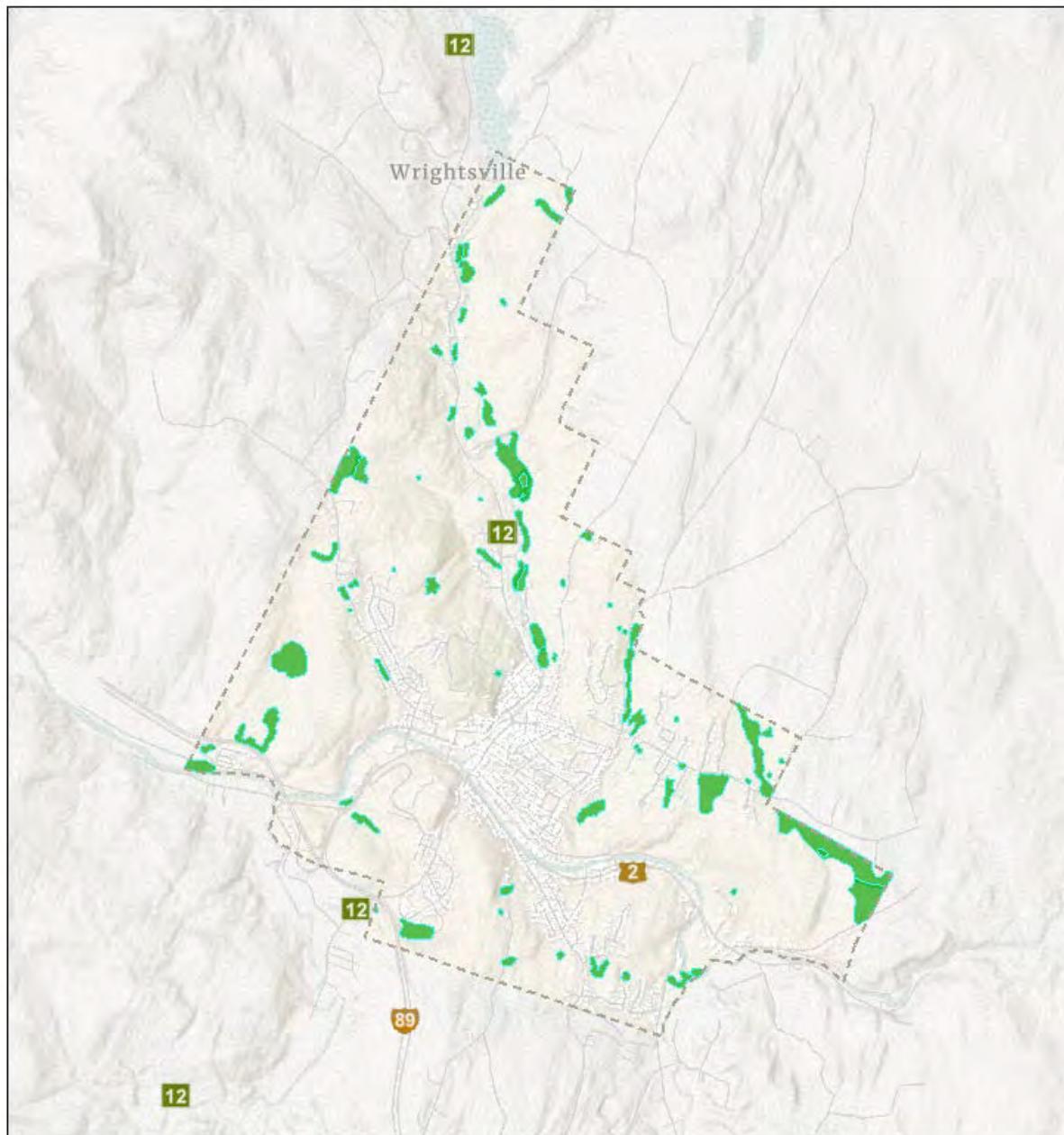
Natural Resource Inventory

Use the buttons below to explore the map layers:

Ecosystems and Biodiversity

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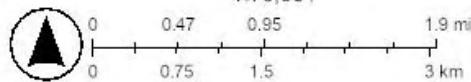
Wetlands



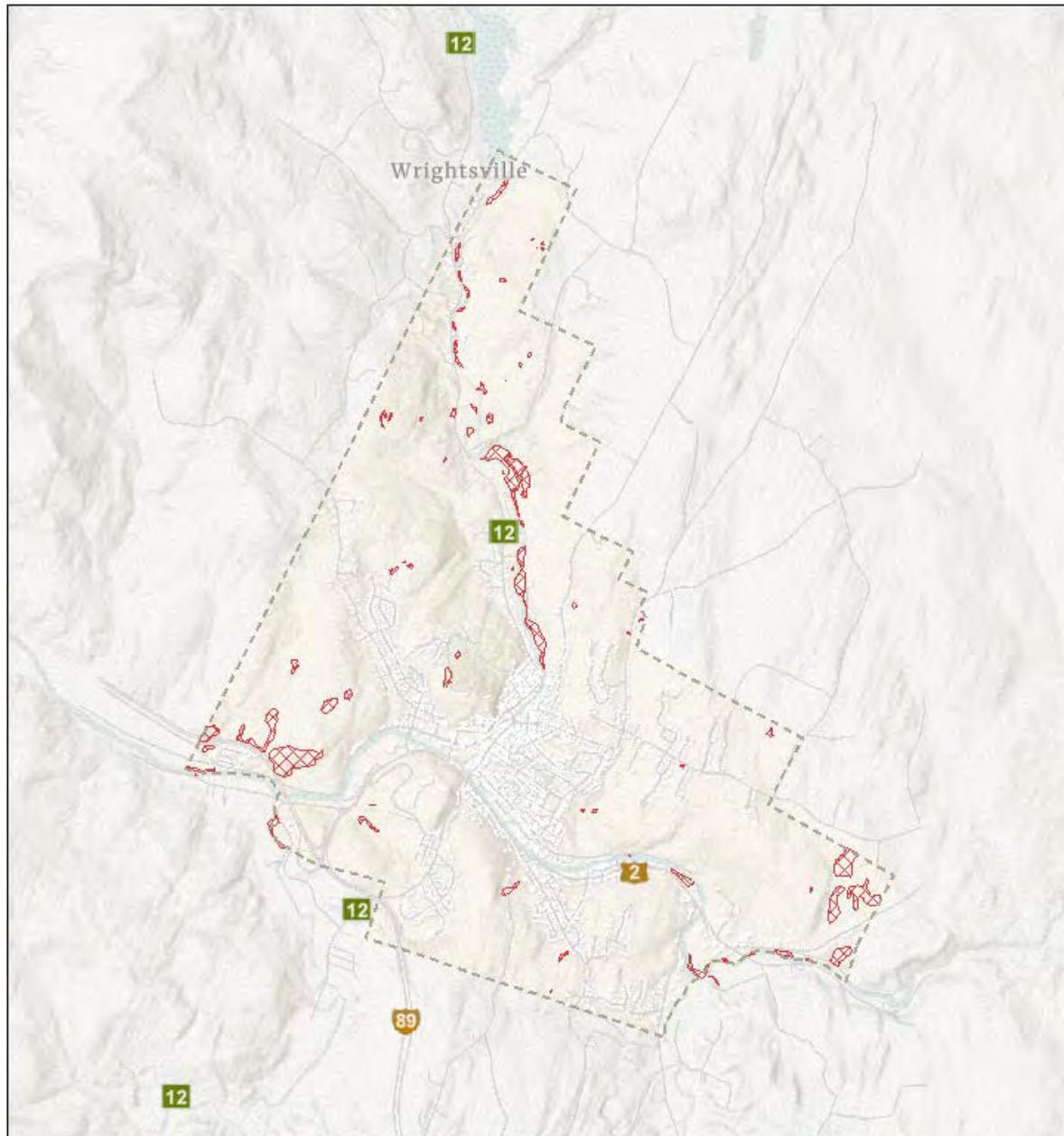
4/10/2025

1:76,851

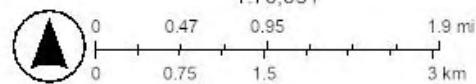
 Wetland w/50ft Setback



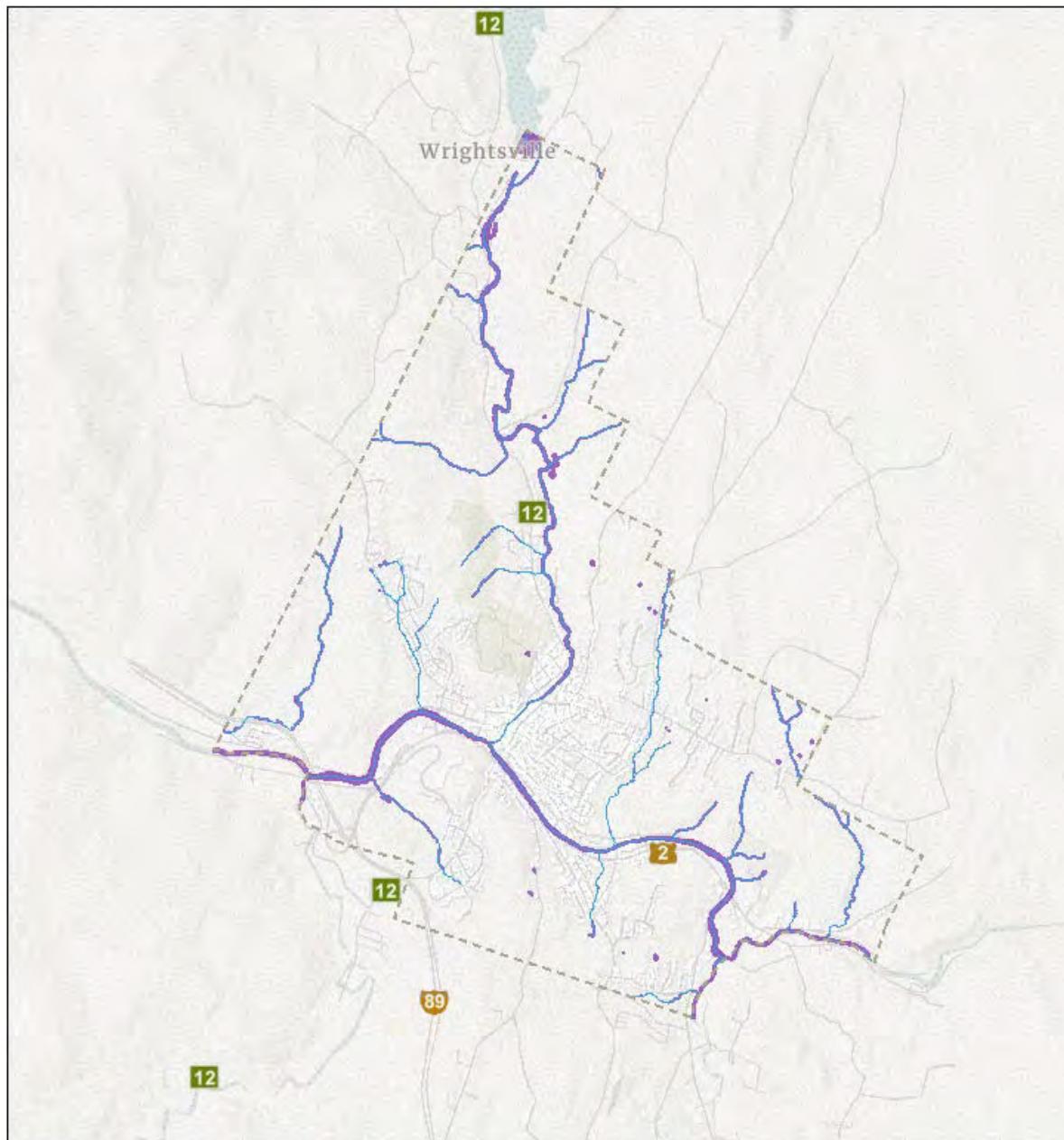
Significant Natural Communities



4/10/2025

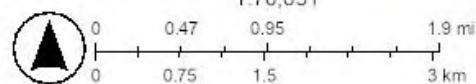
 Natural Community M1 or M2

Surface Water Setback

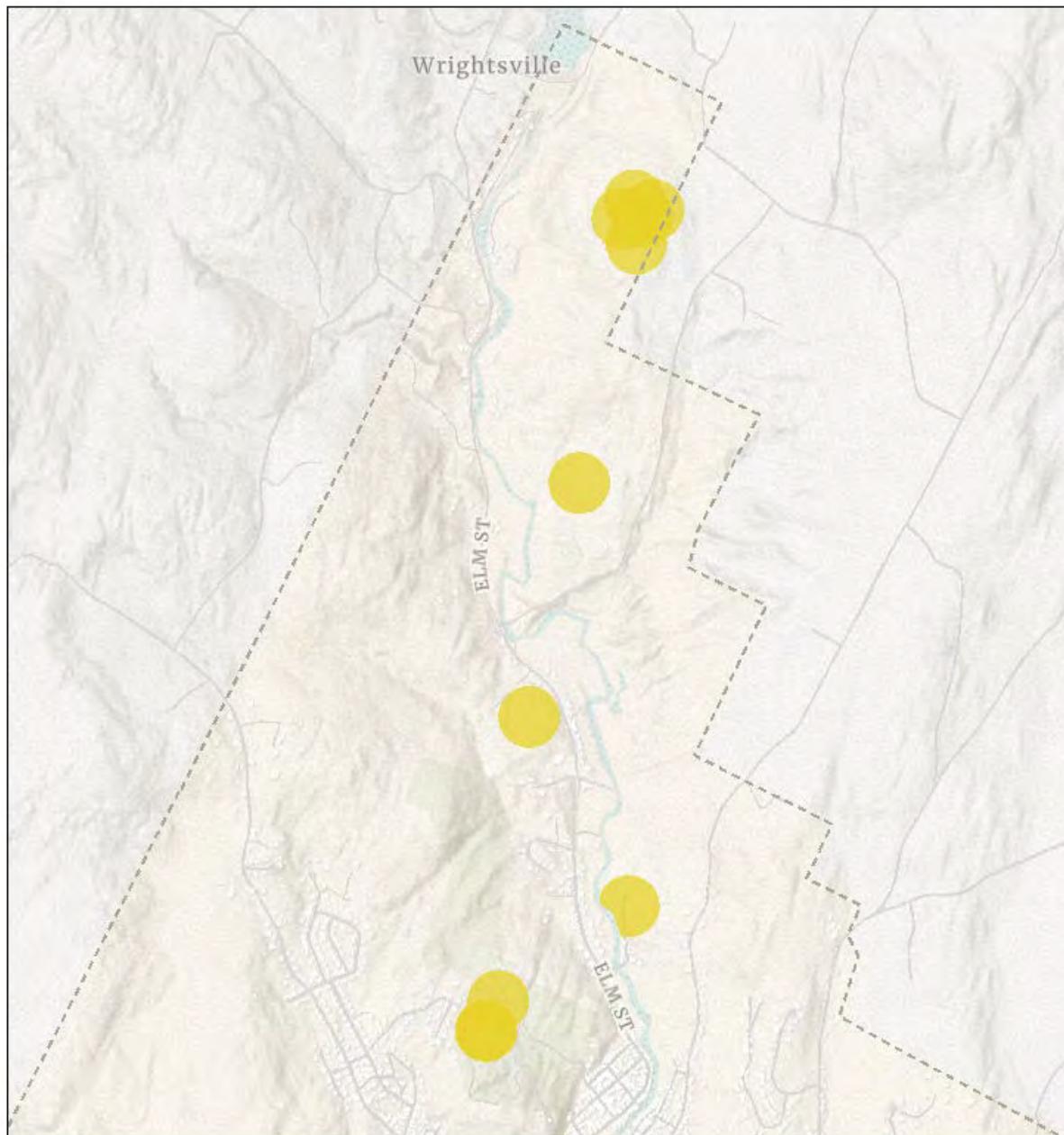


4/14/2025

- Stream or River centerline
- Surface Water Setback



Vernal Pools



4/10/2025

1:38,425



Development Limitations

Floodplains

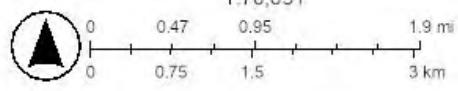


4/10/2025

FEMA Flood Hazard Area

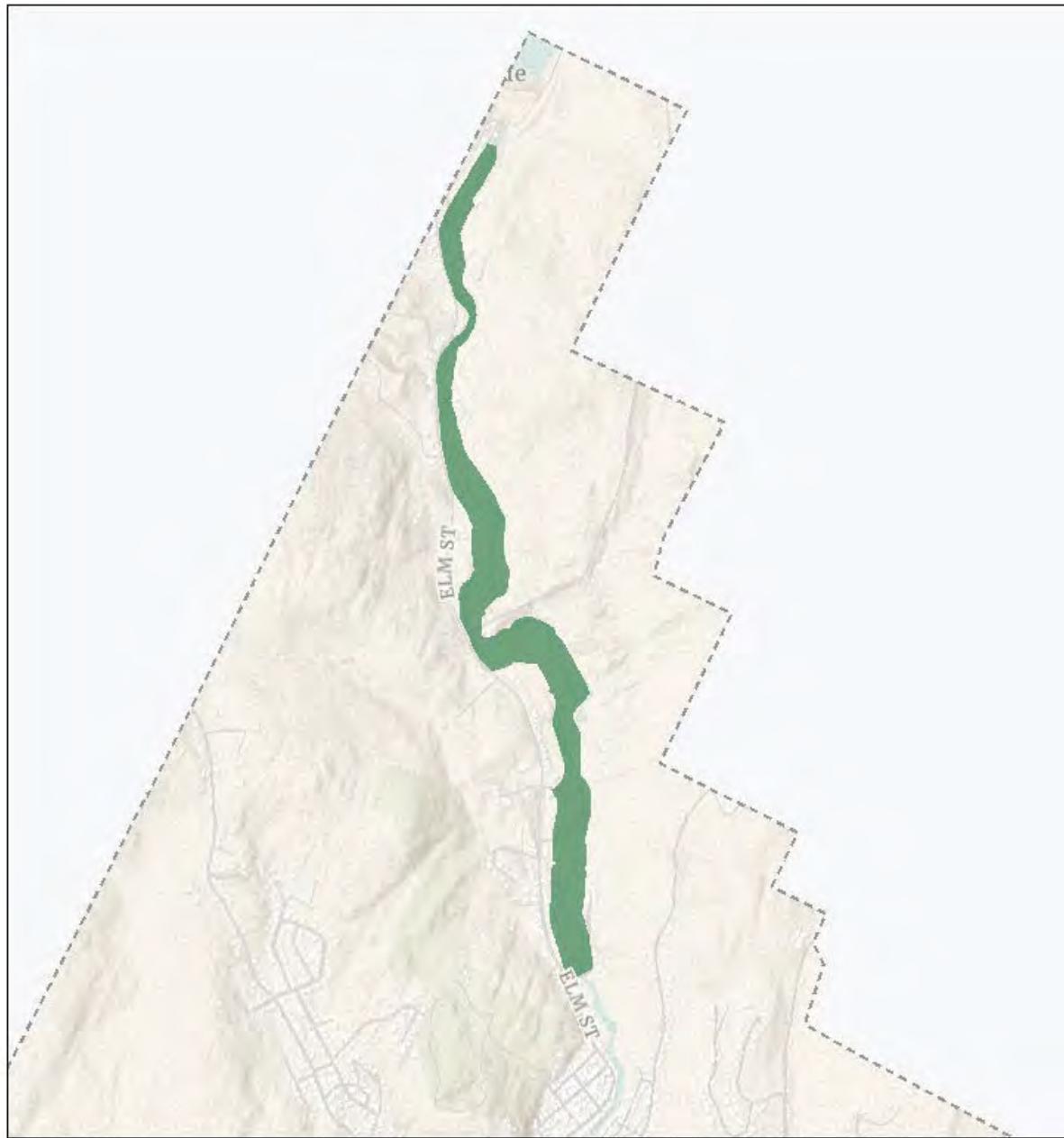
AE (1-percent annual chance floodplains with elevations)

A (1-percent annual chance floodplains without elevations)



