

VLCT NEWS

A PUBLICATION OF THE VERMONT LEAGUE OF CITIES & TOWNS

SERVING AND STRENGTHENING VERMONT LOCAL GOVERNMENTS

August/September 2005

TOWN FAIR 2005 IS JUST AROUND THE CORNER

VLCT's annual conference, meeting, and trade show return to the Killington Resort and Conference Center on September 14 after two years at the Barre Municipal Civic Center.

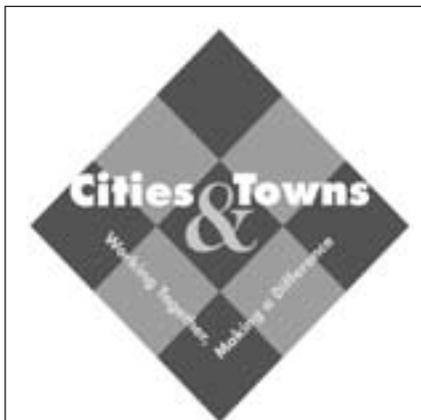
In planning the 2005 Fair for Killington and the 2006 Fair for Barre, the VLCT Board of Directors hopes to reach out to members in both the northern and southern parts of the state. In addition to its more southern location, the Killington Resort offers very comfortable meeting, dining and exhibit spaces, all in a stunning natural setting high in the Green Mountains.

With the Killington location come a

few changes for Town Fair 2005. Most significant is the Fair's return to a one-day

format. Wednesday, September 14 will be a day full of meetings, workshops, and exhibits, highlighted by a delicious turkey dinner and awards celebration at mid-day. There is fun, too, as the luncheon dessert will be served in the Snowshed Exhibit Hall while the VLCT \$100 cash raffles and the vendors' raffles take place. Of course, our traditional Conversation Corner, newly dubbed the Conversation Café to better reflect its delicious offerings, will also greet Town Fair attendees

(Continued on next page)



The 2005 Town Fair theme celebrates the fact that Vermont's 246 cities and towns are working together – through VLCT and directly with each other – to provide quality services and programs to Vermont citizens. Every city and town in Vermont is a member of VLCT; with our 27 associate member villages, we are the voice of municipal government in Vermont.

VLCT PACIF – INTEGRATING WELLNESS AND LOSS CONTROL UNIQUE PROGRAM RECEIVES NATIONAL ATTENTION

VLCT's safety and health promotion program was recently featured at the annual conference of the National League of Cities Risk Information Sharing Consortium (NLC-RISC). Brian FitzPatrick, VLCT Manager, Safety and Health Promotion, attended the conference for municipal league intergovernmental risk-sharing pools (of which PACIF is one) and presented a program on PACIF's approach to loss control and wellness.

NLC-RISC has 34 state municipal league members from around the country, all involved in providing liability/property, workers' compensation, and/or health benefit pools and programs to their municipal members.

What brought VLCT PACIF's programs to the attention of NLC-RISC? "Here at VLCT," FitzPatrick explained, "we are trying to blur the lines between traditional loss control and wellness efforts." To do this, FitzPatrick, who came to VLCT from the Maine Municipal Association in 2001, draws

(Continued on Page Twelve)

TOWN FAIR QUILT PROJECT UPDATE

Here are just a few of the beautiful quilt squares VLCT has received for our Town Fair Quilt Project. We will start stitching the squares together around August 5. Please send your squares in

by then. (Squares received later may not make the Town Fair display.) Send your 10"x10" square, with an 8"x8" design to VLCT today! For more information, see the June or July VLCT News.



INSIDE THIS ISSUE...

Legal and Regulatory Notes	4
Ask the League	6
2006 Municipal Policy	8
2005 Town Fair Exhibitors	10
Group Services Comm. Ctr.	12
Tech Check	15
Urban/Community Forestry	18
Book Review	19
Classifieds	23
Calendar	24



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TOWN FAIR -

(Continued from Page One)

throughout the morning with a continental breakfast and plenty of room to visit with your colleagues from around the state.

The change to Town Fair's one-day format was precipitated by the Snowplow Rally's move from its traditional Town Fair fall date to earlier in the year. The Vermont Municipal Highway Association held the Rally in May, to allow the winners more time to prepare for the national snowplow driver competition in the fall, and to guarantee a little warmer weather for all the drivers. While we will miss the Rally this year, we wish the 2005 winners good luck as they prepare for the national competition.

If you do come to the Fair a day early, to set up exhibit booths and/or attend the Local Government Dinner on Tuesday evening September 13, you will find that the VLCT Municipal Golf Tournament has returned to our schedule. It will happen Tuesday, September 13, beginning at 9:30 a.m. at the Killington Golf Resort. Tuesday evening's Local Government Dinner starts with a social hour from 6-7 p.m., and is followed by a dinner honoring those who will receive awards from VLCT the following day.

VLCT members received a mailing in early July with all the registration forms and information needed to sign up for Town Fair. These forms are available on the VLCT Web site as well, at <http://www.vlct.org/townfair.cfm>. Included with the registration

forms was a description of Town Fair's workshops and meetings. Workshops cover topics as diverse as conducting background checks to making your job easier and more enjoyable. Not surprisingly, health care is also well represented among the workshop topics: new state health care legislation, health savings accounts, and SmartMeds, a program designed to lower prescription drug costs. Public safety is also a dominant theme, with the aforementioned background checks session, a public safety round-table, a Vermont Association of Chiefs of Police workshop on corrections legislation, and, finally, the Police Chiefs Association meeting. The Vermont Constables Association has also scheduled a full day of four workshops on various topics.

Last, but not at all least, are the annual meetings of VLCT, VLCT Property and Casualty Intermunicipal Fund (PACIF), and VLCT Unemployment Trust. If you are a member of VLCT PACIF or the Unemployment Trust, please plan to stop by and hear about your Trusts' work. VLCT member municipalities may each send one voting delegate to the VLCT Annual Meeting to do the important work of approving VLCT's legislative platform for 2006 and electing board members and officers to run VLCT in the upcoming year.

Wednesday, September 14 promises to be a great day for the over 800 people who typically attend Town Fair. We look forward to seeing you.

- Katherine Roe, VLCT Communications Coordinator

We're in your corner.

And we invite you to visit us in our corner at the 2005 Town Fair, **BOOTH #115**, (across from the Vermont League of Cities and Towns Booths) on Wednesday, September 14th at the Killington Resort Grand Hotel! Please mark your calendars to reserve the date!

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Another piece of framed Vermont artwork will be given away at our 3rd annual contest event. The winner of last year's contest was Henry Hinrichsen, the Barre Town Engineer! Congratulations!

- Water Supply
- Wastewater
- Stormwater
- Solid Waste
- Brownfields Redevelopment
- Environmental Assess. & Remediation
- ACT 250 Permitting
- Transportation
- Landscape Arch. & Master Planning





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LEGAL AND REGULATORY NOTES



EMINENT DOMAIN & ECONOMIC DEVELOPMENT; WATER SUPPLY RULES

U.S. SUPREME COURT APPROVES USE OF EMINENT DOMAIN FOR ECONOMIC DEVELOPMENT

The U.S. Supreme Court has ruled that the City of New London, Connecticut acted properly when it used eminent domain to take several private properties for a large-scale redevelopment of part of the City's waterfront. In doing so, the Court confirmed that local governments are permitted to take land for the purpose of economic development. *Kelo v. City of New London*, 545 U.S. ___ (2005).