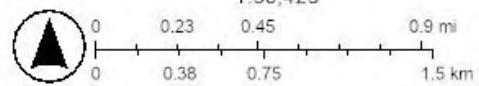
Esri, NASA, NGA, USGS, FEMA

North Branch Corridor



4/10/2025

 North Branch Corridor



Slopes 30% or Greater



6/20/2025

1:76,851

Slopes 30% or Greater

 Less than 30% 30% or Greater

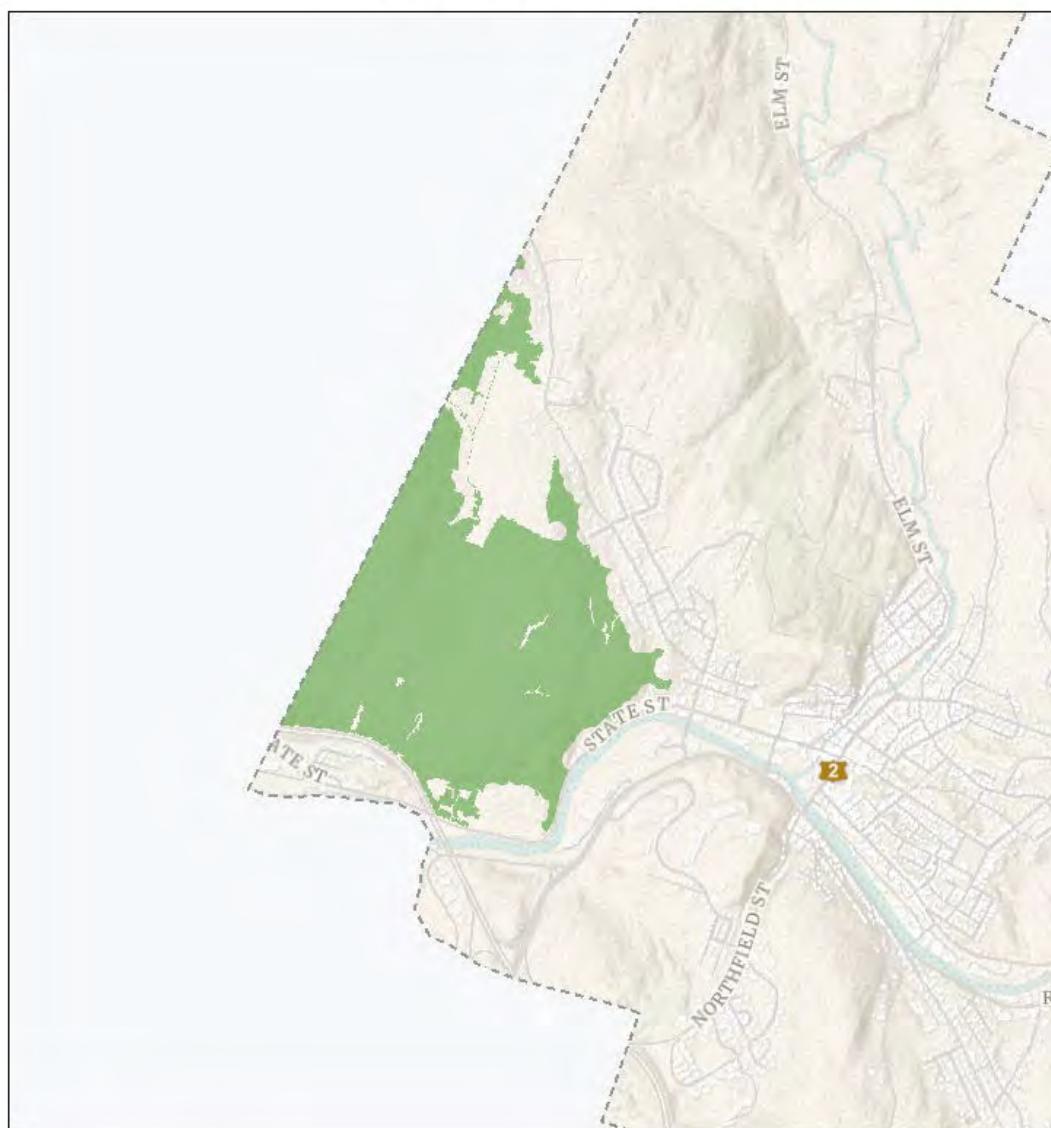
0 0.47 0.95 1.9 mi
0 0.75 1.5 3 km

VCGI, Esri, NASA, NGA, USGS

Forest Blocks & Wildlife

The Vermont Agency of Natural Resources maintains data of Forest Blocks and wildlife connectivity throughout the state. Click the buttons below to explore the relevant data for Montpelier.

Interior Forest Blocks

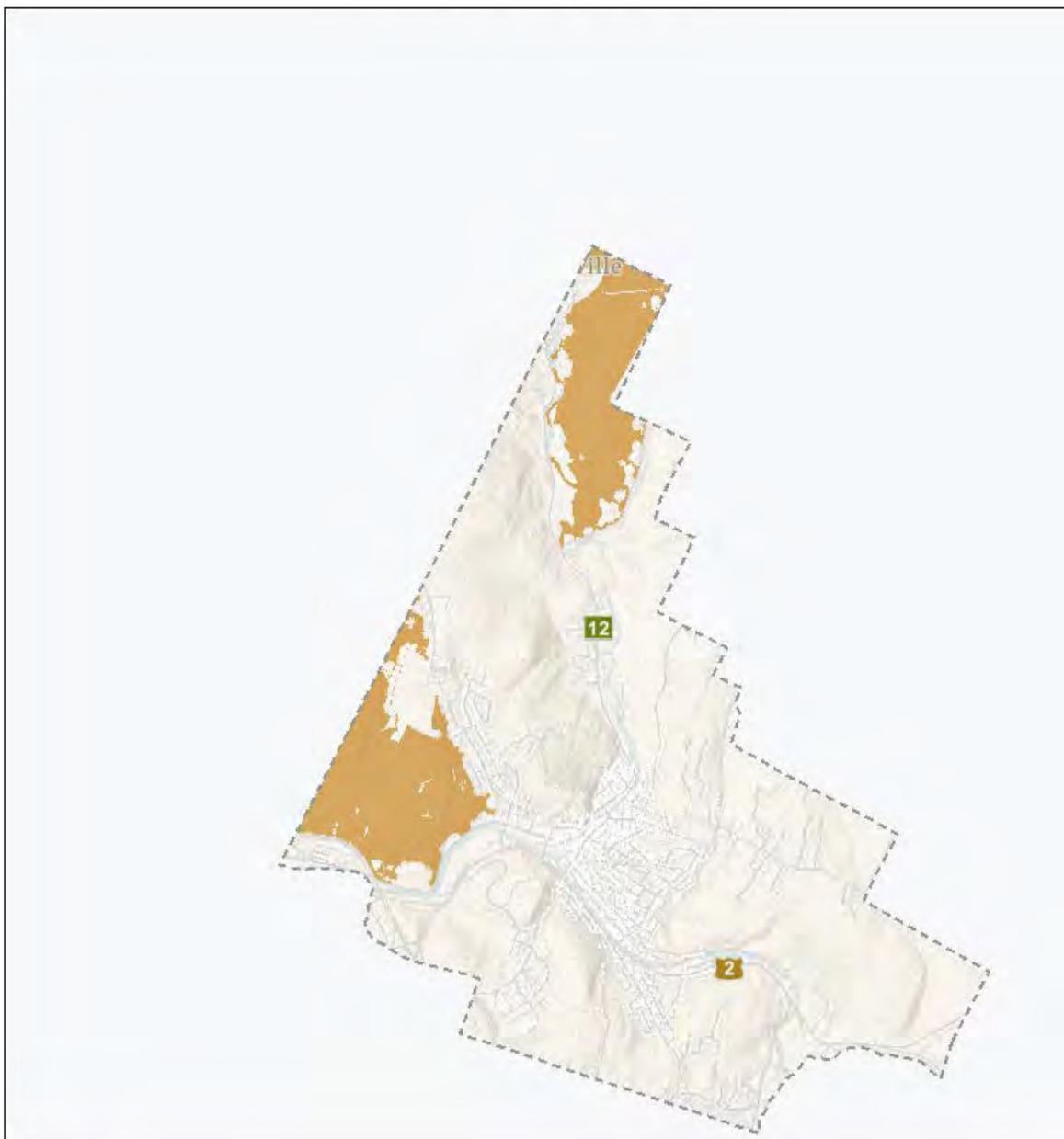


4/10/2025

 Interior Forest Block

1:38,425
0 0.23 0.45 0.9 mi
0 0.38 0.75 1.5 km

Connectivity Blocks



4/10/2025

 Connectivity Block

1.76,851
 0 0.47 0.95 1.5 3 km
0 0.75

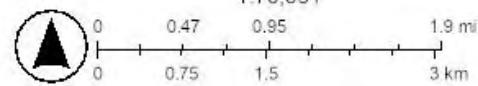
Esri, NASA, NGA, USGS, FEMA

Riparian Connectivity



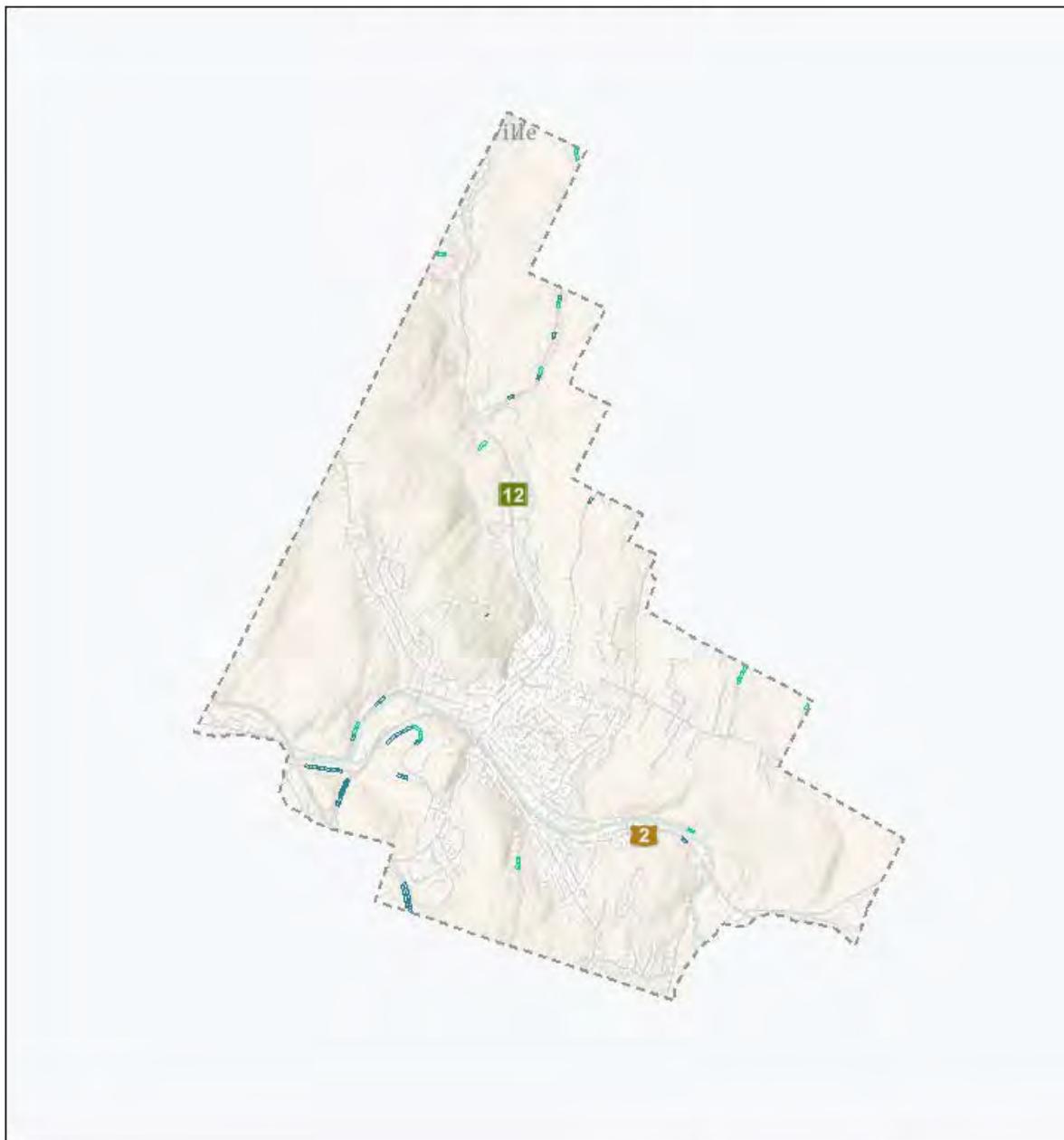
4/10/2025

Riparian Connectivity



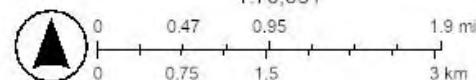
Eat, NASA, NGA, USGS, FEMA

Wildlife Road Crossings



4/10/2025

Wildlife Crossing

 Priority Highest Priority

Esri, NASA, NGA, USGS, FEMA

Greenprint Conservation Plan

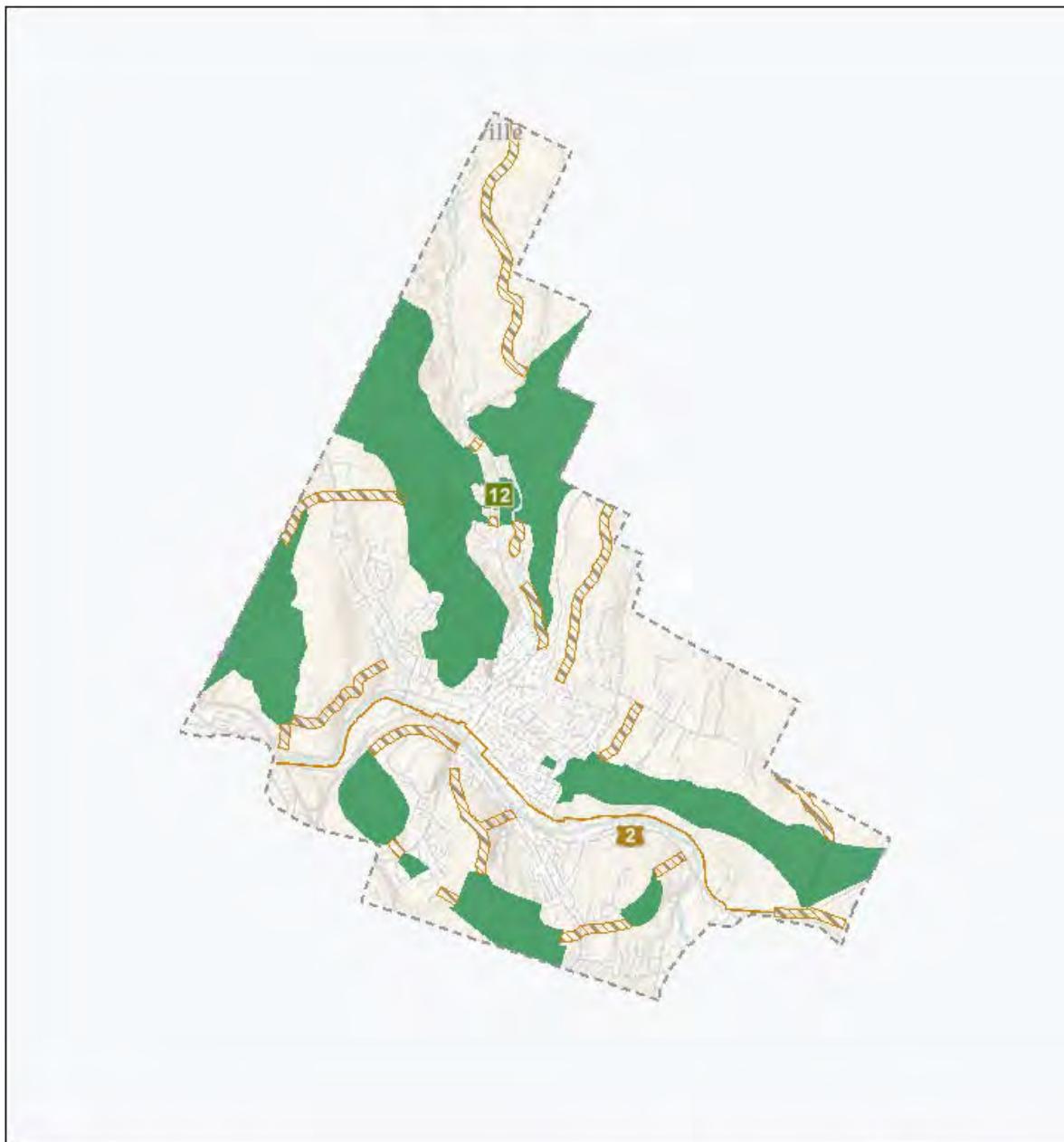
In 2012, the Parks Commission released a Greenprint Parks Plan to outline priorities for protecting landscapes and networks of lands that could maintain Montpelier's residents' connection to nature and each other into the future.

These priority conservation areas and potential trails and greenways are on the map to the left.

These priority areas are general locations for a new park or trail. Somewhere in these areas, a new resource should be created by working with property owners. The Greenprint Plan states "In the spirit of volunteerism, voluntary land conservation actions will be determined by the landowners' willingness to participate in identified conservation initiatives."

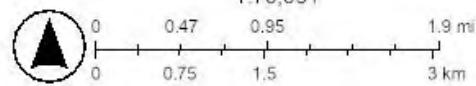
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Greenprint Plan



4/10/2025

- Potential Trails
- Greenprint



Esri, NASA, NGA, USGS, FEMA

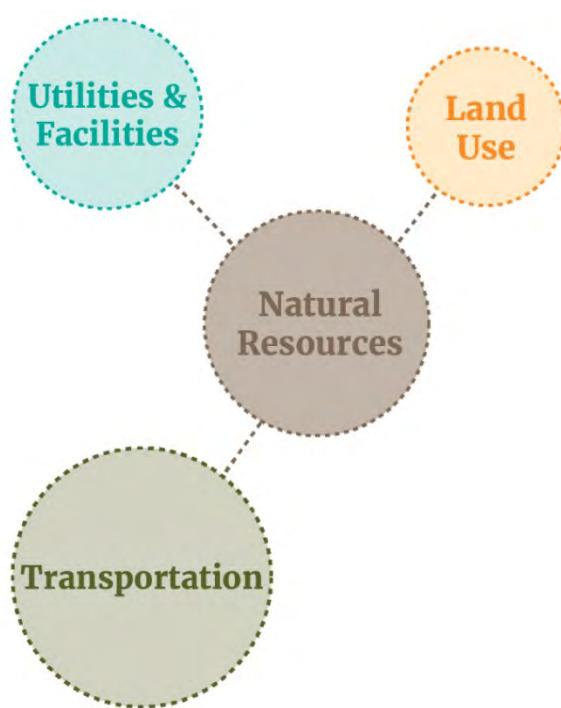
Synergies

How do natural resources relate to other goals of the Montpelier City Plan?

The Natural Resources chapter is closely related to the Utilities & Facilities chapter. For example, effective management and protection of the watershed that supplies Montpelier's drinking water is critical. Additionally, the City's Water Resource Recovery Facility (formerly known as the wastewater treatment or sewer plant) returns treated effluent to the Winooski River that must meet or exceed all state and federal standards. Likewise, the City's stormwater system treats runoff from parking lots and roadways before discharge into the Winooski or North Branch Rivers.

Transportation is also closely related to Natural Resources, as transportation infrastructure and emissions can threaten environmental quality. For example, impervious surface runoff contributes to increased flooding and warming impacts on streams. Transportation emissions also contribute to air pollution and climate impacts. The Transportation chapter addresses several transportation-related impacts, including runoff from impervious surfaces and broader initiatives to promote low- and no-carbon transportation options.

As noted in the Land Use chapter, Montpelier is committed to maintaining compact development in a dense urban core. By absorbing growth and containing sprawl, Montpelier's development pattern will help protect natural resources. In addition, many of the services described in the Community Facilities and Services chapter support the preservation and maintenance of natural resources, including work by the Parks Department, Parks Commission, and Tree Board.





Implementation Summary

Aspiration: Montpelier will have a resilient and healthy environment through stewardship and protection of our heritage and resources.

Goal: Maintain a documented, mapped, and up-to-date inventory of our natural resources and heritage to support informed decision making.

Goal: Improve citizen engagement in conservation and natural resource inventory projects within city limits on public and private land.