During the 1990s, New London experienced extremely high unemployment and saw its population dwindle to its lowest level since 1920. These hard times were partly caused by the closure of the Naval Undersea Warfare Center at Fort Trumbull in 1996. In an attempt to revitalize the

City, increase employment and increase tax revenues, the New London Development Corporation (NLDC) put forward a plan to redevelop parts of Fort Trumbull and adjacent land. The plan called for the development of, among other things, a state park, a pedestrian walkway along the Thames River, new residences, a U.S. Coast Guard Museum, retail services, and a \$300 million research facility for the pharmaceutical company Pfizer. In all, the final plan would cover 90 acres of land, and require the acquisition of 115 privately owned parcels. After approving the plan, the City Council authorized NLDC to acquire the private land needed for the development through negotiations or, if necessary, eminent domain. After negotiating the purchase of numerous properties, nine landowners were unwilling to sell to NLDC. In response, NLDC exercised the power of eminent domain, delegated to it by the City, and initiated condemnation proceedings against the remaining properties.

The affected property owners filed suit, claiming, among other things, that the takings violated the fifth amendment of the U.S. Constitution which states "nor shall private property be taken for public use, without just compensation." The landowners asserted that because economic

development was not a "public use," the takings were not legal. Their argument centered on the fact that because some of the land would end up in private ownership, inaccessible to the public, the takings were carried out to benefit private interests rather than a "public use" as envisioned by the Constitution.

The City contended that because the Connecticut Legislature had determined that taking of land for economic development is a public purpose and because the taking of land, in this case, was reasonably necessary to achieve that purpose, the City, through NLDC, was warranted in using eminent domain. It argued that the courts should defer to the state legislature's judgment of what constitutes a public purpose.

In a 5-4 decision, the Court agreed with the City. In doing so, the Court expressed deference to states to determine what constitutes a public purpose. Citing the fact that economic development has long been a function of government, the Court determined that, in this case, economic development "unquestionably serves a public purpose." It based its reasoning on the fact that the City had gone through a deliberative process to develop a comprehensive plan for

(Continued on next page)

2005-6 MUNICIPAL CALENDAR AVAILABLE

All VLCT members recently received a copy of the *2005-6 Municipal Calendar* in the mail. The *Calendar*, which is generously underwritten by the Chittenden Bank, is a useful compendium of important dates relating to the annual local election and property appraisal and billing cycles. Other dates important to municipalities, such as state deadlines for remitting dog license fee surcharges, are also included.

Designed in a poster format, the *Calendar* can hang on the wall for easy reference throughout the year. Extra copies are available for a small fee; visit VLCT's on-line Bookstore at <http://www.vlct.org/bookstore/store/index.cfm> to order a copy.

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LEGAL/REG. NOTES -

(Continued from previous page)

redeveloping the area and had made use of a state statute which specifically authorized the taking of land for economic development purposes.

In response to the residents' argument that the project would primarily benefit private interests, the Court cited numerous cases where takings had substantial private benefits but were carried out for public purposes. The Court also pointed to the fact that while some of the land would end up in private hands, when viewed as a whole, the public benefit of the project outweighed the private benefits.

While this case confirms that the U.S. Constitution does not limit the power of states and municipalities to take land for the purpose of economic development, it also reiterates that states are free to enact more restrictive laws or constitutional provisions regarding the use of eminent domain. In Vermont - a Dillon's Rule state - municipalities only possess that authority which is specifically granted to them by the state legislature. Twenty-four V.S.A.

Ch. 85 grants municipalities the power to use eminent domain for urban renewal in blighted areas. It is important to note that the law prescribes a lengthy and complex process for using eminent domain for urban renewal purposes, including two votes of the town. The first vote would ask voters to designate certain areas as "blighted." 24 V.S.A. § 3206. This differs from Connecticut law because Connecticut does not require affected properties to be blighted.

For the full text of the *Kelo* opinion, visit <http://www.supremecourtus.gov>.

- Will Flender, Law Clerk, VLCT
Municipal Assistance Center

WATER SUPPLY RULE AMENDMENTS ADOPTED

In April, a revised state water supply rule took effect. The original rule was a hefty one, so it is a relief to know that the revised rule does not constitute a complete rewrite. Nonetheless, there are parts of the revised rule, noted below, that will have an impact on municipalities.

- Requirements to notify the Water Supply Division immediately if a water system is

- broken into or threatened.
- Limits on uses of emergency sources.
- Amendments to the section regulating laboratories that may be used for maximum contaminant level (MCL) sampling required of public water systems.
- Makes radionuclide standard consistent with federal standards; federal standards adopted by reference.
- Adds requirements for continuous disinfection for non-transient, non-community systems.
- Provides for a "composite correction program" and allows public water systems to eliminate cross connections.
- Adds requirements for sewer line construction standards in source protection areas when the same entity owns both the water system and sewer lines.

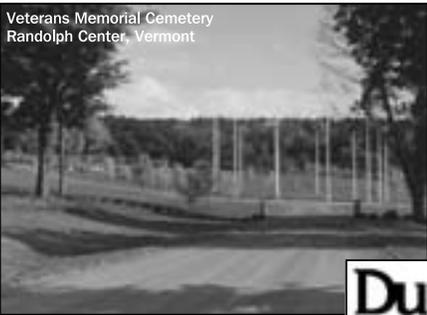
It is worth remembering the different kinds of water systems, according to the rule. A **public water system** serves 15 or more connections or 25 or more individuals. A **public community water system** serves residents year-round. Most municipally-owned systems are public community water systems. A **public non-community system** serves non-residential groups of people such as schools (which would be **public non-transient non-community systems** because they serve a regularly present population) and restaurants (**public transient non-community** because they serve users who change over time).

The new rule requires that all laboratories that analyze samples submitted by public water systems be certified by the Department of Health and subject to federal certification standards. The option of using a laboratory "acceptable to the Secretary" [of the Agency of Natural Resources (ANR)] is eliminated.

A water supplier shall now notify local law enforcement officials and the ANR Secretary immediately upon discovering a threat to water quality or quantity due to "vandalism, tampering, verbal or written threat or sabotage."

These are just a few of the changes. Copies of the rule and a table directing readers to all changes may be downloaded from the Water Supply Division's Web site, www.vermontdrinkingwater.org. To obtain a hard copy, phone the Division at 802/241-3400.

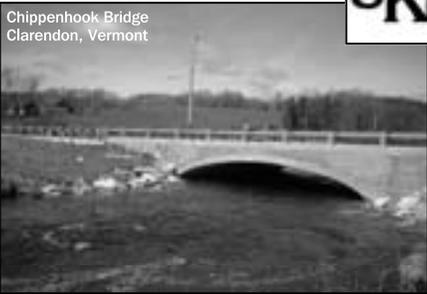
- Karen Horn, Director, VLCT Legislative and Membership Services



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ASK THE LEAGUE

BUDGET FLEXIBILITY; SCHOOL TAX COLLECTION; DISSOLUTION, CONSOLIDATION & MERGER

How much discretion do the town manager and selectboard have to deviate from the voter-approved annual town budget?

Generally, any municipal spending requires voter approval. Such authorization is usually obtained through the voters' approval of the town budget. However, the selectboard has some implicit discretion, by virtue of its responsibility for affairs of the town, to address those unanticipated circumstances that arise during the fiscal year by managing spending on individual budget line items within the overall amount approved by the voters. The discretion to manage the budget is, in some instances, limited by state statute. For example, highway fund moneys cannot be used for non-highway purposes (19 V.S.A. § 312), sinking fund moneys cannot be used for non-sinking fund purposes (24 V.S.A. § 1777), and reserve fund moneys can only be used for other purposes with voter approval (24 V.S.A. § 2804).

There is also some implied discretion afforded the selectboard to exceed the gross annual municipal budget. For example, the selectboard's obligation to keep local highways in good and sufficient repair during all seasons of the year may obligate it to expend more money during a fiscal year than has been appropriated by the voters for the highway budget. State law recognizes the inherent discretion of the selectboard in at least three indirect ways: First, there is no prohibition against municipal deficit spending in Vermont law. Second, in the event a deficit occurs, there is a statutory provision to cure the deficit either by a special tax approved by the voters or a mandatory deficit reduction tax imposed by the selectboard. 24 V.S.A. § 1523. Finally, the selectboard can draw orders on the treasurer, for which there are insufficient funds, and there is a process by which such orders, if not paid by the treasurer, will accrue interest. See 24 V.S.A. § 1576.

Notwithstanding its implied discretion, a selectboard that deviates from the approved

town budget (both between lines and within the total budget) is always subject to the wrath of the voters. As a practical matter, the greater the deviation from the approved budget, the more inclined the selectboard should be to seek voter approval for an expenditure. It should be remembered that the selectboard always has the ability to call a special town meeting to obtain approval from the voters. It should also be remembered that if the voters have amended a specific line item in a budget, they have sent a message to the selectboard about spending in that area. While the actual binding effect of the amendment may be debatable, the intention of the voters is not wisely ignored.

The relationship between the town manager and the selectboard is similar. The town manager is the general purchasing agent of the town, and, with some specific exceptions, the town manager has authority to "perform all the duties now conferred by law upon the selectboard." 24 V.S.A. §§ 1236(1)(3). The town manager also has those specific responsibilities set out in the statute. From this, the manager would appear to hold some measure of the same inherent discretion enjoyed by the selectboard in managing spending on individual budget line items within the overall amount approved by the voters.

Nevertheless, as the selectboard's discretion is limited by the voters, the town manager's discretion is limited by the selectboard: The selectboard retains the responsibility to sign orders on the general fund (but not the highway fund). 24 V.S.A. § 1236(2)(5). Next, "in all matters, the town manager shall be subject to the direction and supervision and shall hold office at the will of such selectmen, who by majority vote, may remove him at any time for cause." 24 V.S.A. § 1233.

The unwritten imperative of all the statutes is communication. The town manager should communicate regularly with the selectboard about the state of the town's financial affairs and the budget. The selectboard should also communicate with the voters when considering a deviation from

the budget. At the end of the day, it must be remembered that it is the voters' money that is being spent.

*- Jim Barlow, Staff Attorney, VLCT
Municipal Assistance Center*

State statute provides that within 20 days after the date that school taxes become due and payable, the treasurer must deposit the school taxes actually received in the school account. It also provides that within 120 days after the date on which taxes became delinquent, but in no event later than the end of the school year, the treasurer must deposit the balance of the sum of the gross school tax levy in the school account. Who determines the use of tax money collected in the period between 20 and 120 days?

(Continued on next page)



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ASK THE LEAGUE -

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The treasurer. In most towns, the town treasurer is also the treasurer for the school district. Unless the selectboard and school board have otherwise decided in writing, within 20 days of the tax due date, the treasurer is required to deposit into the school account that portion of the school tax money actually collected to date. 16 V.S.A. § 426(a). All of the school tax money, whether collected or not, must be paid into the school account within 120 days or the end of the school fiscal year, whichever comes first. 16 V.S.A. § 426(b).

Curiously, there is no statutory directive for use of delinquent tax money collected between 20 and 120 days. The money could potentially be invested (with the town retaining the interest), or even used to meet town obligations. Alternately, the treasurer could pay the funds over to the school district as they are collected, in periodic payments, or even in a lump sum.

In any case, the school must receive all the tax money it is owed within 120 days, regardless of whether the tax money has

actually been collected by the town. This requirement may put some towns in a financial bind, and it is conceivable that a town may even have to borrow money to meet the obligation. However, while the school district has none of the obligations or burdens of tax collection, it also receives none of the benefits, either in the collection of interest on delinquent taxes or the levy of a penalty.

While the school and the town may each have compelling need for the money, absent some agreement to the contrary, it is the independently elected treasurer who weighs the competing interests and needs of the two parties and decides when and how the money is paid. But, as always, if there is pressing need on either side, each party should make the effort to communicate that need to the other and to the treasurer so that a mutually satisfying resolution can be reached.

- Jim Barlow, Staff Attorney, VLCT
Municipal Assistance Center

What is the process for dissolving a municipality in Vermont?

Currently, state law does not permit

cities, towns or incorporated villages to unilaterally dissolve. Hence, any Vermont city, town or incorporated village seeking to dissolve itself would need the approval of the Vermont Legislature.

State law does, however, provide municipalities an avenue to consolidate or merge. Voluntary consolidation, though rarely used and only available to towns, permits all or part of one town to consolidate with all or part of another town. The process generally requires appointment of a study committee, development of a consolidation plan, review of the plan by the county assistant judges, and voter approval. If the voters approve the plan, it must still be submitted to the General Assembly for approval. 24 V.S.A. §§ 1421 et seq.

Under 24 V.S.A. §§ 1481 et seq. two or more cities, towns, incorporated villages, special purpose districts or school districts may vote to merge. Merger requires development of a merger plan, voter approval, and ratification by the General Assembly. Merger is most commonly used today by towns and incorporated villages that seek to merge.

It is important to note that if either of the municipalities seeking to merge or consolidate has a charter, the Legislature might need to amend or repeal one or both of the charters in order for the merger or consolidation to move forward.

- Will Flender, Intern, VLCT Municipal Assistance Center

APPLY FOR INNOVATIONS AWARD

Harvard University invites you to apply for an Innovations in American Government Award, administered by the Ash Institute for Democratic Governance and Innovation at the John F. Kennedy School of Government in partnership with the Council for Excellence in Government. This important public-sector award is given annually to programs that serve as examples of creative and effective government at its best.

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Applications and additional information are available at: www.innovationsaward.harvard.edu. Applications are due September 15, 2005.

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VLCT COMMITTEES DRAFT 2006 MUNICIPAL POLICY

PROCESS PROVIDES ADVANCE PEEK AT 2006 LEGISLATIVE ISSUES

Town Fair is early this year, September 14, so the municipal policy adoption process has likewise gotten an early start. Members of the four VLCT policy committees met in late June and early July to develop amendment proposals for the 2005 *Municipal Policy*.

A vital strategic document for VLCT, the *Policy*, once adopted by the membership at the annual meeting, guides VLCT

A vital strategic document for VLCT, the Policy, once adopted by the membership at the annual meeting, guides VLCT activities in the State House during the legislative session and beyond.

activities in the State House during the legislative session and beyond. The *Policy* also addresses federal issues to the extent that they affect local governments. We have found in the last few years that many federally debated issues significantly affect Vermont municipal governments (for example, federal transportation funding).