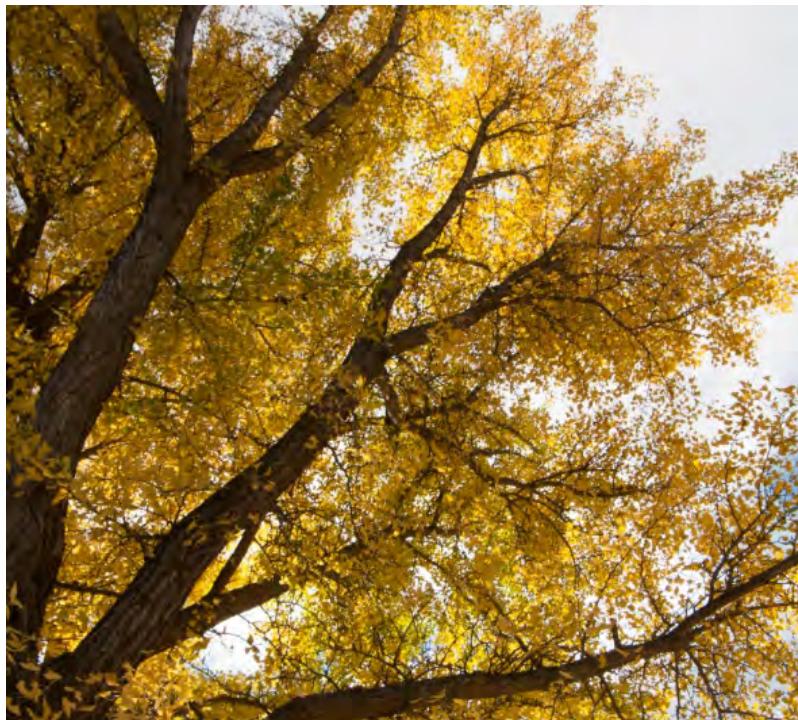
Goal: Maintain healthy and high-quality surface waters that support a variety of ecological and recreational uses.



Goal: Maintain a thriving community of native flora and fauna and eradicate or control the spread of invasive species populations.

Goal: Reduce Montpelier's impact on, and increase resilience to, climate change and use city lands to mitigate its effect to ensure resiliency for natural communities.

Goal: Maintain protection of the City's soil resources from contamination or erosion.



Goal: Acquire and maintain Park land and easements where ownership of these parcels and rights best achieves the long term protection of the natural resources and heritage of Montpelier.

Goal: Enhance protection of the City's urban ecology.



Implementation Summary, continued

There are a number of strategies that will help accomplish the four primary objectives of understanding the resources, engagement, conservation, and protection of resources. The first is understanding the resources and achieving this comes primarily down to the compilation of a natural resources inventory which can be used to support the conservation and protection strategies.

The engagement goals are the second objective and are accomplished through two programs- the conservation outreach program and the volunteer conservation program. The outreach program focuses on making sure the public is informed about events and where information can be found to make decisions that are good for the environment. There are a number of smaller programs that rely on the volunteer program to complete projects including removing invasive species, riverbank restoration, and aiding property owners with stormwater management.

The third major implementation tool is the Greenprint Initiative which is the foundation of the City's conservation efforts. This initiative is also used by the Parks Commission to identify and acquired lands for recreation but in this chapter the Conservation Commission looks to identify parcels and rights that will best achieve long term protection of rare and sensitive habitats.

Finally, land development can negatively impact natural resources if not properly designed. The fourth objective involves the application of land use regulations to ensure proper protections are in place. Our rules fall predominantly into two groups, the Unified Development Regulations (also known as the Zoning Bylaws) and the

River Hazard Area Regulations. Both were recently updated and have good standards to address areas of concern.

[View the full Implementation Strategy here](#)

Who's Involved?

Who is responsible for managing natural resources in the City of Montpelier?

Protection of the City's natural resources is an effort shared across City departments and commissions. The Conservation Commission, for example, works to identify natural resources and plan for their protection. It works closely with the Parks Commission to identify and purchase key habitat for protection, and with the Planning Commission to draft rules to ensure developers appropriately mitigate against significant impacts on the environment. Additionally, the Tree Board, Parks Department staff, and Department of Public Works staff operate a variety of programs that aim to protect and enhance our urban ecology and minimize impacts on water and air quality.

Likewise, the Planning Department works to maintain the City's participation in the [National Flood Insurance Program \(NFIP\)](#) and the [Community Rating System \(CRS\)](#) to plan for the natural and beneficial functions of floodplains. While the City continues to have room to improve, the current comprehensive government approach to environmental stewardship has generally been successful to develop and deploy plans to ensure continued protection and enhancement of the City's natural resource assets.

City of Montpelier vermont City Plan 2025

Natural Resources

Implementation Plan

Strategies

NR.1: Continue the Emerald Ash Borer Program

The City Council, with assistance from the Tree Board, established an Emerald Ash Borer (EAB) Management Plan in anticipation of the arrival of this invasive pest. EAB was first detected in Montpelier in 2019, and as of 2025 the infestation has become widespread with ash trees impacted throughout the City. A few important trees will be treated and maintained, but staff are proactively removing 10% of trees in the public right-of-way each year in order to minimize the impact on public safety. The plan also calls for extensive planting of trees to replace the ash trees lost to EAB. This program will likely continue for a decade or more.

Priority : High	Implements Goal #8		Program
Cost : Medium	Responsible Party : Parks & Trees Department		

NR.2: Develop a Natural Resources Climate Adaptation Plan

Work with the Conservation Commission to create a plan to identify natural communities in Montpelier that will be threatened by climate change over the next century and to consider strategies for their protection. This plan should also identify travel corridors that could be necessary to accommodate species movement during the same time period.

Priority : High	Implements Goal #5		Plan
Cost : Medium	Responsible Party : Conservation Commission		

NR.3: Develop Plan to Map and Protect Forest Blocks and Wildlife Corridors

While the state has provided every community with maps of forest blocks and wildlife corridors, the Conservation Commission would like to conduct a more detailed study to identify the most appropriate implementation strategies to protect these resources.

Priority : High	Implements Goal #4		Plan
Cost : Medium	Responsible Party : Conservation Commission		

NR.4: Develop a Stormwater Assistance Program

As a complement to the City's proposed stormwater utility, the Parks Department and Public Works will collaborate with the purpose of engaging the public to properly manage stormwater on private property. This program could include procuring funding to install green infrastructure at sites identified in the Stormwater Master Plan or to install interpretive signage. Another area of interest is education and management of snow storage areas by landowners, especially those near streams and rivers.

Priority : High	Implements Goal #2, #3	 	Program
Cost : Medium	Responsible Party : DPW		

NR.5: Establish a Conservation Outreach Program

Establish a program to coordinate, collaborate, and sponsor educational events with current and potential partners. This could include such activities as leading or sponsoring informational sessions such as naturalist walks or stormwater infrastructure tours. This could also include an outreach campaign to promote iNaturalist by the public, support activities like the Bio-Blitz or improving the Conservation Commission page on the City website. Creation of an information portal to help the public access the Natural Resource Inventory, master conservation map, or development limitations maps have also been discussed. Finally, the conservation outreach program would increase use of social media including Front Porch Forum, Facebook, and others to regularly post relevant conservation information or events.

Priority : High	Implements Goal #2		Program
Cost : Medium	Responsible Party : Conservation Commission		

Aspiration

Montpelier will have a resilient and healthy environment through stewardship and protection of our heritage and resources.

Goals

- 1 **Maintain a documented, mapped, and up-to-date inventory of our natural resources and heritage to support informed decision making.**
- 2 **Improve citizen engagement in conservation and natural resource inventory projects within city limits on public and private land.**
- 3 **Maintain healthy and high-quality surface waters that support a variety of ecological and recreational uses.**
- 4 **Maintain a thriving community of native flora and fauna and eradicate or control the spread of invasive species populations.**
- 5 **Reduce Montpelier's impact on, and increase resilience to, climate change and use city lands to mitigate its effect to ensure resiliency for natural communities.**
- 6 **Maintain protection of the City's soil resources from contamination or erosion.**
- 7 **Acquire and maintain park land and easements where ownership of these parcels and rights best achieves the long term protection of the natural resources and heritage of Montpelier.**
- 8 **Enhance protection of the City's urban ecology.**

NR.6: Implement a Policy to Ban the Use of Neonicotinoids

A policy has been proposed by the Conservation Commission to ban the use of neonicotinoids for any city operations. Neonicotinoids are a class of pesticides that have been banned in other countries due to their link in some studies to reducing a bee hives chance of surviving the winter.

Priority : High	Implements Goal #4		Policy
Cost : Medium	Responsible Party : Conservation Commission		

NR.7: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Regarding natural resources, the zoning rules establish water setbacks and riparian buffers, protect wetlands and vernal pools, limit impervious cover in order to minimize stormwater runoff, provide density bonuses in PUDs for avoiding flood plains, regulate development on steep slopes, and require erosion control for all developments among other rules.

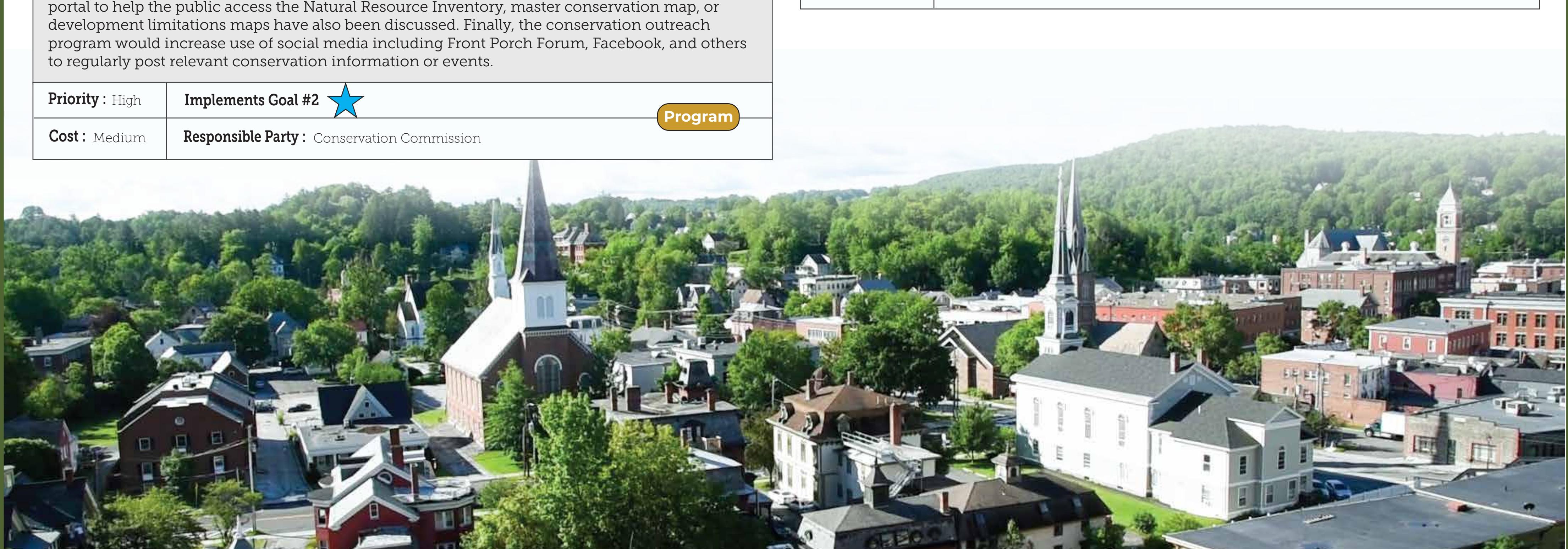
In other parts there are rules to prohibit the use of invasive species in landscaping plans, planting standards to ensure trees and landscaping have sufficient space to thrive, requirements for street trees in certain areas, and generally have rules that support compact settlements to prevent sprawl. In the future new standards for stormwater management will be required to regulate development that is below state's threshold for review.

Priority : High	Implements Goal #3, #4, #6, #8	   	Permit
Cost : Medium	Responsible Party : Planning Department		

NR.8: Develop Comprehensive Natural Resource Inventories with Maps

An accurate set of base resource maps is critical for any program to protect natural resources. This can be populated through a number of strategies including incorporating DEC wetland mapping, forest block maps, wildlife corridors, field verifying vernal pools and priority natural communities, bio-blitz data, and other state and local data that may be developed. These foundational data layers can be used on their own or combined with other data to inform development regulations. In many instances, the base information in the Natural Resource Inventory can be used to identify limitations to development such as steep slopes, riparian areas, vernal pools, and flood plains. These constraints can later be used in programs and regulations to protect the environment or ensure that the construction of any structure accounts for these conditions.

Priority : High	Implements Goal #1		Program
Cost : Low	Responsible Party : Conservation Commission		



City of Montpelier vermont City Plan 2025

Natural Resources Implementation Plan

Strategies

NR.9: Expand Invasive Species Management Program to Include Private Property

City staff have been engaged in removing invasive species on public property for decades. Managing our large forested parks and municipal operations such as roadside mowing are important ways to manage invasive species, but the problem extends beyond just public lands. This new program of the Conservation Commission would engage the public to identify, report, and remove invasive species from private land.

Priority : Medium	Implements Goals #2, #4, #5	★★★	Program
Cost : Medium	Responsible Party : Conservation Commission		

NR.10: Update the Greenprint Plan and Continue its Implementation

The City has had a Greenprint Plan since 2008 to guide the expansion of parks, trails, and greenways throughout the City. The Parks Commission, Conservation Commission, and Parks Department are looking to expand and formalize the Greenprint to better accomplish City goals. Important revisions include:

- Integrate the conservation map into the Greenprint in order to highlight parcels and rights that best achieve the long term protection of natural resources.
- Improve connections between our vibrant downtown and high-quality trail systems.
- Develop a funding mechanism to support the Greenprint.
- Work with City Council on a policy to strategically acquire parcels and rights.

Priority : Medium	Implements Goal #7	★	Program
Cost : High	Responsible Party : Parks & Trees Department		

NR.11: Expand and Continue the Volunteer Conservation Program

The Parks Department has sponsored Vermont Youth Conservation Corp or run a local volunteer conservation program for many years. The department would now like to enhance the program through recruitment of a volunteer base and/or sponsor a youth conservation corp to complete conservation projects around the City including rain garden construction, invasive species removal, and riparian buffer installation.

Priority : Medium	Implements Goals #2, #3, #4, #5	★★★★	Program
Cost : Medium	Responsible Party : Parks & Trees Department		

NR.12: Continue the Street Tree Program to Improve the City's Urban Forest

Trees are an important part of the City's infrastructure, providing stormwater benefits, air filtration, cooling, and aesthetic beauty. We have over 5000 trees in our tree inventory that are within, or could impact the public right-of-way on our 54 miles of roads. We also have over 500 acres of forested parks that require regular tree care. The City should maintain the tree program with the following goals:

- Maintain an up-to-date tree inventory with comprehensive updates every 6-8 years.
- Pro-actively care for tree infrastructure via a 3-year annual pruning cycle.
- Reduce the backlog of tree work to 100 hours or less and maintain it at that level.
- Maintain sufficient staff capacity and skill to pro-actively care for the City's tree infrastructure and reactively respond to emergencies and resident requests.
- Continue the strong collaboration between the Tree Board and City staff.

Priority : Medium	Implements Goal #8	★	Program
Cost : Medium	Responsible Party : Parks & Trees Department		

NR.13: Conduct a Feasibility Study for Removing Existing Dams

A survey of Montpelier's existing dams is needed to study the feasibility of removing dams which no longer serve any useful purpose. This could have significant benefits for the City including lowering flood levels in our downtown, helping with flood plain restoration, allowing for on-water recreation, and improving fish habitat.

Priority : Low	Implements Goal #3, #5, #8	★★★
Cost : Medium	Responsible Party : Conservation Commission	Plan

NR.14: Create a Rivers Edge Master Plan

The City will partner with the Montpelier Commission for Recovery and Resilience and other stakeholders to form a community-based, multidisciplinary team and engage a consultant to conduct a Rivers' Edge Master Plan. The plan will consider creative and science-based opportunities such as increasing green resilient infrastructure, dam removal, public access to and connection with rivers, flood-resilient development in floodplain, and bridge improvements. This creative and comprehensive overlay to existing and in-process technical studies of Montpelier's rivers will culminate in a master plan focused on the rivers and our relationship with them.

Priority : Medium	Implements Goal #3	★
Cost : Medium	Responsible Party : Planning Dept.	Plan

NR.15: Continue to Administer the River Hazard Area Regulations

The river hazard regulations include rules regarding the flood plain as well as ones for the river corridor. The floodplain rules meet and in places exceed the minimum required for the City's participation in the National Floodplain Insurance Program (NFIP). The River Corridor applies only to the North Branch upstream from Cummings Street and regulates land uses to provide room for the river to meander and move across the landscape. Together these rules protect the natural function of rivers as well as require development to be designed and elevated to minimize risk of damage from flood events.

Priority : High	Implements Goal #3	★
Cost : Low	Responsible Party : Planning Department	Permit

NR.16: Continue to Participate in the Community Rating System Program and Work to Improve Score

The Community Rating System (CRS) is a national program developed by the Federal Emergency Management Agency (FEMA) to reward communities that go above and beyond the minimum requirements for participation in FEMA's National Flood Insurance Program. Montpelier has participated in CRS since 1997 and now qualifies as a Class 8 community which provides policy holders in the floodplain a 10% reduction in their premiums and a 5% reduction to policy holders who are not in the flood plain. With some additional work the City could reach a Class 7 which would provide an additional 5% of saving in the flood hazard area.

Priority : High	Implements Goal #3	★
Cost : Low	Responsible Party : Planning Department	Program

NR.17: Develop a Carbon Sequestration Management Plan

Montpelier owns over 500 acres of forested parks, and over 800 acres of town forest. These forested lands represent a significant opportunity to offset our carbon emissions through forest management approaches that store carbon in trees and forest soils. The City should explore not only how to manage our forested land this way (i.e. limiting tree cutting, allowing fallen trees to decompose on site), but also how to get carbon credits for these activities.

Priority : Medium	Implements Goal #5	★
Cost : Medium	Responsible Party : Conservation Commission	Plan

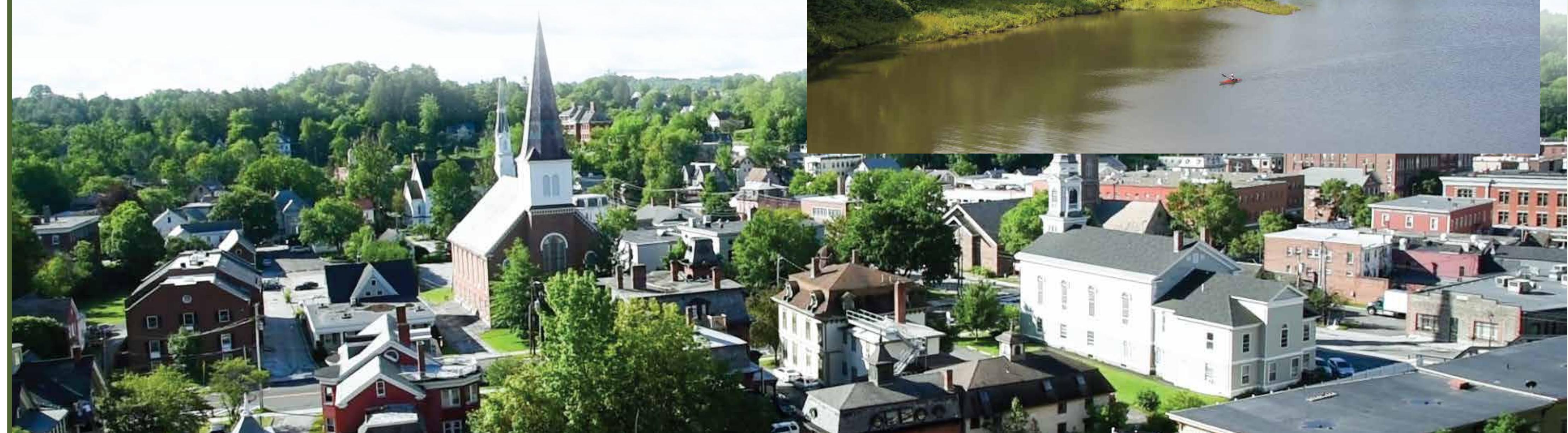
NR.18: Create a Streambank Restoration Program

This program would sponsor or support the efforts of other organizations to assist property owners to complete riparian area and urban stream bank plantings. This would establish or revegetate native riparian communities and stabilize stream bank soil, preventing erosion and sedimentation.