VLCT has four policy committees, each chaired this year by a member of the VLCT Board of Directors. The **Finance and Intergovernmental Affairs (FAIR) Committee** met in June to address a wide range of issues including "ancient roads" and education funding. Over the last two years, title insurance writers and private landowners raised an absolute furor around the issue of "ancient roads," specifically, public rights to town roads that may not appear on VTrans maps that identify roads eligible for state financial assistance or that may not appear on other maps in the last 40 years. At issue is the right of an individual to enjoy his property and the rights of the public to retain old roads and rights of way that have given them access to Vermont's lands for hundreds of years in some instances. The issue is sure to be back in the 2006 session of the legislative biennium.

The issue that can't seem to be resolved is education funding. How funds are raised to support K-12 public education, who pays, how equity is assured, how much should be collected by the state imposed property tax, and how costs can be controlled in the face of declining enrollments are issues that just don't go away. Is it time to look at another new funding formula? What must local

governments do to assure that the education fund is used for its statutory purposes?

Transportation funding is always a key issue for the **Transportation Committee**. But that is not all! Towns and cities rely heavily on state and federal transportation funding to assist with road reconstruction, bridge repair or replacement and enhancements such as bicycle and recreation paths. Are transportation dollars being spent wisely

and on transportation-related priorities? Is it clear which projects will proceed in a given year and why plans for completing projects might change? Is the permitting, design and funding process reasonable? All these are questions to which the municipal transportation policy will develop policy responses.

The **Public Safety Committee** has had its hands full in the last several years trying to address the multitudes of problems created or exacerbated when the Department of Corrections releases persons under its supervision into Vermont communities. While legislation passed this year began to recognize the state's responsibility to supervise and house offenders returning to our cities and towns, the need will only continue to grow as more offenders are released. While communication between local police and the Corrections Department have improved significantly in some communities, in others it remains abysmal. These are issues that won't go away anytime soon and local officials, especially policy committee members, need to work with the Department and VLCT staff.

A new issue for the Committee this year is revisiting the laws around graduated licenses and when young people are given the privilege of driving. Statistics are alarming. Young drivers have accidents at much higher rates than the rest of the population and more of them are fatal. Public safety officials in our towns are the first line of response to these accidents.

The **Quality of Life Committee** was the last to meet and spent much of its time

debating what VLCT's position should be regarding the rising costs of providing health care insurance to municipal employees. Committee members argued the merits of more competition and single-payer systems. The Committee unanimously agreed that the health care reform proposal developed by the VLCT Board of Directors with the involvement of the VLCT Health Trust Board of Directors last April made a lot of sense and was better than any of the plans that were debated this year in the Legislature. As a result, the Committee proposed in its draft that the VLCT membership support and recommend this plan to the Legislature as best meeting the goals it believes any health care reform effort must meet.

The Committee also assigned high priority to meeting Vermont's housing shortage, opposed state-mandated caps on "big-box" commercial development, and supported state actions to assist municipalities to better meet their street lighting needs by allowing, among other options, their ability to purchase the lights.

Please let us know your suggestions for the draft 2006 *Municipal Policy*. Watch for the draft to arrive in the mail and appear at www.vlct.org in early August.

- Karen Horn, Director, VLCT Legislative and Membership Services



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TRIVIA

The word “dynasty” is coming to mind. For four months in a row, Royalton Administrative Assistant **Jackie Higgins** has reported Team Royalton’s correct answer to our Trivia question before everyone else. Last month, Royalton was first to report that Bennington County has two shire towns. The towns are Bennington and Manchester, each complete with its own courthouse.

Thanks to **Dean T. Martin**, Director, Vermont Judicial Bureau, for contributing the July question. Here is the August/September challenge:

This busy Vermonter lived from Washington’s administration through fellow Vermonter Chester Arthur’s administration. His resume included militia service during a war, minister, county commissioner, Vermont Secretary of State, both State Representative and Senator, U.S. Representative, and delegate to the first U.S. anti-slavery national convention. Who was he, where was he born and where did he die?

Contact us with your answer, quickly! Maybe we’ll catch Jackie on vacation. VLCT, tel. 800/649-7915, fax, 802/229-2211, e-mail, kroe@vlct.org.

HOW DOES THE VLCT ANNUAL MEETING WORK?

The VLCT Annual Meeting has several very important duties. First, it elects the board members and officers who will serve VLCT for the ensuing year. Second, it approves VLCT’s legislative platform, the *Municipal Policy*, for the upcoming legislative session. Third, as the need arises, it approves amendments to the VLCT bylaws.

While the election of members and officers and the amendment of bylaws are fairly straightforward, the process of adopting the *Municipal Policy* can take a bit more time. For those of you who have not attended the VLCT Annual Meeting before, non-controversial sections of the *Policy* are adopted by voice vote at the beginning of each section. Then, the conversation begins on the topics that members previously reserved for discussion. Just like at Town Meeting, the pros and cons are debated as members work to come up with a *Policy* that reflects the opinion of the majority of cities and towns in the state.

Your participation is critical to the credibility and direction of the *Policy* in the legislative session. If you would like to have a hand in the making of the *Policy*, please watch for the draft to arrive in your mailbox toward the end of July or early August. With it should arrive the **Voting Delegate Form**, which your selectboard or city council should use to designate a voting delegate to the meeting. **This form is due back to VLCT by Tuesday, September 6, 2005** and will allow your voting delegate to vote at the Annual Meeting. Also enclosed with the *Policy* will be a **Legislative Proposal Form**, which you can use to suggest changes to the *Policy* for consideration by the VLCT Board before it finalizes the draft to be considered at the Annual Meeting. **This form is due back to VLCT by Friday, September 9, 2005**. Finally, attend the Annual Meeting and let your voice be heard!

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2005 VLCT TOWN FAIR

EXHIBITORS

The businesses, government agencies, and organizations listed below are signed up to exhibit at Town Fair as of late July. Many of them are also advertising in this special Town Fair Preview issue of the *VLCT News*. Please take a moment to visit these exhibitors at Town Fair on September 14. Don't forget to mention that you saw them in the *VLCT News*!

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All States Asphalt

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Atlantic Broom

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Blue Cross & Blue Shield of VT

Health insurance

CDS Technologies

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Citizens Bank

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ESRI-Boston

GIS Development

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Vermont Humane Federation

Animal welfare services

Vermont Municipal Clerk and Treasurer Association

Clerk and treasurer support group

Vermont Municipal Employees Retirement System

Retirement plan

Vermont Protection & Advocacy

Information, training and assessment relating to voting rights of disabled Vermonters

Vermont Secretary of State's Office

Municipal information

Weston & Sampson Engineers, Inc.

Civil and environmental engineers

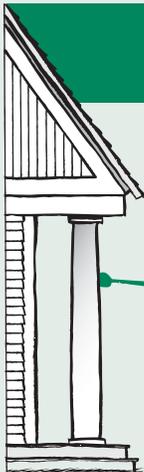


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SAFETY AND HEALTH -

(Continued from Page One)

on lessons learned in both the loss control and wellness fields. From loss control, “we’ve pulled specific claim cause data and problem solving techniques and applied them to our wellness efforts,” he said. “From wellness, we’ve learned that healthier, stress-free, well-trained employees have fewer accidents and injuries on and off the job.”

What this means practically for the VLCT safety and wellness program staff is that they work together to solve problems for each VLCT PACIF member. Here, VLCT PACIF’s size works to its great advantage. “Larger pools tend to compartmentalize their safety and wellness efforts,” FitzPatrick said, “while we work as one department with one mission, common goals and shared responsibilities.” The composition of VLCT PACIF’s membership also supports this practice, as 76 percent of the Health Trust’s 288 members are also members of PACIF.

Because workers’ compensation claims lead the pack of PACIF claims (51 percent of losses in the last six years, compared to 27 percent for automobile, 12 percent for general liability and 10 percent for property), FitzPatrick and his staff of three loss control consultants and one health promotion consultant are particularly attentive to this area. A loss control consultant assigned to a municipality’s geographic region will deliver traditional loss control services to the municipality – hazard identification surveys, program audits, and safety training – to help minimize worker accidents and illnesses. Particular problems can be referred to the health promotion consultant for further work on preventing “soft tissue” injuries. This work might involve specific ergonomic assessments and trainings in stretching and

HR SENTRY ADDS COLLECTIVE BARGAINING AGREEMENTS TO LIBRARY
HR Sentry, an on-line human resources information service offered as a VLCT PACIF membership benefit, has recently added an important resource to its library: municipal collective bargaining agreements.

The addition of the agreements is in response to a request made by the PACIF Board of Directors when it decided to offer HR Sentry as a member benefit back in March. The new feature gives PACIF members the ability to store collective bargaining agreements in a central repository as part of HR Sentry. Coming soon will be the ability to search all of the documents at once for specific phrases or wording that will assist members when the time comes to renegotiate and construct their agreements.

This collective bargaining agreement repository is part of the Municipality-related Resources Library and is only accessible by PACIF members. However, in order to populate this repository with existing agreements, we need those towns that have them to forward them to HR Sentry Municipal Support Services. Once received, they will be loaded into the repository and be available immediately.

If your town has one or more collective bargaining agreements, please forward them to support@hrsentry.com. They will be loaded into the Library as soon as they are received. If you have any questions about this new service, please contact support@hrsentry.com or Patrick Williams, Deputy Director, VLCT Group Services, at pwilliams@vlct.org.

WELCOME

The **Town of Albany** and the **Otter Creek Natural Resources Conservation District** recently joined the VLCT Health Trust, bringing membership up to 295.

The **Town of Alburg** and the **City of St. Albans** recently joined VLCT PACIF, bringing membership up to 344.

back care, for example. “Creating a safer and healthier culture is all about changing individual behavior, not just fixing things,” FitzPatrick noted.

Does this integrated approach to safety and wellness work? To find out the answer, FitzPatrick looked at PACIF’s workers’ compensation claim trends from 2000 to 2004. The good news is that while PACIF grew by 40 percent during those years, both the frequency and severity of workers’ compensation claims went down.

While the savings this represents to VLCT PACIF members in the last five years is not insignificant (it is estimated at just over two million dollars), FitzPatrick reminds us that “it is not just about the

money; it is also about safer workplaces and better health.”

FitzPatrick is also quick to share credit with others for the Safety and Health Promotion program’s success. “A lot of hard working members with dedicated management and employees, skilled claim handling, and just plain luck all played a part,” he noted. “It is a team effort within VLCT and with our members.”

For more information about VLCT PACIF’s safety and health promotion programs, contact Brian FitzPatrick at 800/649-7915, bfitzpatrick@vlct.org or visit the VLCT Web site at www.vlct.org.

- Katherine Roe, VLCT Communications
Coordinator



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- Cracks, dents, or other damage on a daily basis.
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each case, replace the whole hat.

- Hats that take heavy blows need to be replaced even if they don't show damage.

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SIB LOAN FUNDS AVAILABLE

Funds are now available through the Vermont State Infrastructure Bank (SIB). The SIB provides low-interest loans for the improvement, rehabilitation, expansion and construction of Title 23- and Title 49-eligible transportation projects that contribute to job creation and positive economic development. The SIB is a joint program among the Vermont Economic Development Authority (VEDA), the Vermont Agency of Transportation (VTrans) and the Federal Highway Administration.

Eligible SIB borrowers are Vermont municipalities, regional development corporations and private sector companies undertaking eligible transportation projects. Such projects must enhance economic development and include road construction or reconstruction, certain facilities related to rail transit, bridges, and intermodal facilities. Current SIB interest rates are two and a half percent for municipalities and four percent for private sector borrowers, fixed at closing.

SIB also has a special loan program to help companies and groups of individuals purchase seven to fifteen passenger vans for job commuting purposes. Interest rates in this program are subsidized by VTrans.

To learn more, contact the SIB coordinator at VEDA at 802/828-5627.

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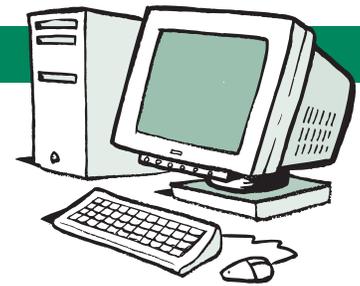
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Tech Check



MODERN MAPPING IN THE TOWN OFFICE

- Is my property in a flood plain?
- Who shares my property boundaries?
- Why can't I build in that swampy area if I want to?
- Am I likely to find a suitable spot for a septic system on this land?
- What zoning district is my property in?
- How do we decide where the proposed recreation path should go?

If you work in a town office or volunteer on a town board or commission, you have probably encountered the questions above at least once, and more likely multiple times. How do you answer them?

All of the questions above are most effectively answered with either existing maps or maps that you wish you could create at the moment the question is asked. Modern

electronic mapping techniques do allow you to either create your own map showing the geographic layers you want to see displayed together (like flood plain boundaries and parcel lines) or ask someone else to create the map you need (like contours, elevation, forest cover, lakes and ponds, perhaps even views, all useful in deciding where a recreation path would be most enjoyable and useable by many).

Geographic information systems (GIS, computer mapping and analysis) provide powerful and flexible tools for creating maps and using geographic information to make decisions. Not everyone has access to GIS software (which can be expensive) or even has the time to learn how to use it, but there are a wide variety of ways to benefit

from GIS and the maps and analyses they generate.

Many towns do have some GIS capability, so the first step is to ask if anyone in the town office can make maps on his or her computer. If so, you could check how available he or she is to make maps for your occasional needs or whether he or she would be willing to show you how to do it. It will also be helpful to simply find out what maps (created in-house or by state or federal agencies) are hanging around the town office. Town highways, flood zones, wetlands, parcels, and zoning are just a few that most towns have.

Some towns contract with the regional planning commission (RPC) or private mapping consultants to make maps and do analyses for them. If so, learn more about what sorts of projects are in process or planned, and see whether you can get some mapping help with your projects as well. Simple maps made with existing data may be included in the dues you already pay the RPC, while more extensive or labor-intensive mapping or analysis projects will likely require an additional financial commitment. Towns in Chittenden County have taken advantage of the Chittenden County RPC's "Buildout Analysis" capabilities to look at how their planning decisions will affect the future development of their communities. If you decide to hire a consultant to do mapping or GIS work, it is very important to learn about the "request for proposals" process and how to construct a sound contract. The Vermont Center for Geographic Information (VCGI – a public nonprofit) and your RPC can provide guidance and materials to help with this.