Priority : Low	Implements Goal #2, #3	★★
Cost : Medium	Responsible Party : Conservation Commission	Program

Below:

Wrightsville Reservoir: A kayaker paddles around Wrightsville Reservoir. The Wrightsville Dam was built in the 1930s by the US Army Corps of Engineers along the North Branch of the Winooski River. The dam created the reservoir which sits at the confluence three towns: of Montpelier to the south, East Montpelier to the east, and Middlesex to the west. In addition to being a popular summer recreation spot, the Wrightsville Dam is also an active hydroelectric dam that generates power to Washington Electric Coop customers in Washington County.



Chapter 11- Public Safety and Community Justice Introduction

Public safety is a fundamental responsibility of the government. Services such as fire protection, law enforcement, and health and safety regulation help protect community welfare. Montpelier currently provides full-time fire and emergency medical service (Fire/EMS), 24-hour police coverage, emergency dispatching, emergency management, and a community justice center.

The City's plan for supporting public safety and community justice centers on the following goals:

- To support the work of agencies and organizations who improve and maintain public safety in Montpelier
- To ensure that the Montpelier community is prepared to address threats to public safety



Planning Context

Several agencies support public safety and community justice in Montpelier. Scroll down to learn more about the agencies and groups involved in public safety and view key locations:

1. Fire & Emergency Medical Services

The mission of the Montpelier Fire and Emergency Medical Services Department is the preservation of life, health, property, and the environment at a reasonable and acceptable cost. It tries to stay informed of innovations and new approaches to provide the best service for the community. It provides fire suppression, fire prevention, building inspections, emergency medical care, transportation of the sick and injured, and other services.

2. Police

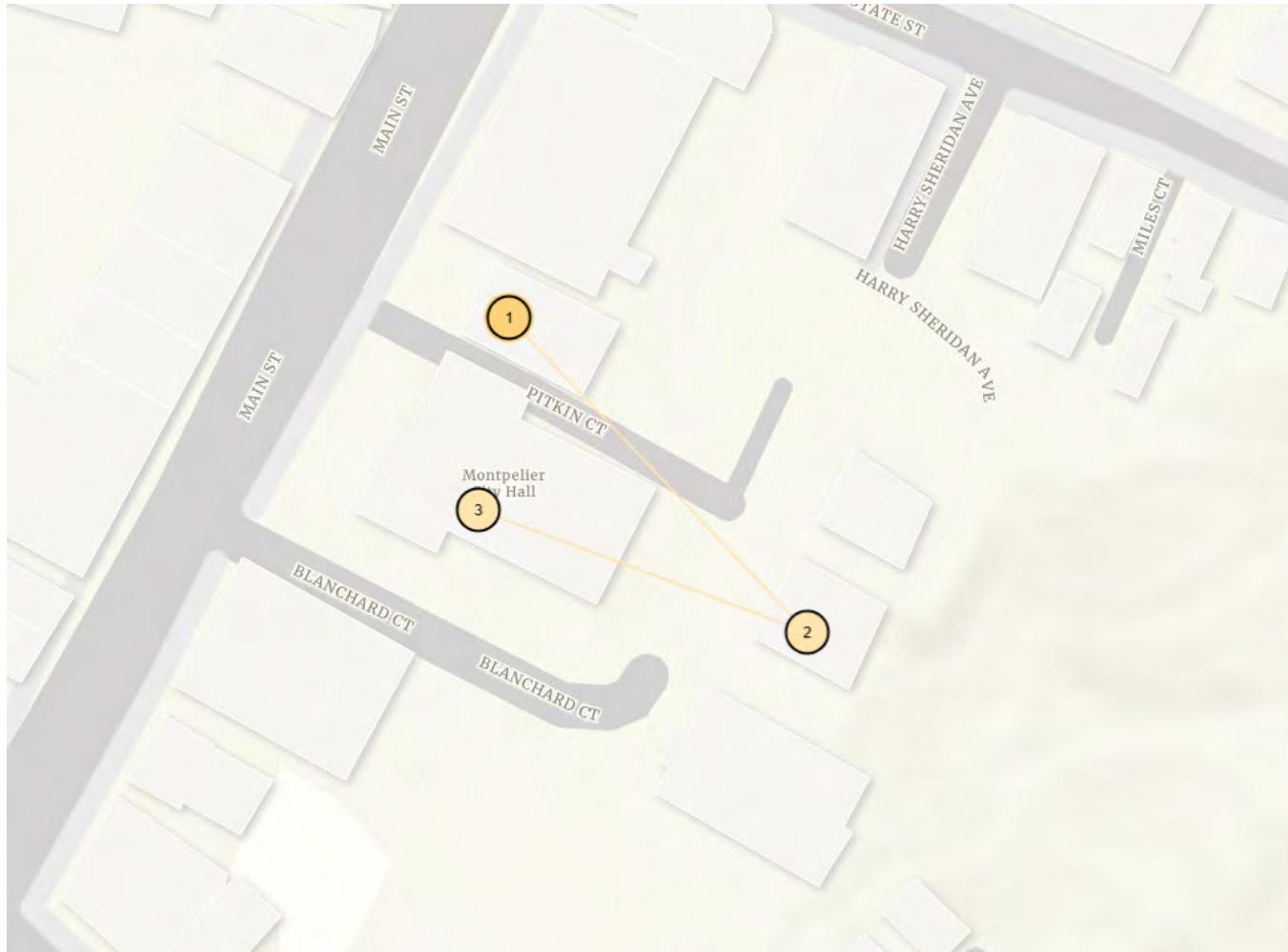
The Montpelier Police Department (“MPD”) provides 24-hour law enforcement service to the City with an authorized strength of 17 full time sworn officers. It is MPD’s vision to provide exemplary police services to residents, workers, and visitors of Montpelier and also provide a safe and healthy environment. MPD has partnered with the commissioned Police Review Committee to incorporate ideas and practices which preserve peace and work toward the prevention of crime and enforcement of the law, while protecting individual rights. MPD aims to serve all with dignity and respect.

Dispatch

The Montpelier Police Department Dispatch is a regional dispatch center that currently has contracts with the Capitol Police (Vermont State House) and Capital Fire Mutual Aid, which is an organization representing 18 Vermont communities and 29 public safety entities. The dispatchers themselves are trained in mental health crises (the same training required for police officers), critical incident dispatching, National Crime Information Center (NCIC) certification, Public Safety Telecommunicator Certification, and others.

3. Community Justice Center

The Montpelier Community Justice Center (MCJC) is Montpelier’s community-based restorative justice service provider. The MCJC operates programs that respond to criminal activity, ranging from court diverted misdemeanors to serious and violent offenses. The MCJC provides an opportunity for real accountability and community engagement in the resolution of crime and conflict. Restorative justice has been shown to reduce recidivism, increase safety, reduce criminal justice costs, and build stronger communities.



Synergies with Other Plan Chapters

How do public safety & community justice relate to other goals of the Montpelier City Plan?

Public safety affects many other chapters in the City Plan. There is a direct connection with the Housing Plan because many of our safety efforts are intended to protect the health of our residents in their homes. River hazard area regulations, building codes, health codes, and sprinkler requirements are just some of the rules used to keep residents safe. Public safety regulations also support economic development by minimizing losses during disasters. Additionally, the perception of crime can impact economic activity and interest.

Other City Plan chapters help achieve the goals of the Public Safety Agency Chapter. Community services are a proven way to reduce public safety expenses. Childcare and recreation provide opportunities for residents to lead healthy and safe lives. The Parks and Recreation Department provides several safe activities to help local communities pursue active, healthy lifestyles.



Did You Know?



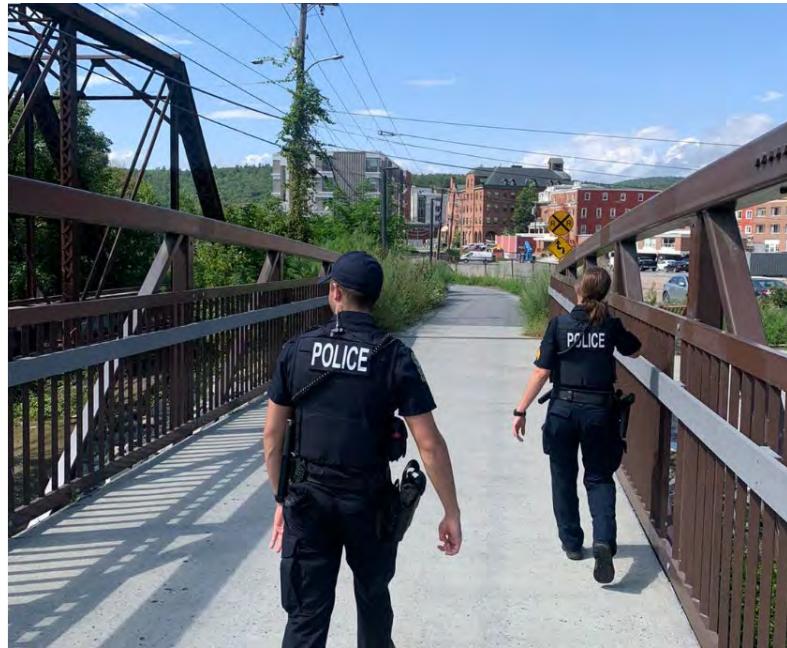
The Montpelier Community Justice Center (MCJC) celebrated its **20th anniversary** in 2023. The MCJC is a leading force in the **restorative justice** movement in Vermont.

Implementation Summary

Community Justice Aspiration: Montpelier will be a safe and healthier community by helping people whose lives have been disrupted by conflict or crime, by implementing victim-centered restorative justice processes, and by helping people returning to the community from incarceration successfully integrate into the community.



Police Aspiration: Montpelier will have a safe community that is achieved through a publicly trusted police department where officer wellness is safeguarded. This will be accomplished by following the nationally recommended and accepted six pillars of 21st century policing: Building trust and legitimacy; Establishment of policy in line with community values; Utilize technology and social media; Work with local residents through community policing; Have a well trained and educated workforce; and Ensure the safety and wellness of its officers.



Dispatch Aspiration: Montpelier Police Dispatch will provide superior public safety communications services through an appropriate amount of certified staff, with adequate facilities, and operating on a reliable and redundant system.



Fire & EMS Aspiration: Montpelier will save lives and protect property through excellence in emergency response and prevention of fire.



***Emergency Management Aspiration:** The City of Montpelier will reduce or eliminate long term risk to people and property from natural and man-made hazards. This will be accomplished through a well prepared emergency response to any disaster followed by an efficient and effective recovery in order to build back better. In the time between disasters, the City will reduce or eliminate the potential impacts of hazards through long term mitigation efforts.*



View the full Implementation Strategy below:

Community Justice

Police

Dispatch

Fire/Ems

This chapter has the most strategies of any City Plan chapter because the Public Safety agencies have such varied objectives. Looking at each of the 62 strategies, a few themes emerge:

- The **police** strategies focus on outreach and connection to the public (e.g. community outreach initiative, bike and foot patrols, technology and social media program, school outreach officer, street outreach worker) and officer wellness and training (officer training program, staffing level policy, and police department peer support program).
- The **Fire/EMS** department focuses on preparation through staff training (e.g. fire fighting training, paramedic training) and pre-plan inspections as well as some code enforcement and sprinkler programs.
- **Dispatch** has a number of capital improvements that are proposed (Televate upgrade project) as well as accreditation (APCO accreditation) and staff certifications (e.g. NCIC, public safety telecommunication certification, and emergency dispatch certification) in order to provide the best dispatch services possible.
- **Emergency management** has the bulk of the strategies as it focuses on various plans (e.g., Continuity of Operations, Local Emergency Management Plan, Local Hazard Mitigation plan, Repetitive Loss Plan), communication to the public before and during events (e.g., VT Alert program, Emergency preparedness outreach program), making specific capital improvement to reduce disaster risks (e.g., CIP, Water resource recovery facility effluent discharge project), and various ordinances to ensure new development is resilient (e.g., zoning bylaws and river hazard area regulations).
- The **Community Justice Center** has a number of unique programs that specifically target the goals of their department including the restorative justice program, conflict assistance program, restorative reentry program, transitional housing program, and the Circles of Support and Accountability (CoSA) program.

Who's Involved?

Who is responsible for supporting the City of Montpelier's public safety and community justice plan?

The public safety agency plans are primarily implemented by the public safety departments. The Police Review Committee is one of the few committees that provides policy recommendations to a public safety agency. They were formed in November of 2020 to understand police practices and make recommendations relating to needed changes in policy to improve policing.

The MCJC has volunteers who work on committees to deliver services, such as the Restorative Justice Panels and Continuum of Support and Accountability (CoSA) teams. The Community Justice Center relies heavily on volunteers to accomplish all of their goals and programs.



City Plan 2025

Public Safety & Community Justice

Implementation Plan

Community Justice

Group A - Aspirations & Goals

Montpelier will be a safer and healthier community by helping people whose lives have been disrupted by conflict or crime, by implementing victim-centered restorative justice processes, and by helping people returning to the community from incarceration successfully integrate into the community.

1. Continue to provide opportunities to heal, for people whose lives have been disrupted by conflict or crime, through outreach and participation in restorative alternatives.
2. Continue to provide a range of restorative options to address conflict and crime in the community.
3. Continue to provide Reentry and Integration Services to people returning to the community from incarceration.

Strategies

CJ.1: Continue to Offer the Restorative Outreach Services Program

This program reaches out to people impacted by incidents reported to the Montpelier Police to offer to listen to their stories, gain an understanding of the harm they endured and help them identify what they may need to reconcile what happened. This program also responds to those affected by an offense in cases referred to the Restorative Justice Panel Program. Information is provided about options for participation in the program so the affected person(s) can make an informed choice about whether or how to participate in the restorative justice process and in consideration of their needs for resolution.

Priority : High	Implements Goal #A1	Program
Cost : Medium	Responsible Party : CJC Director	

CJ.2: Continue to Administer the Circles of Support & Accountability Program

The primary focus of the CoSA Program is "no more victims." CoSAs provide a restorative approach to justice by supporting, building, and maintaining healthy patterns of living for serious criminal justice offenders as they re-enter the community from incarceration. Program participants, referred to as "Core Members" are part of a CoSA team, which helps them become self-sufficient, law-abiding citizens, contribute positively to the community and make amends for the harm they have caused. CoSA teams or "circles" include 3-5 trained volunteers and a staff member who meet weekly with the core member to help them develop healthy relationships, manage day-to-day life, and adhere to post-release expectations.

Priority : High	Implements Goal #A3	Program
Cost : Medium	Responsible Party : CJC Director	

CJ.3: Continue to Implement the Restorative Justice Program

The Restorative Justice Program provides a community setting for people responsible for an offense and those who were affected by it to take an active role in determining what should be done in response to the impacts of the offense. Restorative responses to crime look at the impacts on people and the community and stresses the importance of repairing harm and righting relations. Restorative Circles are used when there is a natural community of harm, otherwise, the people harmed and those responsible for the harm meet with a Restorative Justice Panel. Meetings are structured by a restorative process and are confidential.

Priority : High	Implements Goal #A1, #A2	Program
Cost : Medium	Responsible Party : CJC Director	

CJ.4: Continue to Implement the Conflict Assistance Program

The Conflict Assistance Program is a prevention program that helps community members resolve conflict, restore relations, and decrease the likelihood of disputes escalating into criminal acts. It gives citizens access to a conflict resolution professional who offers free coaching, reflective listening, mediation, and/or facilitation of dialogue to help lead to resolution by agreement.

Priority : High	Implements Goal #A2	Program
Cost : Medium	Responsible Party : CJC Director	

CJ.5: Continue to Administer Community Education and Dialogue Program

Includes:

a) *Insights into Conflict Class*. The intent of this basic conflict resolution education course is to increase positive resolutions of conflict by educating participants about conflict resolution styles, the value and skill of cultivating curiosity and listening instead of reacting, and the choices we all have about how to manage conflict. The class can be tailored to the particular audience and delivered in one to five sessions of varying lengths. The class is highly interactive and intended to impart information that supports healthy, informed choices regarding conflict.

b) *Parenting with Respect Program*. Parenting with Respect is a class for men who have been identified as those who would benefit from examining their parenting styles and learn skills to be the best parents they can be. Referrals originate primarily by the VT Department for Children and Families or Probation & Parole. The curriculum is rooted in the principles and values of Restorative Justice where the central focus is on the needs of those who have been negatively impacted by the father's behaviors and stresses accountability to their children to meet their basic needs and general development.

Priority : High	Implements Goal #A2	Program
Cost : Medium	Responsible Party : CJC Director	

CJ.6: Continue to Administer the Restorative Reentry Program

The Restorative Reentry Program strives to increase community safety and positive outcomes as incarcerated people return to their communities with goals of finding permanent housing, employment and define strategies for no new crimes to be committed. The program works with people, referred to as "core members" who committed serious or violent offenses and are supervised by the Department of Corrections.

Priority : High	Implements Goal #A3	Program
Cost : Medium	Responsible Party : CJC Director	

CJ. 7: Continue to Administer the Resource or Service Navigation Program

This program provides enhanced community connections for people returning to the community from incarceration and may include referrals to relevant service agencies, and resource identification within a community. It is intended to serve individuals for a short-term period with the greatest intensity during the first three months following the release from incarceration.

Priority : High	Implements Goal #A3	Program
Cost : Medium	Responsible Party : CJC Director	



Left:
Left to Right: Reentry Specialist Meredith Whitney, Restorative Programs Coordinator Rick Pereira, Montpelier Community Justice Center Director Carol Plante.



City of Montpelier vermont City Plan 2025

Public Safety & Community Justice

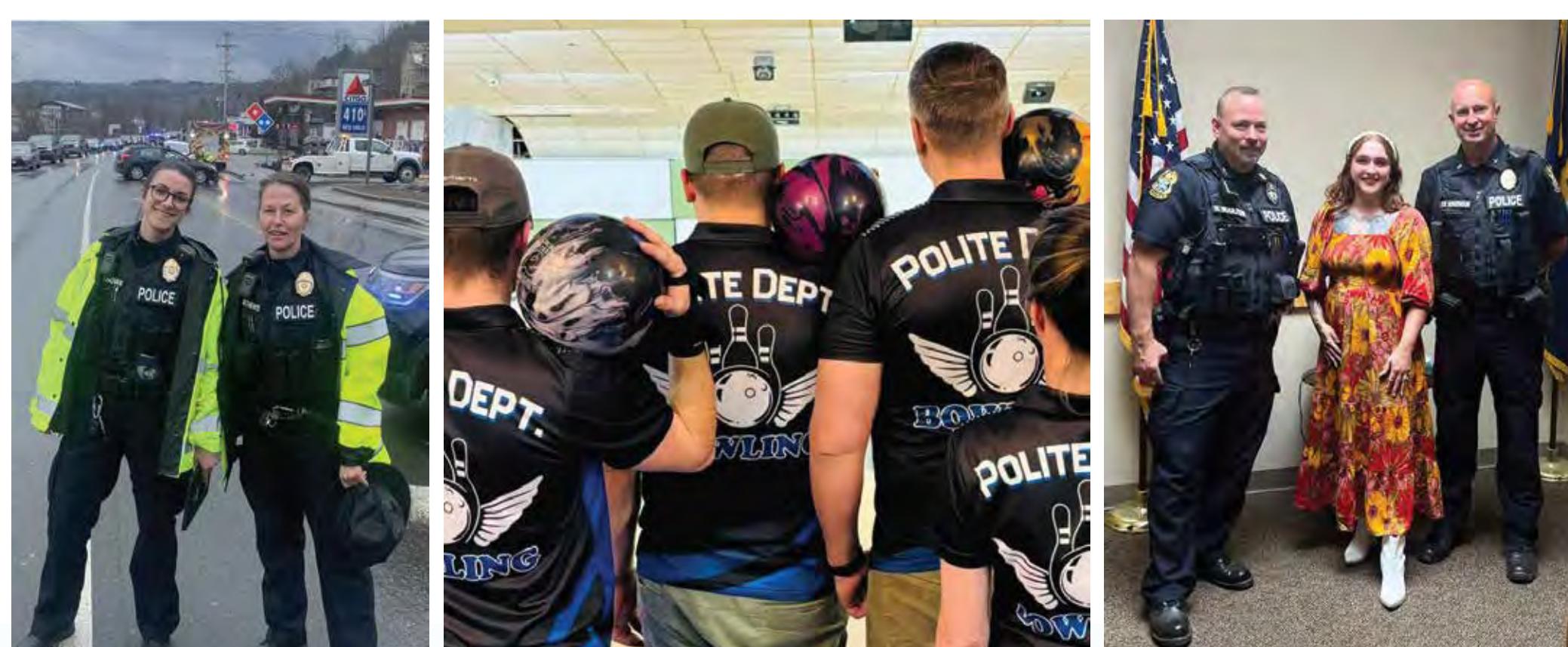
Implementation Plan

Police

Group B - Aspirations & Goals

Montpelier will have a safe community that is achieved through a publicly trusted police department where officer wellness is safeguarded. This will be accomplished by following the nationally recommended and accepted six pillars of 21st century policing: Building trust and legitimacy; Establishment of policy in line with community values; Utilize technology and social media; Work with local residents through community policing; Have a well trained and educated workforce; and Ensure the safety and wellness of its officers.

1. Continue to build trust and legitimacy with the Montpelier community through communication and outreach efforts.
2. Maintain law enforcement policies in line with community values.
3. Improve the use of technology in advancing the other goals of this plan.
4. Continue community policing efforts in order to reduce crime.
5. Maintain the current level of training for MPD officers and take up additional opportunities for training when they emerge.
6. Continue to provide emotional support and work-life balance to our officers so they can safely deliver services to our community.



Strategies

PD.1: Renew the School Resource Officer

The SRO was a position that the MPD felt was critical to meeting the goals of building trust and legitimacy. The SRO had a role in facilitating conversations and building bridges with the youth of Montpelier. SROs also were key to guiding the restorative justice programs which work with youth offenders towards resolution. This program was unfortunately discontinued by the Montpelier School Board but MPD supports bringing this program back due to its critical role to creating trust and legitimacy into the future.

Priority : High	Implements Goal #B4	Program
Cost : Medium	Responsible Party : Police Chief	

PD.2: Continue the Street Outreach Worker Program

Many individuals live on the streets, in cars or are camping. Good Samaritan Haven's street outreach team works to connect these individuals with safe shelter opportunities, food and water, and health care. They work closely with local public safety officials like MPD as well as other partners. The City financially supports this position as a way to support the homeless and to cover some non-emergency calls by this community.

Priority : High	Implements Goal #B2	Program
Cost : Medium	Responsible Party : Police Chief	

PD.3: Create a Body Worn Camera Program

MPD should procure Body Worn Cameras (BWCs) and adopt policies about their use and data storage.

Priority : High	Implements Goal #B3	Program
Cost : Medium	Responsible Party : Police Chief	

PD.4: Continue the Police Officer Training Program

Maintain the level of training for police officers in MPD. This should include the latest training in de-escalation, mental health awareness, leadership development and tactical awareness. This program should include bringing in outside entities to give MPD officers a more global picture of issues and potential solutions.

Priority : High	Implements Goal #B5	Program
Cost : Medium	Responsible Party : Police Chief	

PD.5: Continue to Implement the Crisis Intervention Team Training Program

Continue to train officers in the CIT and other co-response models with peers.

Priority : High	Implements Goal #B5	Program
Cost : Medium	Responsible Party : Police Chief	

PD.6: Strengthen and Continue the Police Department Peer Support Program

Officers operate in a high stress environment and, as a result, have higher rates of suicide, PTSD, substance abuse, depression and other anxiety based disorders. Officer safety and wellness is therefore a priority for the Department and the City as a whole. There are a number of avenues for support but the city should always be open to new opportunities. a) Continue the MPD's relationship with the Vermont Center for Responder Wellness and their peer support model. b) Staff also have access to the Employee Assistance Program (EAP) which provides assistance to them and their families. c) There are app-based programs for phones which can help guide officers in meditation techniques to reduce anxiety.

Priority : High	Implements Goal #B6	Program
Cost : Medium	Responsible Party : Police Chief	

PD.7: Create and Implement a Police Staffing Level Policy

For MPD to reach and maintain full staffing to ensure the department has enough officers to allow vacations and time off between shifts for everyone.

Priority : High	Implements Goal #B6	Policy
Cost : Low	Responsible Party : Police Chief	



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PD.8: Continue the Technology and Social Media Program

Continue to update the City's website, MPD facebook page, and future platforms to provide information to the community about public safety matters. In particular, this format is effective at: a) providing copies of policies for the public to view; b) discussing policies; c) posting notices of MPD community outreach events; and d) releasing information that supports transparency such as releasing race and ethnicity data regarding traffic stops and arrests, use of force incidents and complaints against officers.

Priority : High	Implements Goal #B1, #B2, #B3	Program
Cost : Low	Responsible Party : Police Chief	

PD.9: Continue to Implement the Bike and Foot Patrol Policy and Program

Having officers directly interacting with the public on the street is an effective way for the community to meet and recognize their officers which helps to break down barriers. This was a practice in the past that has ceased due to staffing levels in the department but would be resumed when the department reaches full staffing again.

Priority : Medium	Implements Goals #B1, #B4	Program
Cost : Low	Responsible Party : Police Chief	



PD.10: Continue the Community Outreach Initiative

Building and nurturing legitimacy and improving community policing efforts require communication. MPD needs to listen and hear from the community about their concerns as well as to provide information back about City policies and practices that enhance transparency and accountability. There are many ongoing programs and some new that are included in this initiative:

- a) **Neighborhood meetings** (Continue). Host neighborhood meetings through the CAN network.
- b) **Coffee with a cop** (Continue). Continue to host Coffee with a Cop sessions to increase interaction between officers and the public.
- c) **Community events** (Continue). MPD participates in many community events which provide opportunities for positive interactions with officers.
- d) **Police and criminal justice seminars** (New). Hosting a seminar for the public on "rights during police interactions" seminar would help with building trust with the public. Hosting "Community Policing Academy" (also known as "Citizen's Academy") would provide initial information on policing, policy, law, the municipal and state criminal justice systems and restorative justice programs. This last one would be important in community policing efforts.

Priority : Medium	Implements Goal #B4	Program
Cost : Low	Responsible Party : Police Chief	

PD.11: Continue to Implement the Project Safe Catch Program

The core of "Project Safe Catch" is to connect addicts with the vital support they need--beginning the treatment process with the ultimate goal of recovery. This program is a partnership between MPD and treatment providers in Washington County to redirect addicts to treatment rather than arresting them for drug crimes.

Priority : High	Implements Goal #B2, #B4	Program
Cost : Low	Responsible Party : Police Chief	



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Dispatch

Group C - Aspirations & Goals

Montpelier Police Dispatch will provide superior public safety communications services through an appropriate amount of certified staff, with adequate facilities, and operating on a reliable and redundant system.

1. For MPD Dispatch to continue to improve the quality of its communications service.
2. Expand the Police Station to allow for additional space to expand the dispatch center.
3. Improve reliability of the dispatching system and system redundancy with Barre City and the Vermont State Police.

Strategies

DI.1: Continue the MPD Dispatch Service Program

Dispatching for emergency services like police, fire and ambulance is a necessary part of emergency services. They are the people at the other end of a 911 call and direct calls to and between the appropriate agencies. Some communities dispatch just for themselves while others dispatch for multiple agencies. For many years MPD Dispatch has provided for the City of Montpelier, the Capitol Police and a group of 18 communities - which encompass 29 public safety entities - called Capital West. Emergency dispatching across Vermont has never been centralized by any one agency. In fact the Vermont State Police has recently announced that they plan to cease serving local agencies and communities therefore MPD Dispatch may expand service where appropriate.

Priority : High	Implements Goal #C1	Program
Cost : High	Responsible Party : Dispatch Supervisor	

DI.2: Complete the Televate Upgrade Project

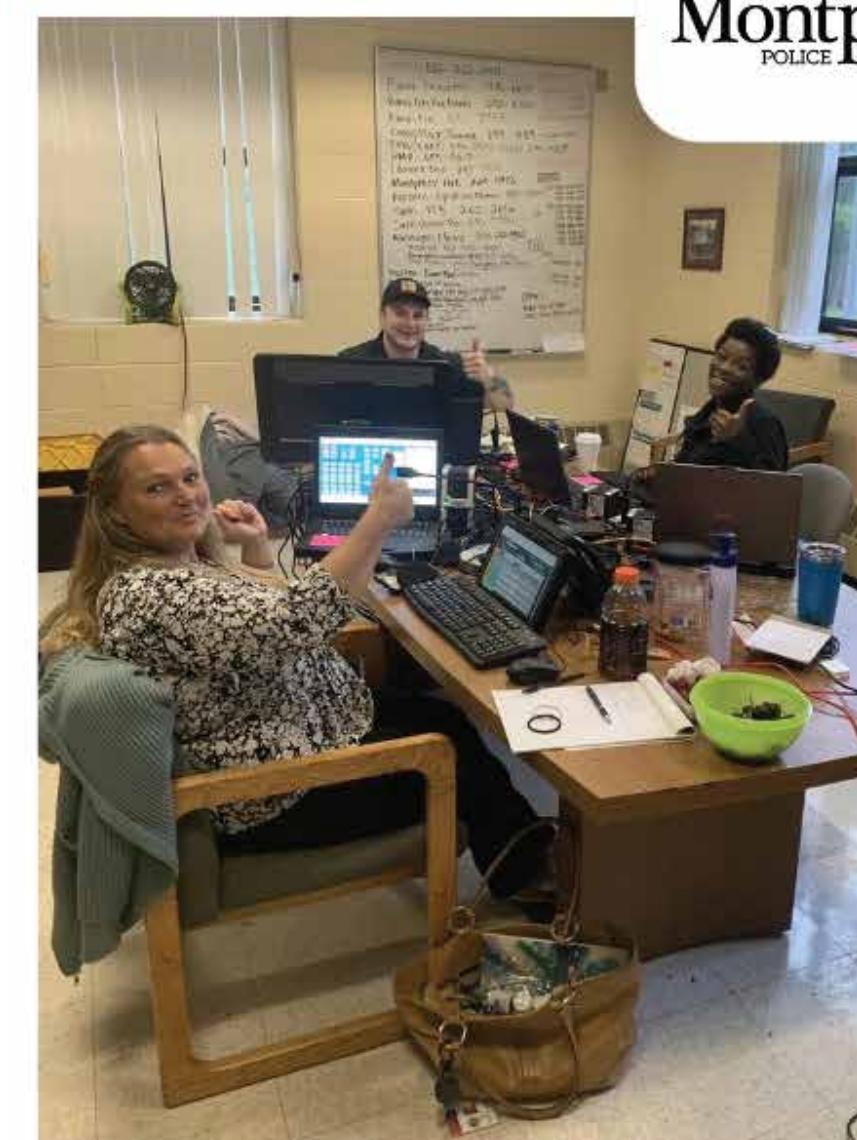
In 2021 the findings of a study were released regarding improvements that are needed to the public safety communications systems in the Cities of Montpelier and Barre as well as the Capital Fire Mutual Aid System. This study is best known as the Televate Study from the name of the company that completed the report. The study outlined a set of recommended improvements including a new land mobile radio system, new dispatch consoles, new end-user radios, a common Computer Aided Dispatch (CAD) system between Barre City and Montpelier, and interoperability improvement in conjunction with broadband improvements. The City should implement the findings of the report through the Capital Improvement Program (CIP), Capital Equipment Program, and other projects.

Priority : High	Implements Goal #C3	Project
Cost : High	Responsible Party : Dispatch Supervisor	

DI.3: Review Findings of the Public Safety Communications Task Force Report When Released

In June 2023, the Public Safety Communications Task Force was established by the Vermont Legislature to oversee and manage the transition to a new public safety communication system. The Montpelier Dispatch Center will be an active participant in the Task Force's efforts and be a partner with them throughout the process. The City will review the findings of Task Force's Report when it is released and report back to City Council regarding next steps.

Priority : Medium	Implements Goal #C1, #C3	Plan
Cost : Low	Responsible Party : Dispatch Supervisor	



DI.4: Continue the Association of Public Safety Communication Officials Accreditation Policy

MPD Dispatch will continue the process of accreditation and, once achieved, maintain status.

Priority : High	Implements Goal #C1	Policy
Cost : Low	Responsible Party : Dispatch Supervisor	

DI.5: Create and Implement a MPD Dispatch Staffing Policy

For MPD Dispatch to maintain a balance between the number of customers and the amount of certified staff.

Priority : High	Implements Goal #C1	Policy
Cost : Low	Responsible Party : Dispatch Supervisor	

DI.6: Continue to Implement the MPD Dispatch Certification Policy

Dispatchers must go through annual National Crime Information Center (NCIC) training and certification which are required by the state and FBI. The City also has a policy that all dispatchers attain Public Safety Telecommunication Certification from the Association of Public Safety Communication Officials (APCO). This makes MPD Dispatch among the first (if not the first) communication center in Vermont where all dispatchers have this designation.

Priority : High	Implements Goal #C1	Policy
Cost : Low	Responsible Party : Dispatch Supervisor	

DI.7: Establish and Implement an Emergency Medical Dispatch Certification Policy

Moving forward the dispatch center would like to take on emergency medical dispatching which will require EMD Certification for all dispatchers. The City therefore would need to adopt a policy to bring everyone up to that level. Once achieved, the city will maintain certification consistent with the policy.

Priority : Medium	Implements Goal #C1	Policy
Cost : Medium	Responsible Party : Dispatch Supervisor	

DI.8: Continue to Implement the MPD Dispatch Location Policy

Continue the policy of having a downtown presence in order to facilitate access to walk up dispatch service. The walk up service should be improved through an upgrade to add cameras to the walk up window to allow video communication.

Priority : Medium	Implements Goal #C1	Policy
Cost : Low	Responsible Party : Dispatch Supervisor	

DI.9: Complete the Police Station Expansion Project

The City should follow through on plans to add a third floor on the Police Station in order to better accommodate the needs of both the Police and Dispatch personnel.

Priority : Low	Implements Goal #C2	Project
Cost : High	Responsible Party : Dispatch Supervisor	



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Fire & EMS

Group D - Aspirations & Goals

Montpelier will save lives and protect property through excellence in emergency response and prevention of fire.

1. Maintain Montpelier's high quality emergency response for both EMS and Fire.
2. Prevent fires and minimize loss of property and life through a continuation of life safety programs.

Strategies

FE.1: Continue the Capital Equipment Program

Maintain the vehicles and equipment on a sustainable replacement schedule. Of note is the need for a new ladder truck in the near term. This bond was approved in 2025, and we expect delivery in 2029.

Priority : High	Implements Goal #D1	Program
Cost : High	Responsible Party : Fire Chief	

FE.2: Expand and Continue the Paramedic Training Program

Increase the number of paramedics within the Montpelier EMS through the ongoing training program.

Priority : High	Implements Goal #D1	Program
Cost : Medium	Responsible Party : Fire Chief	

FE.3: Continue to Enforce the Code Enforcement Regulations

The city should continue to enforce the Building Code, Life Safety Code, Sprinkler Ordinance, Health Code and other ordinances designed to ensure safe and healthy buildings.

Priority : High	Implements Goal #D2	Permit
Cost : Medium	Responsible Party : Planning Department	

FE.4: Study the Benefits and Consequences of Aligning Sprinkler Requirements with that of the State of Vermont

The City added a Sprinkler Requirement to building codes in 2007 which applies to all new and substantially improved buildings except single and two-family homes. The City is experiencing a serious housing shortage and builders have pointed to this requirement as one barrier. Eliminating a critical life-safety requirement is not something to take lightly, so Council has proposed a study to inform everyone of the costs and consequences of aligning our requirements with the state.

Priority : High	Implements Goal #D2	Permit
Cost : Medium	Responsible Party : Planning Department	

FE.5: Continue to Require Automatic Sprinkler Requirements in Building Codes

The City of Montpelier added a sprinkler requirement to the building codes in 2007 that required automatic sprinklers to most new and substantially improved public buildings in the City. This did not include owner occupied dwellings but did include most other residential housing. This was done to reduce risks to life and property in the event of a fire. The ordinance was revised in 2018 to exempt two family structures, as well, as the cost of a sprinkler was identified as a barrier to small infill projects.

Priority : High	Implements Goal #D2	Permit
Cost : Medium	Responsible Party : Fire Chief	

FE.6: Continue to Implement the Firefighting Training Program

Maintain the level of training for firefighters in MFD.

Priority : High	Implements Goal #D1	Program
Cost : Medium	Responsible Party : Fire Chief	

FE.7: Create and Implement a MFD/EMS Staffing Policy

Maintain the staffing levels for the MFD/EMS to ensure the continued high quality emergency response.

Priority : High	Implements Goal #D1	Policy
Cost : Low	Responsible Party : Fire Chief	

FE.8: Continue the Sprinkler Incentives Program

When the Automatic Sprinkler requirement was added to the building codes in 2007, a program was also adopted to help provide a financial incentive to pay for the sprinklers. The sprinkler incentive program provides a 10% discount on the municipal portion of the property taxes for buildings with installed and operating sprinklers. In general only buildings that have been required to be sprinklered have taken advantage of the program so there is an interest in a study to review the sprinkler incentives program and recommend changes that would proliferate the presence of sprinklers without decreasing the affordability of rentals and home ownership.

Priority : Medium	Implements Goal #D2	Program
Cost : Medium	Responsible Party : Fire Chief	

FE.9: Study the Current Mutual Aid Coverage Agreement

Study and make recommendations to address issues with mutual aid coverage in adjacent communities like Berlin and Middlesex.

Priority : Medium	Implements Goal #D1	Plan
Cost : Low	Responsible Party : Fire Chief	

FE.10: Continue the Pre-Plan Inspections Program

The Fire Department should continue its pre-plan inspections for buildings to look for violations of life safety codes and to ensure rapid response during emergencies.

Priority : Medium	Implements Goals #D1, #D2	Program
Cost : Low	Responsible Party : Fire Chief	

FE.11: Continue and Improve the City's E911 Road Naming and Numbering

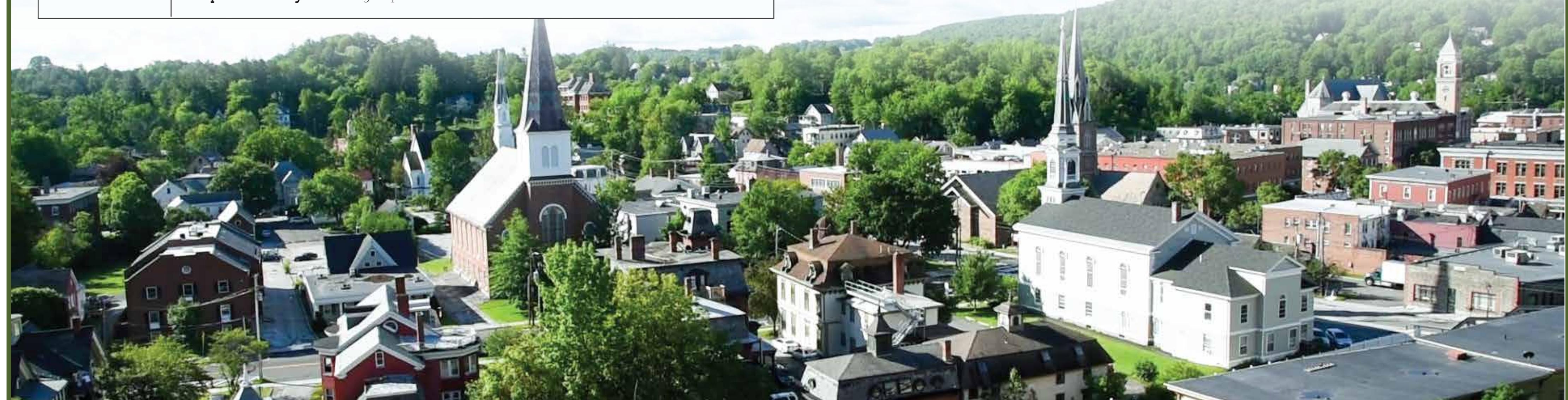
The City should continue to enforce the road naming and numbering ordinance to ensure efficient emergency response. The City should continue to renumber addresses to get more streets in compliance with the requirements.

Priority : Low	Implements Goal #D1	Program
Cost : Low	Responsible Party : Planning Department	

FE.12: Continue the Fire Safety Outreach Program

The MFD should continue to educate the public on the value of smoke and carbon monoxide detectors, sprinklers, and other life and safety initiatives.

Priority : Low	Implements Goal #D2	Program
Cost : Low	Responsible Party : Fire Chief	



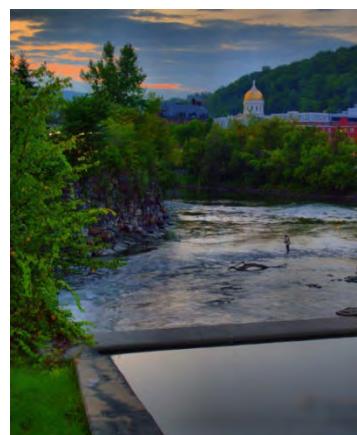
Chapter 12- Community Services

Introduction

The Community Services Chapter is a unique subject among plan chapters. There are no laws that require cities and towns to provide services, such as parks, recreation, child care, or senior services, but it is those services that make Montpelier such a special place to live and work. While all communities provide some types of services, the city government of Montpelier attempts to address the needs of all residents by providing a full array of community services to give them the best opportunity to thrive and grow.