Free GIS software is available from several companies that will allow you to access GIS data and make simple maps. One example is ArcExplorer, available from www.esri.com. ArcExplorer allows the user to load separate data layers that will all be displayed at the same scale and will overlay one

(Continued on next page)



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TECH CHECK -

(Continued from previous page)

another properly. The user can turn layers on and off, change the colors and sizes of symbols, and can zoom in and out of the map being made. The map can be printed, although the user has limited control over the formatting of that map. (It gets a title, a legend and a scale bar.)

Another free option that provides access to lots of geographic data, but less control over how data is shown, is the VCGI Prototype Interactive Mapping Tool, located in the interactive mapping section of the VCGI Web site: www.vcgi.org. Using this tool, anyone with a Web browser can look at a simple map of the state and then zoom in as much as he or she wants and see roads, surface waters, USGS topographic maps, color aerial photos, and E911 data (a dot for almost every structure and fire hydrant in the state!). Different layers are visible at different scales. Users can't change the symbology, but you can turn layers on and off if they are visible. The tool is a prototype because it hasn't been customized for true user-friendliness (it is just "out of the box"),

but once you learn what the basic cursor tools do, it is quite versatile. An improved version of this tool will be available in the future.

The regional planning commissions are your regional GIS service centers. Don't hesitate to contact the GIS specialist at your RPC to ask questions and learn more about the GIS resources he or she can provide. The VCGI Web site, www.vcgi.org/commes/rpc, provides contact information and links to the Web sites of all the RPCs. In addition, VCGI can provide information and free data, and can walk you through using any functionality available at our Web site (like how to download data, how to use the Interactive Mapping Tool) if you are stumped the first time.

If you would like to take advantage of existing maps or modern mapping technology, start asking questions and checking out available resources. You will find that the answers to your questions or those of your town's citizens really are at your fingertips!

- Leslie Pelch, VCGI Outreach Coordinator

SSA LAUNCHES ELECTRONIC W-2 NEWSLETTER

Anyone with responsibility for Forms W-2 should consider signing up for "W-2 News" from the Social Security Administration. It's a free electronic newsletter that will be issued only when new, important wage reporting information becomes available, such as:

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- When the new Magnetic Media Reporting and Electronic Filing (MMREF) and AccuWage publications become available.
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GOT TREES?

VERMONT UCF PROGRAM OFFERS ASSISTANCE

What community resource can increase property value, temper the climate, reduce storm water runoff, save energy, and clean the air, yet is not usually considered a part of town infrastructure? If your answer is trees, you are correct.

Trees, as a part of infrastructure, provide numerous basic services needed for the growth and functioning of a community at a relatively low-cost investment. However, although trees along the street, in parks, on town greens and on municipal forestlands constitute an urban and community

By providing technical and financial assistance in the management of trees and forests in and around Vermont communities, the program has helped communities create successful community tree programs. In addition to offering workshops on site-based tree selection, proper planting, pruning and tree maintenance, street tree inventorying, and hazard tree assessment, the program also offers the Stewardship of the Urban Landscape leadership and urban forestry training program. The eleven-week program, offered this fall in Rutland,

nication, group process, fundraising, and working with local government.

Beyond technical training, the Vermont Urban and Community Forestry Program also offers the Trees for Local Communities grants program, which provides funding to communities for planning and education, planting, maintenance, and small-scale projects. Over \$875,000 in competitive grants has been awarded to Vermont municipalities and volunteer organizations.

The success of Vermont's Urban and Community Forestry Program depends on the commitment and involvement of many organizations, cities, towns, volunteers, and green industry professionals. To learn more about how to start or revitalize a community tree program in your town, contact the Community Involvement Coordinator, Kate Forrer, UVM Extension, 617 Comstock Road, Suite 5, Berlin, VT 05602, 802/223-2389, ext 25 or visit www.vtcommunityforestry.org.

- Kate Forrer, Vermont Urban and Community Forestry Program

The mission of the program is to promote the stewardship of urban and rural forest landscapes to enhance the quality of life in Vermont communities.

forest, these trees are not always managed as a community resource. An invaluable community asset, trees in the urban setting require a great deal of planning and maintenance, as well as public policy and support to ensure their sustainability.

That is where the Vermont Urban and Community Forestry Program can help. Since 1991, the Vermont Urban and Community Forestry Program has helped over 150 communities plant over 1,500 trees. A collaborative effort between the Department of Forests, Parks and Recreation and the University of Vermont Extension, the program is funded in part by a grant from the U.S. Department of Agriculture Forest Service. The mission of the program is to promote the stewardship of urban and rural forest landscapes to enhance the quality of life in Vermont communities.

teaches technical skills related to managing community trees and helps participants enhance their leadership skills in commu-

Municipal Assistance Center

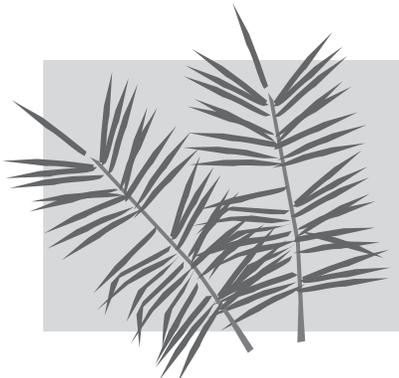


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BOOK REVIEW

the signs of a healthier vermont.



When Vermont's children receive the coverage, care, and comfort they deserve, these are signs of a healthier Vermont.

Vermont's ambulances now come equipped with new tools that help provide comfort and treatment to children—teddy bears. Blue Cross and Blue Shield of Vermont and The Vermont Health Plan learned that emergency crews use such toys to open the lines of communication between EMTs and children, who respond positively to the familiar comfort of a teddy bear. Teddy bears for children, the most innovative health plans, and the largest provider networks in the state—these are signs of a healthier Vermont. To learn more about The Vermont Health Plan, our teddy bear initiative and other programs, visit www.bcbsvt.com.



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Conserving Vermont's Natural Heritage, A Guide To Community-based Planning for the Conservation of Vermont's Fish, Wildlife and Biological Diversity.

The Vermont Department of Fish and Wildlife has just published a long-awaited guide for local planning commissions. A beautiful book with full color pictures, the *Guide* is “designed to offer technical guidance for identifying important wildlife and natural heritage resources ... [and] information related to the conservation of those resources.” *Conserving Vermont's Natural Heritage* is divided into three sections, each of which incorporates two or three chapters.

Part 1, **Laying The Groundwork for Conservation**, discusses Vermont's wildlife and how municipalities might assist in the protection of this natural resource. This part examines the cost of taking land off the tax rolls, loss of habitat, invasive exotic species, and steps in the conservation process.

Part 2, **Natural Heritage Elements**, includes sections on important natural landscapes, such as continuous forest corridors. It also discusses smaller-scale natural community and species-level elements. In each of these sections, readers are given direction on different habitats and their importance, how to obtain information and gather data about habitats and natural communities in your area, and conservation goals and strategies.

Part 3 is entitled **Bringing Vision and Reality Together**. Chapter Six in this section is a case study for a fictional town, “Ridgeville,” that leads readers through a process for putting conservation strategies in place. Former VLCT staff member Jon Groveman, Esq., and current staff member Karen Horn wrote Chapter Seven, which details the authority the Legislature has granted municipalities to adopt plans and bylaws or ordinances to assure conservation of Vermont's natural heritage.