The City's plan for addressing community services centers on the following goals:

- Integrate parks into daily life by connecting people to nature and recreation, protecting natural areas, and ensuring trails link to regional transportation and habitats.
- Provide accessible and affordable recreation programs that boost quality of life, health, and community connections, while promoting tourism and economic development.
- Ensure a thriving quality of life for older residents by addressing their unique needs and enhancing community resources.
- Meet burial and service needs while enhancing the natural environment within the cemetery.
- Collaborate to understand and address the root causes of homelessness, support dignified access to daily needs, and partner with organizations providing emergency housing and transitional support.
- Foster a peaceful community by offering mediation, education, and dialogue to help neighbors resolve conflicts.
- Provide safe, affordable childcare options, including after-school and summer programs, for all residents and city employees.



Planning Context

Community Services are grouped and discussed here based on the various City departments and commissions that provide the services. It is understood that there is a great deal of overlap in their missions and responsibilities, which is why the Parks Department, Recreation Department, and Montpelier Senior Center have all been combined into a single community services department to share resources and streamline delivery of services. Scroll down to learn more about the various services provided by the City government:

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Parks

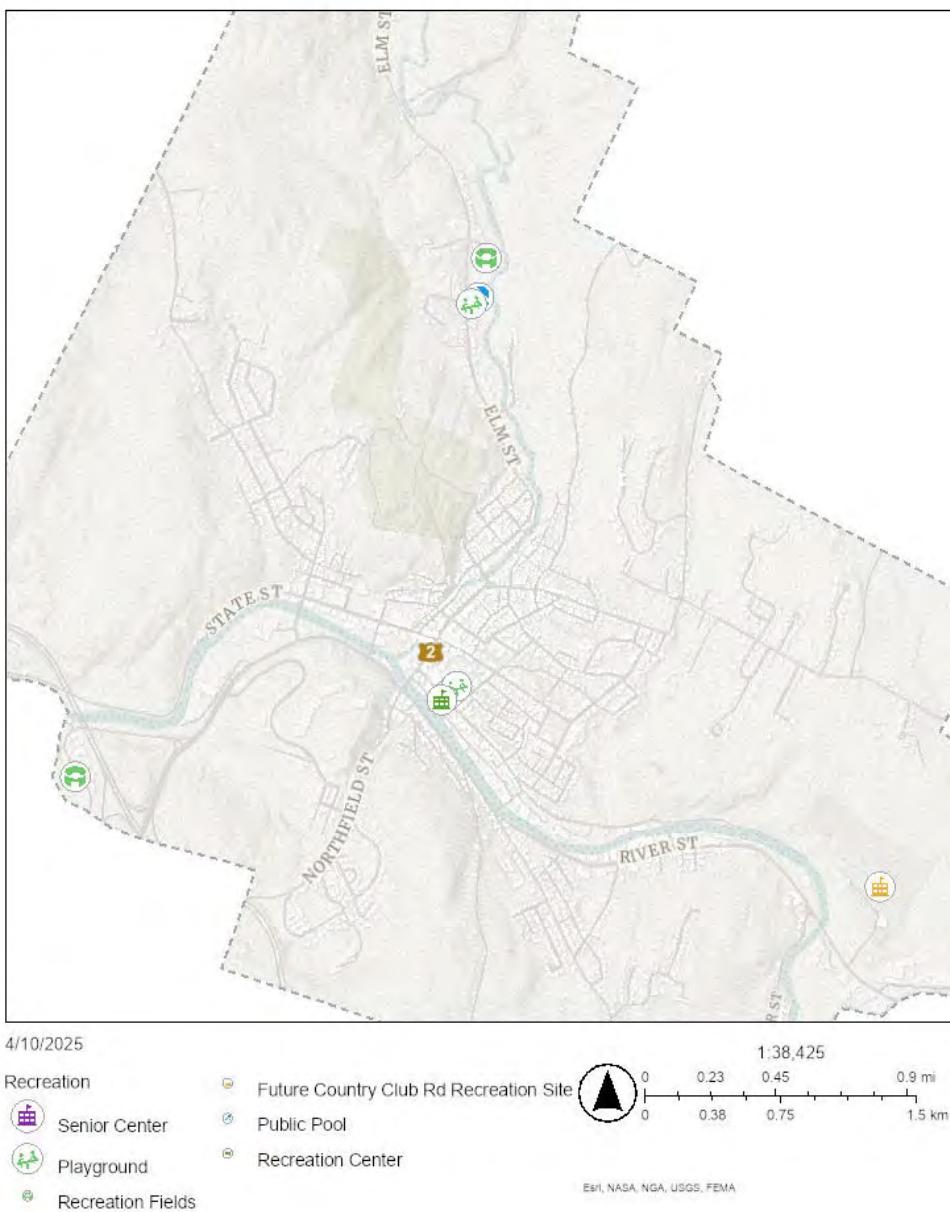
Located in Hubbard Park, the Montpelier Parks & Trees Department stewards the natural spaces of Montpelier, which include Hubbard Park, North Branch River Park, Blanchard Park, and more. They offer safe spaces for the public to enjoy the natural beauty of Montpelier. They host several large events throughout the year like Ice & Fire, Parkapalooza, Enchanted Forest, and more.



Recreation

Located at 55 Barre Street, the Montpelier Recreation Department serves as the City of Montpelier's hub for sports and games for residents of all ages. Programs and activities include: pickleball, basketball, soccer, skiing, swimming, and more. They also oversee several facilities like the Community Pool, Dog River Recreational Field, and more. They provide space for residents of all ages to connect and communicate.

Recreation



Senior Center

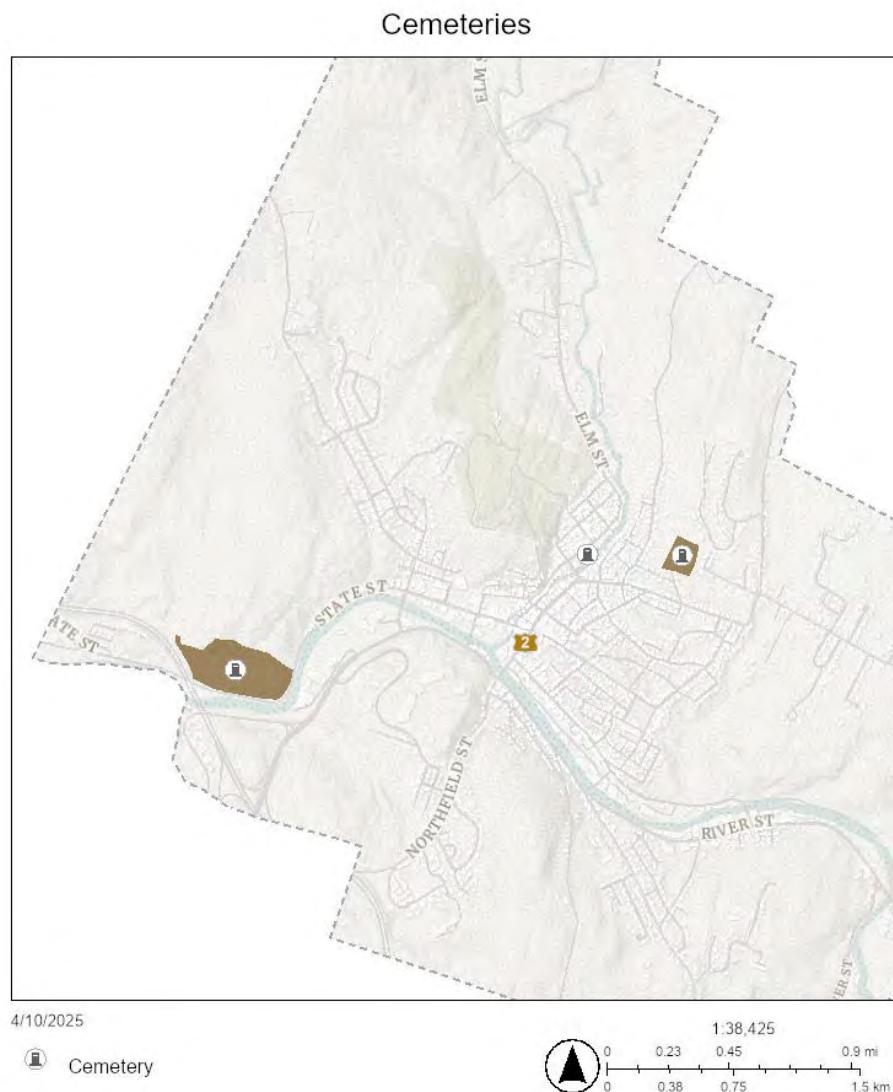
Located at 58 Barre Street, the Montpelier Senior Activity Center provides wellness and connection for older adults in Central Vermont. It provides dozens of classes in fine arts, humanities, fitness, and other educational categories. It serves and delivers meals through their FEAST Kitchen to over a hundred older adults per week. They offer live events and activities, which promote engagement and community.



Cemeteries

The Cemetery Commission and Cemetery Department are responsible for all aspects of the management and operations of the City's two cemeteries: Green Mount Cemetery (on lower State Street) and Elm Street Cemetery. St. Augustine Catholic Cemetery is also within the City limits and is owned and maintained by St. Augustine's Church.

Click the icons on the map for more information about Montpelier's cemeteries.



Homelessness

The City looks to support organizations that provide basic services to the homeless including day and night shelters, restrooms, and meals. The City uses its facilities to provide space for groups but, except for public restrooms, does not generally provide such services. Until a permanent shelter location can be found, temporary service locations will shift year to year which makes it difficult to place on a map in this plan. In addition to a permanent shelter, additional public restrooms, a service hub (to help connect people with the many organizations that help with housing and employment), and approved areas for homeless to congregate or camp need to be discussed and approved.



Conflict Assistance

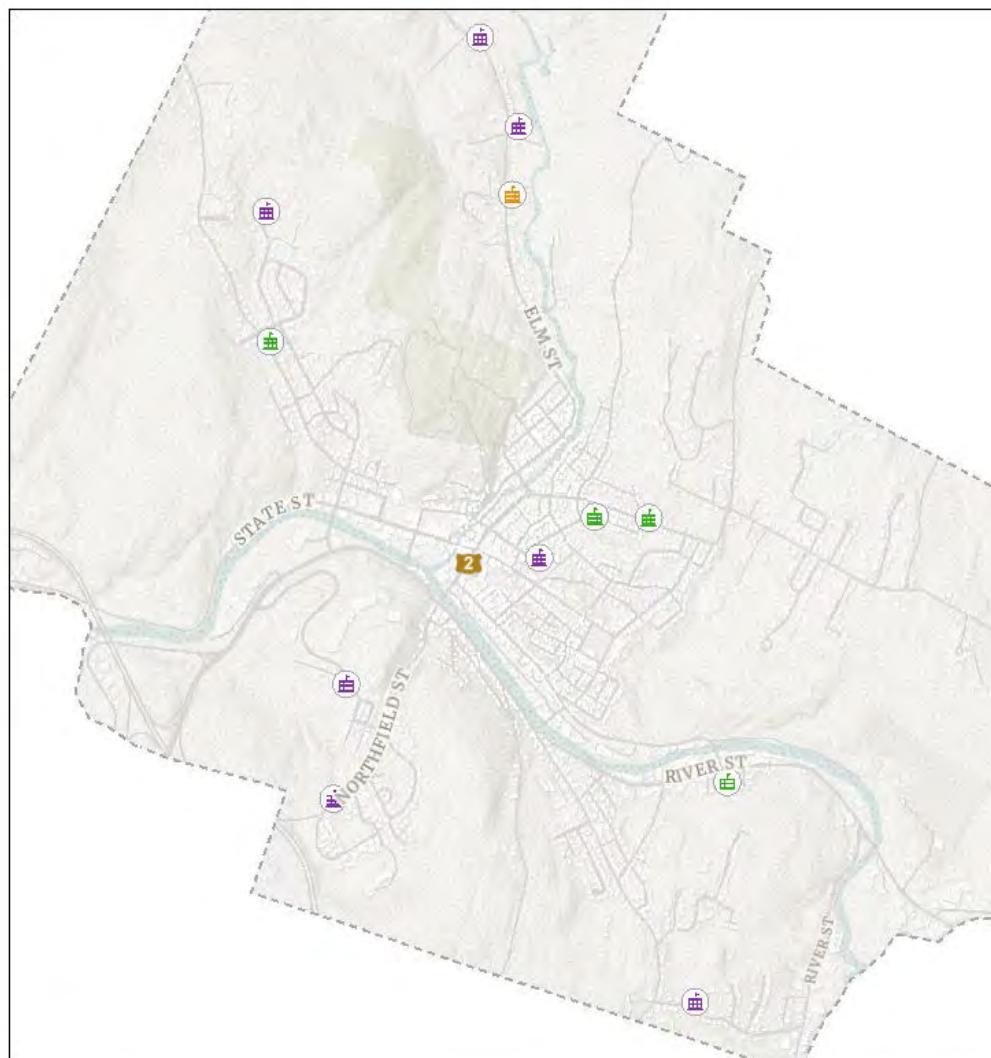
The Montpelier Community Justice Center (MCJC) is Montpelier's community-based restorative justice service provider, but they also provide conflict assistance services to the public at large. They give citizens access to conflict resolution professionals who offer free coaching, reflective listening, mediation, and/or facilitation of dialogue to help lead a resolution by agreement.



Childcare

Locations of childcare facilities as of September 2024 are on the map to the right. Current facilities and availability can be found at [Bright Futures-Search Provider Directory \(state.vt.us\)](https://brightfutures.state.vt.us)

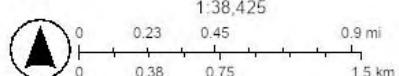
Childcare



4/10/2025

Childcare

- Licensed Provider
- Registered Home Provider
- City-run summer day camp



Esri, NASA, NGA, USGS, FEMA

Synergies with Other Plan Chapters

How do community services relate to other goals of the Montpelier City Plan?

Community Services are closely tied to the facilities in which they operate. Accordingly, the various services in this chapter usually correlate with a building covered in the Utilities and Facilities Chapter. In most cases when we talk about expanding a service, it will be tied to an expansion of a building or facility in that chapter.

The services that are provided through our Parks Department have a strong tie to both Natural Resources and Economic Development. At times, the Conservation Commission and other groups identify and conserve land in order to protect critical habitats. These properties can end up being added to the City's Park system for management and protection. Along with the Recreation Department, the Park's Department has also been working closely with local and regional partners to make outdoor recreation one of the City's economic pillars. Whether it is hiking, mountain biking, cross country skiing, or any number of other activities, our park system brings people into Montpelier from around Vermont and the Northeast. Visitors who come to the city contribute to the community and support our local businesses.

Child care has been identified as one of the three biggest challenges to workers in Montpelier along with housing and transportation. The ability of our recreation department to provide child care services is one of the key implementation strategies in the Economic Development Chapter.





Implementation Summary

Aspiration: Montpelier's parks are a vibrant part of everyday life. All residents are within a 10 minute walk of a neighborhood park or playground, and within a 15 minute walk from a large natural area. A system of interconnected parks, trails, and greenways provide opportunities for people of all ages and abilities to move throughout the city on safe routes, recreate outdoors, connect people with regional transportation networks, and facilitate habitat connectivity.

Goal: Increase the size and connectivity of Montpelier's parks system consistent with the Greenprint and ensure that our parks system offers 4 season recreational opportunities.

Goal: Improve the accessibility of Montpelier's Parks so that people of all ages and abilities can enjoy them.

Goal: Develop rules, policies, and guiding documents necessary to protect the integrity, safety, and sustainability of Montpelier's Parks for current and future generations.



Goal: Coordinate with regional partners to improve recreational connections in order to create a trail system that connects broadly throughout the region and state

Aspiration: For all of Montpelier's residents to have a greater quality of life, betterment of health, and improved community ties through quality recreational programs that are safe and affordable. Recreation programs will also provide opportunities for growth in tourism and foster economic development.

Goal: Increase opportunities for recreation for all to have a greater quality of life, improve and maintain their health, and strengthen community ties.

Goal: Improve the affordability of the programs to ensure cost is not a barrier to participation in recreational opportunities in Montpelier.



Aspiration: Montpelier's aging population will have a thriving quality of life.

Goal: Maintain role of MSAC as an advocate for and resource to the aging community in Montpelier.

Goal: Improve the governance and administration of MSAC services to create effective relationships among partners, City Council, other departments, staff, and volunteers.

Goal: Increase the level of food security in the community.

Goal: Maintain support for healthy aging for adults, especially those living at home.

Goal: Increase socialization and engagement opportunities across generations.

Goal: Maintain support for programs to allow independence for the aging population.

Goal: Improve financial security of MSAC through traditional and non-traditional funding sources.

Goal: Maintain existing facilities while investigating opportunities for a larger facility.



Aspiration: The City will provide burial and service needs while enhancing the natural environment within the Green Mount Cemetery.

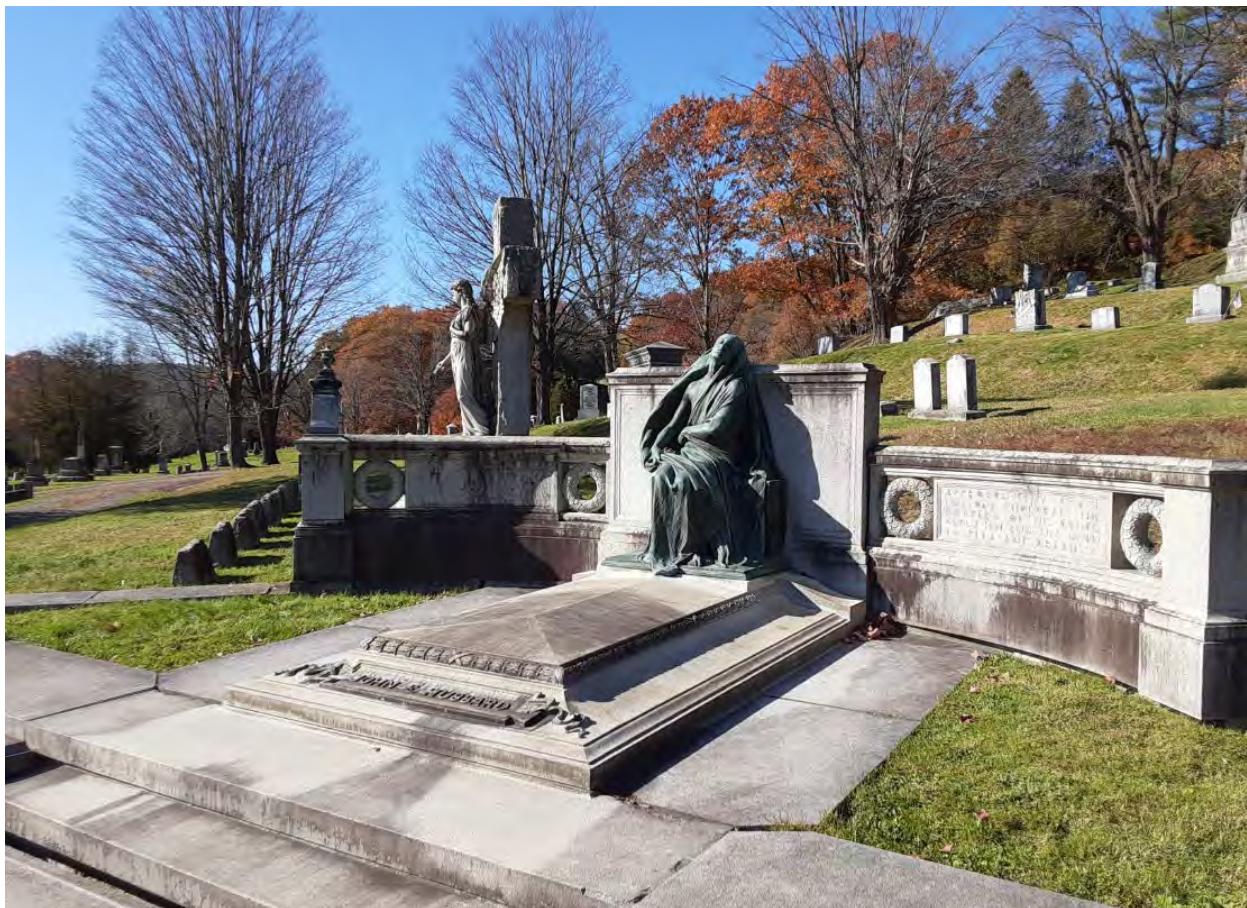
Goal: Continue to provide a variety of burial options and services that meet family needs.

Goal: Continue to advance environmental stewardship practices.

Goal: Maintain the cemetery grounds and improve some related facilities.

Goal: Continue to meet the financial status of the Perpetual Care Fund.

Goal: Increase visibility of the cemetery in order to increase tourism.



Aspiration: Montpelier will be a partner in ending homelessness in Central Vermont by A) working to prevent homelessness through a better understanding the root causes of homelessness and supporting programs that reduce this outcome; B) establishing policies and programs that ensure homeless persons have the opportunity to meet their daily needs with dignity and respect; and C) supporting partners who provide emergency housing and transitional support to help the homeless secure shelter.

Goal: Improve services that provide assistance to individuals and families before they become homeless.

Goal: Improve facilities and services that provide for the daily needs of individuals and families who are experiencing homelessness.

Goal: Increase support for our partners that provide emergency and temporary housing to individuals and families who are experiencing homelessness as well as services to help secure long-term shelter.



Aspiration: Montpelier will reduce community-based conflicts by helping neighbors work through problems and find solutions to conflicts through mediation as well as community education and dialogue.

Goal: Continue to provide community-based conflict assistance to residents of the City of Montpelier.



Aspiration: Montpelier will have the availability of safe and affordable child care for the residents and employees of the City including after-school and summertime opportunities.

Goal: Continue to provide child care services to residents and employees in Montpelier and expand those services where appropriate to meet demands that the market is unable to provide.

Goal: Maintain and expand programs to assist child care providers in starting and continuing to provide services in the City of Montpelier.



Implementation Summary, continued

This chapter has many strategies because the various community services have such different objectives. Looking at each of the 46 strategies, a few themes emerge:

- The park's strategies focus on the development and maintenance of a system based upon the Greenprint Plan. There are also a number of strategies on developing new plans to expand and connect the existing trail networks to regional and statewide trail systems.
- The recreation goals will be implemented by continuing and expanding the various recreational programs that the City offers while studying options for new facilities. The two primary questions for this plan involve exploring opportunities at the Country Club Road Site and deciding what should happen with the existing recreation building on Barre Street.
- MSAC has many programs related to the health and well-being of seniors that they wish to continue. They also are looking to expand some programs including the FEAST Farm and meals on wheels.
- The strategies for Green Mount Cemetery and other cemeteries in the city will focus on services and environmental goals including policies and programs on burial options as well as policies on mowing.
- Services for the homeless are a relatively new set of goals and strategies therefore many are new ideas and efforts. The first focus is on trying to provide for basic needs such as day and overnight shelters, public restrooms, peer outreach workers, and emergency housing programs. Some key elements that would follow would be providing funding to partners who help with homelessness prevention services, housing hub services to bring service providers to the homeless to help them navigate the benefit systems, and then plans for a more permanent shelter.
- The conflict assistance services are a singular program provided by the Community Justice Center that should be continued to provide citizens access to conflict resolution professionals who offer free coaching, reflective listening, mediation, and/or facilitation of dialogue to help lead to resolution by agreement.
- Child care is a service provided by both the private market and city government. The City provides a variety of services such as summer day camps as well as after school programs. Perhaps in the future the City will also provide early childhood care services. They try to partner with other child care providers to fill the gaps that may exist in private service provider schedules. The City also supports the growth of private childcare businesses through tax stabilizations and flexible permitting, and they would like to add some revolving loan money to help with expansions and startups.

View the full Implementation Strategy below:

Parks

Recreation

Senior Center (MSAC)

Cemeteries

Homelessness

Child Care & Conflict Assistance

Who's Involved?

Who is responsible for supporting the City of Montpelier's community services plan?

A majority of the community services are facilitated by the different divisions of the Community Services Department. That includes the Parks Department, Recreation Department, and the Montpelier Senior Activity Center (MSAC). The Green Mount Cemetery remains a separate department due to their unique organizational structure. Each of these has a Committee or Commission to provide policy recommendations including the Parks Commission (elected), Recreation Board, MSAC Board, and Cemetery Commission (elected).

The Homelessness Task Force is a board appointed by the City Council and staffed by the City Manager's office. The Montpelier Homelessness Task Force has been charged with updating the Council on the following:

- Creative, collaboratively developed short-term ideas and/or solutions to improve conditions for people experiencing homelessness
- Policy recommendations and concrete ideas for longer-term structural and systems improvement that the City could implement, along with a preliminary budget and timeline for duration of work and implementation

The Montpelier Community Justice Center has staff who are training in conflict resolution and provide that assistance and training.

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Community Services

Implementation Plan

Parks

Group A - Aspirations & Goals

Montpelier's parks are a vibrant part of everyday life. All residents are within a 10 minute walk of a neighborhood park or playground, and within a 15 minute walk from a large natural area. A system of interconnected parks, trails, and greenways provide opportunities for people of all ages and abilities to move throughout the city on safe routes, recreate outdoors, connect people with regional transportation networks, and facilitate habitat connectivity.

- 1. Increase the size and connectivity of Montpelier's parks system consistent with the Greenprint and ensure that our parks system offers 4 season recreational opportunities.**
- 2. Improve the accessibility of Montpelier's Parks so that people of all ages and abilities can enjoy them.**
- 3. Develop rules, policies, and guiding documents necessary to protect the integrity, safety, and sustainability of Montpelier's Parks for current and future generations.**
- 4. Coordinate with regional partners to improve recreational connections in order to create a trail system that connects broadly throughout the region and state**

Strategies

PA.1: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elk's Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City is currently engaging in a planning initiative to develop a recreation plan for the Country Club Road (CCR) property where new facilities may be built to meet future demands for the various Community Services programs. This could include a community center with additional room for programs, space for a larger commercial kitchen (for FEAST), and room for both expanded child care and adult day care facilities.

Priority : High Implements Goal #A1, #B1, #C8, #G1, G2

Cost : High Responsible Party : Planning Department

PA.2: Develop a Funding Mechanism for the Greenprint and Conservation Goals

The City has a Greenprint to guide the strategic expansion of our parks and greenways. However, there is no funding mechanism in place to support this plan. With the help of a funding mechanism, funds could be on-hand to purchase property or easements when opportunities arise. The City also has a Conservation Fund to support conservation-related projects at the discretion of the Conservation Fund Board, which is made up of 2 members of the Conservation Commission and 2 members of the public. This Fund could be rolled into a Greenprint Fund that would be a collaboration between the Parks Commission, Conservation Commission, and City Council in order to better implement the City's Conservation goals.

Priority : High Implements Goal #A1, #A3

Cost : High Responsible Party : Parks & Trees Department

Program

PA.3: Amend and Improve the Greenprint Plan

Since 2008, the City has had a Greenprint to guide the development of a hub-and-spokes system of interconnected parks and greenways across public and private land. A revised plan is needed to:

1. Ensure locations of future parks and natural areas exist to meet access objectives (10- or 15-minute walks for residents).
2. Add river access and trails near water features.
3. Add more detail on park access from surrounding neighborhoods and improved bike/pedestrian access via existing roads.
4. Identify possible connectors via public right-of-ways (including paths that the public currently uses that may not be official easements), and work to establish permanent use of those corridors.
5. Ensure new natural resources identified as areas of high conservation value are considered for inclusion in future parks.

Priority : High Implements Goal #A1, #A2, #A3

Cost : Medium Responsible Party : Parks & Trees Department

Plan

PA.4: Continue Community-Building through Engagement with Park Program

Continue to develop meaningful ways for young people to work and volunteer in Montpelier's parks. Our parks have a long history of engaging people of all ages, but especially young people, in meaningful work and volunteer opportunities. Examples include the Montpelier Youth Conservation Corps, the Community-Based Learning program, DOL training program, and more. These opportunities provide mentorship, skill building, positive peer connections, a sense of place, and a reduced risk of negative behaviors such as substance use. Park programs complement others in the City (such as those run by the Rec Department and MSAC) to strengthen the social fabric of the community. This extra labor also helps the City with park maintenance and improvements. Parks staff should be maintained at a sufficient level to support these activities.

Priority : Medium Implements Goal #A1, #A2, #A3

Cost : Medium Responsible Party : Parks & Trees Department

Program

PA.5: Create a Management Plan for each of Montpelier's Parks

Develop and regularly update 10-year management plans for all parks to ensure the future of a variety of opportunities including walking paths, ski trails, river access, and mountain bike trails, and support the maintenance of a wide range of forests, meadows, and waterways. The management plans for all parks will identify sections for permanent protection as "wild" areas and to protect any irreplaceable features and natural communities within the City's Parks system. Plans will also propose improvements to existing parks that, wherever necessary, bring them up to a higher standard of quality. This may include improvements to access, connectivity to neighborhoods, improvements to facilities within the parks, and changes as recommended in the City's ADA Transition Plan. Existing plans include Blanchard Park (2021), Hubbard & North Branch Park (2023), and Stonewall Meadows (2025 in process).

Priority : High Implements Goal #A1, #A2, #A3

Cost : Low Responsible Party : Parks & Trees Department

Plan

PA.6: Amend and Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Regarding Parks, the regulations should be amended to require private connections to trails where a residential development abuts the trail system identified in the Greenprint. Where a future trail is anticipated in the Greenprint, the new residential development should reserve space for the future private connection to the City's trail network.

Priority : Medium Implements Goal #A1

Cost : Low Responsible Party : Planning Department

Permit

PA.7: Develop and Conduct Additional Recreation Studies

A variety of recreation developments need further study over the next 10 years. Examples include:

- Develop regional recreation plans and agreements to connect Montpelier's outdoor opportunities to neighboring towns, as well as our town forest, Wrightsville Reservoir, and CC Putnam State Forest in order to make a regional network that broadens opportunities for recreation.
- Study the economic impact of outdoor recreation in Montpelier and/or the region in order to guide development of recreation assets.
- Develop a more comprehensive recreation plan for the 800-acre Montpelier Town Forest in Berlin including connections to the towns of Berlin, Northfield, and adjacent state lands.

Priority : Low Implements Goal #A3, #A4

Cost : Medium Responsible Party : Parks & Trees Department

Plan

PA.8: Improve the Parks Communication and Outreach Program

Attract residents and visitors to our parks through improvements in communications, marketing, and community partnerships. Physical examples include maps, trail signs and kiosks. Digital examples include website improvements, regular social media communications, marketing videos, and online maps. Programming examples include existing events such as Enchanted Forest, Ice on Fire, and Parkapalooza, as well as programs with community partners such as the Conservation Commission and the North Branch Nature Center.

Priority : Low Implements Goal #A1, #A2, #A3

Cost : Low Responsible Party : Parks & Trees Department

Program



City of Montpelier vermont City Plan 2025

Community Services

Implementation Plan

Recreation

Group B - Aspirations & Goals

For all of Montpelier's residents to have a greater quality of life, betterment of health, and improved community ties through quality recreational programs that are safe and affordable. Recreation programs will also provide opportunities for growth in tourism and foster economic development.

- 1. Increase opportunities for recreation for all to have a greater quality of life, improve and maintain their health, and strengthen community ties.**
- 2. Improve the affordability of the programs to ensure cost is not a barrier to participation in recreational opportunities in Montpelier.**



Strategies

RC.1: Continue the Capital Improvement Program

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The CIP should also reflect the needs identified in the various Capital Needs Assessments of the various City facilities including recreation facilities. Of note is the renovation of the bathhouse at the community pool and the repair and revitalization of the Green Mount Cemetery Chapel and Vault.

Priority : High	Implements Goal #B1, #C8, #D3, #E2	Program
Cost : High	Responsible Party : Finance Department	

RC.2: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elk's Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City is currently engaging in a planning initiative to develop a recreation plan for the Country Club Road (CCR) property where new facilities may be built to meet future demands for the various Community Services programs. This could include a community center with additional room for programs, space for a larger commercial kitchen (for FEAST), and room for both expanded child care and adult day care facilities.

Priority : High	Implements Goal #A1, #B1, #C8, #G1, G2	Project
Cost : High	Responsible Party : Planning Department	

RC.3: Continue and Expand the Recreation Program

The recreation program is the foundation of the recreation department. The facilities and programs for adult and youth sports including pickle ball, basketball, tennis, swimming, baseball, softball, soccer, and much more. The program and sports are regularly reviewed for changes in community preference such as a desire for more pickleball and need for a new skate park. The department should have a wide variety of programs to provide opportunities for persons of all ages, genders, and physical abilities. The department should also continue events that draw people from around the region and state such as the Statehouse lawn during the winter.

Priority : High	Implements Goal #B1	Program
Cost : Medium	Responsible Party : Recreation Department	

RC.4: Continue the Recreation Events and Tourism Program

The City should continue to regularly host community events such as the Annual Egg Hunt in the spring, the parent-child dance, and the ski and skate swap. This should also include the continuation of spectator events such as hosting the Mountaineers games at the Recreation Fields.

Priority : High	Implements Goal #B1	Program
Cost : Medium	Responsible Party : Recreation Department	

RC.5: Continue the Recreation Communication Program

The Recreation Department should continue to have a strong communication program on many platforms to advertise upcoming recreation opportunities, advertise for seasonal positions, and to take public suggestions to improve recreational opportunities. This is especially critical in the development of the Country Club Road Project as recreation is a cornerstone of that project and could include new opportunities such as a climbing wall, pump track, and disc golf as well as additional indoor and outdoor options.

Priority : Medium	Implements Goal #B1	Program
Cost : Medium	Responsible Party : Recreation Department	

RC.6: Develop a Barre Street Recreation Facility Plan

Once the recreation portions of the 203 Country Club Road project are completed the City will need to address the old facility on Barre Street. That facility will need \$6M to remediate hazardous materials and make it accessible for ADA. As a result a plan will be needed to decide what to do with the facility once the Country Club project is completed.

Priority : Medium	Implements Goal #B1	Plan
Cost : Medium	Responsible Party : Sustainability & Facilities Coordinator	

RC.7: Conduct a Fee Schedule Study

The Recreation Department will study and implement a new fee structure to ensure cost is not a barrier to participation in recreational opportunities in Montpelier.

Priority : Medium	Implements Goal #B2	Project
Cost : Low	Responsible Party : Recreation Department	



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Community Services

Implementation Plan

Senior Center

Group C - Aspirations & Goals

Montpelier's aging population will have a thriving quality of life.

- Maintain the role of MSAC as an advocate for and resource to the aging community in Montpelier.**
- Improve the governance and administration of MSAC services to create effective relationships among partners, City Council, other departments, staff, and volunteers.**
- Increase the level of food security in the community.**
- Maintain support for healthy aging for adults, especially those living at home.**
- Increase socialization and engagement opportunities across generations.**
- Maintain support for programs to allow independence for the aging population.**
- Improve financial security of MSAC through traditional and non-traditional funding sources.**
- Maintain existing facilities while investigating opportunities for a larger facility.**

SC.1: Continue the Capital Improvement Program

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The CIP should also reflect the needs identified in the various Capital Needs Assessments of the various City facilities including MSAC facilities. Of note is the potential for investigating opportunities for a larger facility.

Priority : High	Implements Goal #B1, #C8, #D3, #E2	Program
Cost : High	Responsible Party : Finance Department	

SC.2: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elk's Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City is currently engaging in a planning initiative to develop a recreation master plan for the Country Club Road (CCR) property where new facilities may be built to meet future demands for the various Community Services programs. This could include a community center with additional room for programs, space for a larger commercial kitchen (for FEAST), and room for both expanded child care and adult day care facilities.

Priority : High	Implements Goal #A1, #B1, #C8, #G1, G2	Project
Cost : High	Responsible Party : Planning Department	

Strategies

SC.3: Continue the MSAC Communications and Outreach Program

MSAC should serve as the clearinghouse of information for aging adults. The Communication Program should be regularly broadcasting important information to the community while being available to hear from them about concerns and needs. MSAC can be a resource for information for how to make Montpelier more inclusive for all aging adults.

Priority : High	Implements Goal #C1	Program
Cost : Low	Responsible Party : MSAC	

SC.4: Expand the Socialization and Engagement Program

Expand programs that help members engage with the community including multigenerational opportunities. This could include exploring opportunities for arts and humanities experiences through trips, potlucks, and other collaboration across the city.

Priority : High	Implements Goal #C5	Program
Cost : Low	Responsible Party : MSAC	

SC.5: Continue the Health & Wellness Program

Continue offering movement/exercise classes, nutrition and wellness classes, foot care clinics and other health and wellness programs to improve the lives of the MSAC community.

Priority : High	Implements Goal #C4	Program
Cost : Low	Responsible Party : MSAC	

SC.6: Continue the MSAC Staff Training Program

Continue to expand staff training to include additional guidance regarding accessible inclusion, diversity, equity, leadership, and conflict management tools.

Priority : High	Implements Goal #C2	Program
Cost : Low	Responsible Party : MSAC	

SC.7: Adopt an Age-Friendly Policy

The City should adopt a policy that all decisions shall consider the impacts upon aging adults in all facilities and services and strive for universal accessibility through inclusive and responsive design.

Priority : High	Implements Goal #C1	Policy
Cost : Low	Responsible Party : MSAC	

SC.8: Continue to Offer Programs that Support Personal Independence

MSAC should continue to provide services that help people remain living independently and to age-in-place. These services include free annual tax payer assistance, MSAC at home to help with repairs, and other resources.

Priority : Medium	Implements Goal #C6	Program
Cost : Medium	Responsible Party : MSAC	

SC.9: Pursue NCOA Accreditation

Achieve accreditation for the Senior Center through the National Council On Aging (NCOA) through the completion of the nine standards of excellence for senior center operations. This includes maintaining a governance structure that creates effective relationships with partners, staff, Council, and the community.

Priority : Medium	Implements Goal #C2	Program
Cost : Medium	Responsible Party : MSAC	

SC.10: Expand the FEAST Farm Program

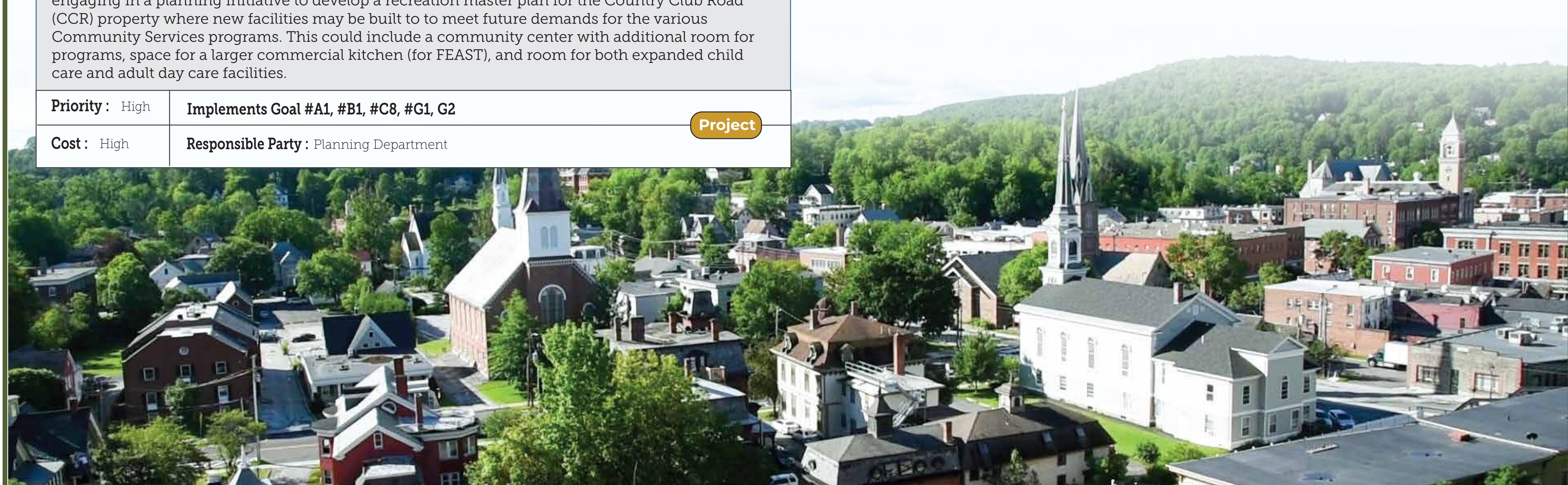
The FEAST Farm currently operates out of a property at the Country Club Road site and is run by volunteers and staff in the Parks Department. Much of the food is used by MSAC for their FEAST meals program. MSAC should continue to work with Parks to expand the FEAST Farm (increase the amount of produce going to the Feast program).