Conserving Vermont's Natural Heritage ends with a comprehensive list of resources, which local governments may access for assistance.

To obtain a copy, phone the Vermont Fish and Wildlife Department at 802/476-0199. It is also available on-line at http://www.vtfishandwildlife.com/library.cfm?libbase_=_Reports_and_Documents.

- Karen Horn, Director, VLCT Legislative and Membership Services



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Please stop by our booth at the VLCT Town Fair on September 14th



CLASSIFIEDS -

(Continued from Page Twenty-two)

wages based upon experience. The Town of Weathersfield offers a comprehensive benefit package. To obtain a complete job description and application, call the Town at 802/674-2626, or write: Town of Weathersfield, Town Manager's Office, P.O. Box 550, Ascutney, VT 05030-0550. E.O.E. (7-5)

Police Chief. Town of Windsor, Vt. seeks Police Chief to supervise a department of 7 officers and dispatchers. Responsibilities: budget preparation, scheduling, enforcement of laws and ordinances, criminal investigations, and acting as court liaison officer. Requirements: knowledge of state, local and federal

laws; at least 8 years experience in law enforcement, including 2 in a supervisory capacity of at least Sergeant or equivalent; an Associates Degree in Law Enforcement or equivalent college credits in Law Enforcement or Management. Must meet requirements of VCJTC, including a psychological law enforcement screening evaluation, medical examination, and a written and physical agility test. Residency required. Salary range dependent on qualifications/experience. Benefits include vacation, sick, personal, holidays, retirement, medical, dental. Send resume and application **by July 29, 2005** to Town Administrator, Windsor Town Office, P.O. Box 47, Windsor, VT 05089. EOE. (7-6)

Town Accountant. Town of Weathersfield, Vt. seeks qualified applicants for the position of Town Accountant. This is a permanent, part-time position, working 28 hours per week, with partial benefits. The position is responsible for the maintenance of the Town's general ledger, reconciling accounts receivable, payable, and payroll, and preparing the Town's financial documents. The position is the primary financial advisor to the Town Manager, and is the liaison with the Town Treasurer. Required: Bachelor's degree in accounting, business administration, or equally pertinent field; two years experience at a professional level in accounting or financial auditing work. Contact the Weathersfield Town Offices at 802/674-2626 for more information. A complete job description and employment application is available at <http://www.weathersfield.org/pages/jobpost.htm>. Applications due **by July 29, 2005**. EOE. (7-12)

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Ductile Iron Pipe. Town of Fairlee, Vt. 160 feet (eight 20' lengths) of 12" ductile iron pipe remaining from a town water project (TPO pipe ductile PC350 CL. 28) for sale through consignment at E.J. Prescott/Montpelier. Contact the Fairlee selectboard office (802/333-9653) or Bob Wood at EJP (800/777-2385). (6-24)

Fire Pumper Truck. Town of Georgia, Vt. 1983 Mack MS-300 (Middlesex apparatus), 210-HP 6-cylinder diesel, 750 gal. water tank, lightbar, warning and scene lights, generator, siren. Six cabinets, two with sliding trays. Truck was refurbished in 1996, has been regularly maintained and is in good condition. Tires are excellent. Mileage, 17,721. Asking \$14,500. For more information, call Steve Bechard, Georgia Fire Chief, 802/524-4912. (6-24)

Dump Truck Bodies. Town of Lyndon, Vt. Two dump bodies that fit International 4600 series trucks and have hydraulic pistons and sub-frames. They can be seen at the Town Garage (at the intersection of Routes 5, 114 and 122) on the west side of the lot. They are marked body #1 and body #2. Call Arthur Sanborn, 802/626-5834, for more information, or e-mail lyndon@kingcon.com. Submit bids **by August 5, 2005** to: Municipal Administrator, Lyndon Town Offices, P.O. Box 167, Lyndonville, VT 05851-0167. (7-13)



CLASSIFIEDS -

(Continued from Page Twenty-three)

Wastewater Operator. Town of Shelburne, Vt. Full-time position available at wastewater treatment facility. Successful candidate must have high school diploma, possess or obtain within six months of hire a CDL with tanker endorsement, possess or obtain within two years of hire Grade I Wastewater Certification. Must excel in team-oriented, quality driven and detail-oriented environment. Must be able to communicate well with other staff and the general public, and have an excellent past work record. Starting pay, \$15.52 per hour, plus on-call pay. Excellent benefit package includes family health/dental insurance, paid vacation, sick and personal time, disability insurance, retirement plan. Complete job description available at www.shelburnevt.org under "Related Links, Employment - Positions Available." Apply to Shelburne Town Manager, 5420 Shelburne Road, P.O. Box 88, Shelburne, VT 05482 or e-mail pbohne@shelburnevt.org. EOE. (6-21)

Community Development Director. Town of Essex, Vt., a growing suburban community (pop. approx. 19,500), is seeking a highly motivated professional to manage a five-person department. The director initiates activities to implement the town plan and oversees the development review process in the Town. Responsibilities include preparing bylaw amendments, streamlining review processes and implementing a progressive town plan and economic development plan. The successful candidate will have a proven ability to interact effectively and balance the different objectives of town officials, citizens, environmentalists, business and development interests and co-workers. He or she will also have demonstrated ability in the implementation of long-range plans. Excellent communication and presentation skills required. B.A. or B.S. in planning, public administration or related field. Master's degree and AICP preferred. Four years of related supervisory experience. Salary Range, \$52,000-\$58,000. EEC/AA and ADA. Send resume to Patrick Scheidel, Town Manager, c/o Personnel Department, 81 Main Street, Essex Junction, VT 05452. Position open until filled. (6-28)

City Manager. City of Lebanon, N.H. is seeking a dynamic, motivated and experienced executive to serve as City Manager. The successful candidate will demonstrate excellent leadership skills and knowledge of municipal government. The base salary range for this position is between \$80,000-\$110,000. Lebanon is a residential community and the economic and business center of the Upper Valley region of New Hampshire. It is a community of approximately 12,000 residents and is home to Dartmouth-Hitchcock Medical Center among other leading national, regional and local businesses. Learn more about Lebanon on our Web site, www.lebcity.com. Apply by sending a letter of interest, resume and three current letters of recommendation **before July 31, 2005** to: James Dean, Mayor, City of Lebanon, 51 North Park Street, Lebanon, NH 03766. EOE. (6-29)

Fire Chief. Town of Windsor, Vt. is seeking applicants for the position of fire chief. Windsor is a community of 4,000 residents, with four full-time personnel and a 36-person call force. The department provides fire suppression and emergency medical

service to the community as well as EMS to contract towns. Applicants should have a minimum of 8 years experience, 5 of which should include service at or above the company officer level. Supplementary college courses in fire science are desirable. Experience in EMS is mandatory with Nationally Registered EMT I certification. Experience with both volunteer and career personnel is a plus. Includes full benefits (BC, dental, life, retirement, vacation, sick leave). Residency required. Send application/resume to Town Administrator, P.O. Box 47, Windsor, VT. 05089 **by July 29, 2005.** (7-5)

Highway Mechanic. Town of Weathersfield, Vt. is seeking a qualified individual to perform maintenance and/or repairs on a fleet of highways trucks, police vehicles, and school buses, working under the direction of the Town Highway Superintendent. Applicants should have five years experience in service, maintenance, and repair of motorized equipment, and should have a Vermont CDL2 license, or be able to obtain one within 3 months of hire. This is a full-time position, with

(Continued on Page Twenty-one)

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Classifieds

Please visit the VLCT Web site to view many more classified ads: www.vlct.org/classifieds.cfm. You may also submit your ad via an e-mail link on this page of the site.

HELP WANTED

Public Works Director. Town of Randolph, Vt. has an immediate opening for the position of Public Works Director. Qualified candidates should possess experience and training in the areas of water, wastewater, road maintenance, and engineering. Position requires supervision of the various divisions of the Public Works Department, as well as interaction with contractors, vendors, and the public. Prefer a degree in engineering or related field, and minimum of 3

VLCT NEWS

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ADVERTISING POLICY

The *VLCT News* welcomes classified advertisements from municipal entities, public agencies, businesses and individuals. This service is free for VLCT members (regular, contributing and associate); the non-member rate is \$37.00 per ad. Ads are generally limited to 150 words.

The *VLCT News* is published every month and usually reaches readers by the third week of the month. Ads are also placed on the VLCT Web site as soon as they are received.

The copy deadline for advertisements is the first Friday of the month for the next month's issue. However, space is occasionally available for late additions. Please feel free to check with the editor for availability.

For more information on classified and display advertising in the *VLCT News*, please contact Katherine Roe, Editor, *VLCT News*, 89 Main Street, Suite 4, Montpelier, VT 05602, tel. 800/649-7915, fax 802/229-2211, e-mail kroe@vlct.org.

years appropriate experience. Salary is dependant upon qualifications and experience, plus excellent benefits.

Resumes due **by August 19, 2005** to DPW Search, Town Manager's Office, 7 Summer Street, Drawer B, Randolph, Vermont 05060. (7-21)

Water Quality Coordinator. VLCT seeks a Water Quality Coordinator for its Municipal Assistance Center. Vermont municipalities are uniquely positioned to implement local water quality protection strategies. The Water Quality Coordinator assists municipalities with these efforts by developing model ordinances and zoning bylaws, coordinating outreach and education efforts, and providing technical assistance to municipalities located within the Lake Champlain Basin. The Coordinator is one of six professionals in the Municipal Assistance Center and must be able to work in a dynamic environment. Strong communication, research, writing, and teaching skills are a must. Graduation from a four-year college degree program required; concentrations in natural sciences or environmental studies preferred. Three years experience in municipal planning and zoning or related field preferred. Experience in Vermont municipal or state government and graduate degree desirable but not necessary. Hiring range is \$36,000-\$44,000 with excellent benefits. To apply, please send a confidential cover letter and resume to Human Resources, VLCT, 89 Main Street, Suite 4, Montpelier, VT 05602, or via e-mail to jobsearch@vlct.org with Water Quality as subject line. **Resume review begins on August 1, 2005.** EOE. (7-15)

Associate, Legislative and Information Services. VLCT seeks an Associate to provide public policy and advocacy services to Vermont's municipal governments. Responsibilities include conducting research, performing legislative advocacy, writing articles, preparing reports, serving as liaison with affiliate organizations, and assisting the VLCT Municipal Assistance Center with inquiries from members. Excellent communication skills and facility with MS software are necessary. Experience

in a public interest association and basic understanding of local government are highly desirable. Must have BA in political science or related field; advanced degree preferred. Hiring range is \$29,000 to \$36,000 with excellent benefits. Detailed job description is available at www.vlct.org. To apply, please send confidential cover letter, resumé and names/phone numbers of three references to: Human Resources, Vermont League of Cities & Towns, 89 Main Street, Suite 4, Montpelier, VT 05602 or via e-mail to jobsearch@vlct.org with Associate as subject. **Resume review begins August 1, 2005.** EOE. (7-15)

Town Road Foreman. Town of Lyndon, Vt. seeks an energetic, solutions-oriented, "hands-on," "can-do" working supervisor of a full-time staff of seven. Must have a valid driver's license and CDL endorsement. Minimum requirements: high school diploma or an equivalent Certificate of Completion (added consideration will be given to applicable college credits). Demonstrated computer skills in spreadsheets and word processing. Experience with operating and maintaining heavy equipment. Prior successful supervisory experience is preferred. Strong math skills are essential. This is a full-time, year-round position with retirement and health benefits. Resume with a cover letter of interest **by August 2, 2005** to: Municipal Administrator, Lyndon Town Offices, P.O. Box 167, Lyndonville, VT 05851-0167 or e-mail to lyndon@kingcon.com (7-12)

Highway Division Chief. Town of Middlebury, Vt. Coordinates the operation and maintenance of the Town's highway network. Comprehensive benefit package. Pay range \$38,800-\$47,500, DOQ. Required qualifications: six years of progressively responsible experience in public works maintenance and construction; possession of a Commercial Driver's License (CDL) valid for Vermont. For a complete job description and application form, call 802/388-8107 or go on-line to www.middlebury.govoffice.com. EOE. (7-11)

(Continued on Page Twenty-two)



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Calendar

For more information about the following workshops or events, please contact Jessica Hill, VLCT Conference Coordinator, tel., 800/649-7915; e-mail, jhill@vlct.org. Or, visit www.vlct.org, select the Calendar, and select a workshop for more information or to register on-line. The on-line registration option is available for VLCT workshops and events only.

Watch your mail in August for the complete listing of 2005-2006 VLCT Events and Trainings.

Beyond the Divide, Conflict and Paths to Community Success. Tuesday, August 9, 2005, Vermont State House, Montpelier. Annual roundtable conference sponsored by the Vermont Council on Rural Development. This year the conference will address the challenges of building unity in the face of social, economic, and cultural change. It will look at how our

rural communities build bridges between parts of their communities to get things done. Participants will discuss their ideas, share success stories, and learn from each other (and from providers) about tools and resources available to communities. For more information, contact vcrd2@sover.net.

Stewardship of the Urban Landscape (SOUL) Course. Thursdays, 6:30-9:00 p.m., September 1 - November 10, 2005, Rutland UVM Extension Office. SOUL leadership training is FREE and open to anyone who is interested in enhancing communication and leadership skills to promote community forestry in your town. Co-sponsored by UVM Extension and the Vermont Department of Forests, Parks & Recreation. For more information contact Kate Forrer, 802/223-2389, ext. 25.

VLCT Town Fair. Wednesday, September 14, 2005, Killington Grand Hotel, Killington, Vermont. Sponsored by

VLCT and VLCT Group Services. Enjoy a full day of training, exhibits, the VLCT Annual Meeting and, of course, that famous turkey dinner. See related articles elsewhere in this issue. Registration forms are available for downloading at <http://www.vlct.org/townfair/attendeeinfo.cfm>.

Recycling Conference. Tuesday and Wednesday, October 25 and 26, 2005, Hotel Northampton, Northampton, Massachusetts. Sponsored by the Northeast Recycling Council, Inc. (NERC). For more information, visit NERC's Web site at <http://www.nerc.org/meetings.html>.

2005 Planning Celebration. Friday, October 28, 2005, Capitol Plaza Hotel, Montpelier. Save the date! Vermont Planners Association Annual Meeting and Awards. For more information, contact Wendy.Tudor@state.vt.us.