Priority : Medium	Implements Goal #C3	Program
Cost : Medium	Responsible Party : Parks & Trees Department	

SC.11: Conduct a Membership Structure and Fee Study

MSAC should investigate a new membership structure to better integrate with the rest of Community Services. This would allow a more seamless membership and fees across MSAC, Recreation, and Parks. Between all of Community Services the goal is that any new fee structure should ensure cost is not a barrier to participation. This could be achieved through a multi-tiered fee structure or through scholarships.

Priority : Low	Implements Goal #C7	Plan
Cost : Medium	Responsible Party : MSAC	



City of Montpelier vermont City Plan 2025

Community Services

Implementation Plan

Cemetery

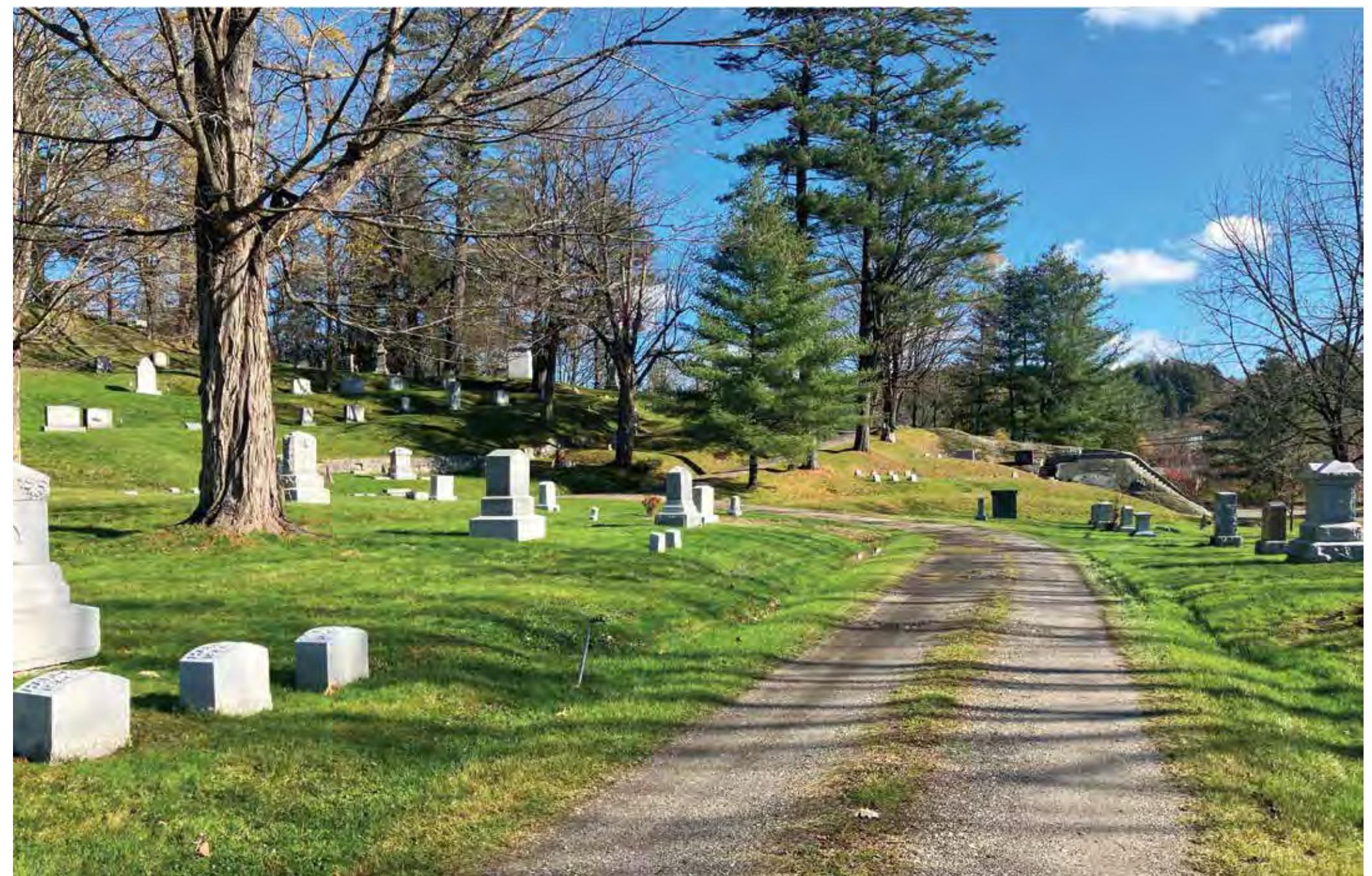
Group D - Aspirations & Goals

The City will provide burial and service needs while enhancing the natural environment within the Green Mount Cemetery.

1. Continue to provide a variety of burial options and services that meet family needs.
2. Continue to advance environmental stewardship practices.
3. Maintain the cemetery grounds and improve some related facilities.
4. Continue to meet the financial status of the Perpetual Care Fund.
5. Increase visibility of the cemetery in order to increase tourism.



Strategies



CE.1: Continue the Capital Improvement Program

The Capital Improvement Program (CIP) is a tool to forecast and budget for proper spending on maintenance and improvement on buildings and infrastructure. The City reviews its CIP annually to develop annual work plans based on funding and to project future projects. The CIP should also reflect the needs identified in the various Capital Needs Assessments of the various City facilities including cemetery facilities. Of note is the renovation of the bathhouse at the community pool and the repair and revitalization of the Green Mount Cemetery Chapel and Vault.

Priority : High	Implements Goal #B1, #C8, #D3, #E2	Program
Cost : High	Responsible Party : Finance Department	

CE.2: Continue to Adopt Burial Best Practices

The Green Mount Cemetery offers a variety of burial and service options to meet the religious, cultural, and personal wishes of the deceased and their families. This includes recent changes to allow natural burials consistent with best practices. The program also continues to focus on prioritizing meeting the family's needs throughout the process.

Priority : High	Implements Goal #D1	Program
Cost : Medium	Responsible Party : Cemetery Director	

CE.3: Improve and Continue the Community Partnership Program

The Green Mount Cemetery operates well through the effort of many individuals and organizations. Building and maintaining these relationships is critical to its future. This includes the continued partnership with the Northeast Correctional Complex for maintenance of the grounds. This voluntary program allows people who are currently incarcerated to learn work skills, earn some money, and get outside of the prison for a period of time while helping the cemetery with needed mowing and trimming work. The Cemetery also maintains partnerships with other localities who support each other with burial and services. The cemetery would like to add a new partner by creating a Friends of the Green Mount Cemetery for volunteers, maintenance, fundraising, and other activities.

Priority : Medium	Implements Goal #D4	Program
Cost : Medium	Responsible Party : Cemetery Director	

CE.4: Create a Perpetual Care Fund Financial Plan

Continue yearly planning to increase the reserves in the Perpetual Care Fund. Continue to review and revise the investment policy.

Priority : Medium	Implements Goal #D3	Plan
Cost : Medium	Responsible Party : Cemetery Director	

CE.5: Continue the Mowing Program

The mowing program will continue to focus on environmental stewardship including continuing to construct pollinator gardens in the non-mowed burial lots and developing and using green mowing practices. The mowing program should also minimize disruption visitors to the cemetery by monitoring high volume visiting days and adjusting mowing schedules accordingly.

Priority : Medium	Implements Goal #D2	Program
Cost : Medium	Responsible Party : Cemetery Director	

CE.6: Establish an Outreach Program

The Cemetery Commission and staff will build on existing outreach efforts to create a program to coordinate and sponsor events and materials to attract visitors to the Green Mount and Elm Street Cemeteries. This includes guided tours, self-guided walking tours, establishing historical markers, and other marketing materials.

Priority : Medium	Implements Goal #D5	Program
Cost : Low	Responsible Party : Cemetery Director	



City of Montpelier vermont

City Plan 2025

Community Services

Implementation Plan

Homelessness

Group E - Aspirations & Goals

Montpelier will be a partner in ending homelessness in Central Vermont by:

- A) working to prevent homelessness through a better understanding the root causes of homelessness and supporting programs that reduce this outcome;**
- B) establishing policies and programs that ensure homeless persons have the opportunity to meet their daily needs with dignity and respect; and**
- C) supporting partners who provide emergency housing and transitional support to help the homeless secure shelter.**

- 1. Improve services that provide assistance to individuals and families before they become homeless.**
- 2. Improve facilities and services that provide for the daily needs of individuals and families who are experiencing homelessness.**
- 3. Increase support for our partners that provide emergency and temporary housing to individuals and families who are experiencing homelessness as well as services to help secure long-term shelter.**

HM.1: Create a Public Education Program

A systematic public information campaign is needed to increase the knowledge of Montpelier residents about housing instability and the issues faced by individuals unhoused in our community. This is vital to help ensure continued support for mitigation efforts by building understanding, empathy, and knowledge in the community.

Priority : Low Implements Goal #E2, #E3

Cost : Medium Responsible Party : City Manager

HM.2: Develop a Plan to Identify and Support Location(s) for Unsheltered Individuals to Congregate During the Day and to Camp at Night

Conflicts have occurred over the past few years with certain unhoused persons and their interactions with the broader public. This has led to sections of the bike path being unsafe and the unhoused being moved along without any approved area where they can congregate during the day. There are also no approved camping locations within the city where persons can set up temporary shelter during the night. This results in individuals being continually moved out of places without an approved alternative. A plan is needed to identify such places and to secure funding to support them.

Priority : Medium Implements Goal #E2

Cost : Medium Responsible Party : City Manager's Office

Strategies

HM.3: Amend the Overnight-Overflow Shelter Plan and Program

For a number of years the City has supported Good Samaritan Haven in its operation of an overflow shelter in Montpelier. Most recently this was housed at the Country Club Road Site as a long-term temporary location. The City would now like to find a more permanent location which meets all health and safety requirements so a planning effort is underway to identify a place to house it. Once found, the city intends to continue to support Good Samaritan's operation of the facility.

Priority : High Implements Goal #E2, #E3

Cost : High Responsible Party : City Manager

Program

HM.4: Continue the Public Restroom Project

While the City has a number of restroom facilities available throughout the day, the need for another public restroom has been indentified as a need and a committee appointed to find a location. This public restroom may ultimately be associated with a homeless emergency/day shelter which could also provide shower facilities but this new restroom is intended for more than the homeless so there may eventually be both a new restroom as well as a new shelter facility.

Priority : High Implements Goal #E2, #E3

Cost : High Responsible Party : City Manager

Project

HM.5: Continue and Improve the Public Restroom Program

There are a number of public restrooms in the downtown area but not all are available 24 hours a day or located conveniently to someone who may be homeless. The City can play a positive role in providing dignity to those that are homeless by have multiple opportunities for restrooms throughout the downtown that are avaialble throughout the day and night. Clearly not every facility can be open all the time but ensuring many are open during the day and at least some are open at night is important.

Priority : High Implements Goal #E2

Cost : Medium Responsible Party : City Manager

Program

HM.6: Continue to Administer the Encampment Policy

In 2021 the City adopted an encampment policy to provide guidance on homeless encampments. In the policy, the City of Montpelier and its staff shall take a general non-involvement approach to anyone found emergency sleeping at camp sites, with the particular lens of not criminalizing people creating shelter due to a lack of housing. Staff will intervene and ask encampments to relocate if they are found in "high-sensitivity areas" meeting specific health and safety criteria as outlined in the policy.

Priority : High Implements Goal #E2

Cost : Low Responsible Party : City Manager

Policy

HM.7: Continue the Peer Outreach Worker Program

The City currently provides funding to Good Samaritan Haven to fund a peer outreach worker for Barre and Montpelier. Peer support workers are an important part of Montpelier's responce to homelessness as they work towards assisting those in the Montpelier area who are experiencing homelessness in facing housing, safety, health and other challenges.

Priority : High Implements Goal #E2

Cost : Medium Responsible Party : City Manager

Program

HM.8: Develop a New Day Shelter Project

The Day Shelter Project will provide indoor and/or outdoor space for the homeless population to safely and legally reside. It would be managed by a partner but it may ultimately end up in a facility owned by the city. The day shelter may or may not end up as part of a larger single facility that includes public restrooms, showers, emergency/overnight shelter, and housing hub.

Priority : Medium Implements Goal #E2, #E3

Cost : High Responsible Party : City Manager

Project

HM.9: Continue to Fund the Emergency Hotel/Motel Room Program

The City currently provides funding to Good Samaritan Haven to provide emergency shelter for individuals and families in cases where State General Assistance is unavailable. At current funding levels there are 80 nights of funding annually so it is generally used in very short term emergency shelter situations.

Priority : Medium Implements Goal #E2

Cost : Medium Responsible Party : City Manager

Program

HM.10: Support Homelessness Prevention Services

For a number of years the City has supported Good Samaritan Haven in its operation of an overflow shelter in Montpelier. Most recently this was housed in Christ Church but it was under a temporary variance issued by the Division of Fire Safety due to a lack of sprinklers in the building. Now Christ Church has said they are not interested in hosting the shelter so the City and Good Samaritan Haven will need to find a new location. The City would now like to find a more permanent location which meets all health and safety requirements so a planning effort is underway to identify a place to house it. Once found, the city intends to continue to support Good Samaritan's operation of the facility.

Priority : Medium Implements Goal #E1

Cost : Medium Responsible Party : City Manager

Policy

HM.11: Create a Housing Hub Program

There are many root causes of homelessness from economic (losing a job or rents increasing beyond someone's ability to pay) to divorce/break up to untreated mental health conditions to substance abuse and more. To help indivuals and families escape homelessness they need a wide variety of service and many cannot easily move around the county to get services that are spread out across the two cities and multiple towns. A service hub (Housing Hub) has been proposed to bring those services to the homeless living in Montpelier by setting up a single place where providers can set up an office to meet directly with them. This also provides opportunities to coordinate services across partner organizations where someone may need additional help. Similar to other programs proposed, it is expected that the housing hub will be co-located within the day shelter, overnight-overflow shelter, and 24 hour bathrooms but in the short term it may be located in a separate building until a more permanent location is built.

Priority : Low Implements Goal #E3

Cost : High Responsible Party : City Manager

Program



City of Montpelier vermont City Plan 2025

Community Services

Implementation Plan

Conflict Assistance

Group F - Aspirations & Goals

Montpelier will reduce community-based conflicts by helping neighbors work through problems and find solutions to conflicts through mediation as well as community education and dialogue.

1. Continue to provide community-based conflict assistance to residents of the City of Montpelier.

Strategies

CA.1: Continue the Conflict Assistance Program

The Conflict Assistance Program is a prevention program that helps community members resolve conflict, restore relations, and decrease the likelihood of disputes escalating into criminal acts. It gives citizens access to a conflict resolution professional who offers free coaching, reflective listening, mediation, and/or facilitation of dialogue to help lead to resolution by agreement. The staff at the Community Justice Center are trained in mediation and provide this service to the residents of Montpelier free of charge.

Priority : High	Implements Goal #F1	Program
Cost : Medium	Responsible Party : Community Justice Center	



Child Care

Group G - Aspirations & Goals

Montpelier will have the availability of safe and affordable child care for the residents and employees of the City including after-school and summertime opportunities.

1. Continue to provide child care services to residents and employees in Montpelier and expand those services where appropriate to meet demands that the market is unable to provide.
2. Maintain and expand programs to assist child care providers in starting and continuing to provide services in the City of Montpelier.

Strategies

CC.1: Create A Child Care Action Plan

Create a comprehensive action plan to expand child care availability in Montpelier. Collaborate with city officials, state agencies, and private landlords to identify and repurpose underutilized spaces for new child care facilities. Ensure that child care is incorporated as a key feature in future city-sponsored development projects, such as the Country Club Road initiative. Pursue grant opportunities to support the training of new child care providers and the growth of existing child care services.

Priority : High	Implements Goal #G2	Plan
Cost : Medium	Responsible Party : City Manager	

CC.2: Continue and Expand the City Child Care Initiative

This is an initiative with a wide variety of services from afterschool programs to summer day camps to, perhaps in the future, early childhood care services. While there are many private child care providers, the need far outstrips the supply and the high cost of child care can exceed someone's ability to pay. Child care is critical for parents to allow them to work and continue to build their careers. The City has tried to step in to fill the gaps in the hard to manage or very expensive aspects of child care services. While the City continues to look to partner with private and non-profit providers, their will likely always be a place for city services to help cover the gaps.

Priority : High	Implements Goal #G1	Program
Cost : High	Responsible Party : Recreation Department	

CC.3: Continue the Montpelier Economic Development Revolving Loan Fund

The City has some remaining funds in an economic development RLF but those funds lack any guidelines for the development of program that could use them. An evaluation of the amount of resources and a prioritization of where these funds should be invested is something that should be considered. Programs to assist child care providers are strongly encouraged.

Priority : High	Implements Goal #G2	Program
Cost : Medium	Responsible Party : Planning Department	

CC.4: Continue to Implement the Country Club Road Actionable Plan

In 2022 the City purchased the 138 acre former Elk's Club Golf Course for purposes of promoting housing development and to build a new recreation and community center. The City is currently engaging in a planning initiative to develop a recreation master plan for the Country Club Road (CCR) property where new facilities may be built to meet future demands for the various Community Services programs. This could include a community center with additional room for programs, space for a larger commercial kitchen (for FEAST), and room for both expanded child care and adult day care facilities.

Priority : High	Implements Goal #A1, #B1, #C8, #G1, G2	Project
Cost : High	Responsible Party : Planning Department	

CC.5: Continue to Administer the Unified Development Regulations (Zoning Bylaws)

The zoning bylaws regulate how land and buildings can be used and altered. Broadly, they help communities protect the environment and limit impacts on neighborhood, public services, and infrastructure. Projects involving child care facilities have special rules and distinguish between registered and licensed facilities. Registered facilities are permitted uses throughout the city and licensed are allowed everywhere but are conditional uses in some residential areas due to potential traffic and noise concerns.

Priority : High	Implements Goal #G1, #G2	Permit
Cost : Low	Responsible Party : Planning Department	

CC.6: Continue Support for the Basement Teen Center Program

The City provides funding and space in the basement of City Hall to the Washington County Youth Services Bureau for the Basement Teen Center (BTC). BTC is a supervised, safe space for teens which offers leadership opportunities and high quality programming to the youth that it serves.

Priority : Medium	Implements Goal #G2	Program
Cost : Low	Responsible Party : Recreation Department	

CC.7: Continue the Tax Stabilization Program

The Tax Stabilization Program is an economic development program where the City enters into agreements with industrial, commercial or commercial residential project to provide some property tax relief for developers who propose projects that achieve specific goals. The City should continue to provide these incentives and should also review, and if appropriate, provide recommendations to increase incentives to commercial projects. Child care and commercial housing projects should be given special considerations under the rules.

Priority : High	Implements Goal #G2	Program
Cost : Medium	Responsible Party : Planning Department	

Additional Resources

Explore the links below to review plans, reports, and studies

Full Archival PDF

General

[Required Report for City Plan 2025 adoption](#)

[Country Club Road Site Actionable Plan \(with addendum\)](#)

[Capital District Master Plan](#)

1. Land Use

[Designations Analysis](#)

[Unified Development Regulations](#)

2. Housing

[Vermont Housing Needs Assessment](#)

[HousingData.org](#)

3. Utilities & Facilities

[Stormwater Master Plan](#)

4. Economic Development

[Economic Development Strategic Plan](#)

5. Resilience

[Local Hazard Mitigation Plan \(2023\)](#)

[MAPLE Plan \(2025\)](#)

[River Hazard Area Regulations](#)

6. Historic Resources

[National Register of Historic Places - Downtown Montpelier update \(2017\)](#)

[Montpelier Design Review Guidelines](#)

7. Energy

[Net Zero Energy Action Plan \(2021\)](#)

8. Arts & Culture

[Public Art Master Plan](#)

9. Transportation

[Complete Streets Master Plan](#)

[Montpelier in Motion Plan](#)

[Downtown Streetscape Master Plan](#)

10. Natural Resources

[Natural Resources Inventory Map](#)

[Greenprint Plan \(2008\)](#)

[Montpelier Natural Communities Inventory](#)

12. Community Services

[Barre Street Recreation Center assessment](#)

Contact Information

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Created for the City of Montpelier by SE Group.