

# VLCT NEWS

A PUBLICATION OF THE VERMONT LEAGUE OF CITIES & TOWNS

SERVING AND STRENGTHENING VERMONT LOCAL GOVERNMENTS

July 2009

## OUT WITH “GROUP SERVICES” AND IN WITH “RISK MANAGEMENT SERVICES”

In an effort to be more clear about its purpose, the department of VLCT that has been known as Group Services will be re-named Risk Management Services as of July 1, 2009. This department includes the operational staff units of the three Trusts – Health, PACIF, and Unemployment – and is distinct from the Municipal Assistance Center (MAC) and Advocacy departments of VLCT.

This change will not affect the structure of VLCT or any aspect of the services provided to members. Although this is a change in

name only, it will be useful for helping people who are just learning about VLCT to understand exactly what we do.

The new name shifts the focus to what we do rather than how we do it: we help municipalities manage the risks that they inevitably encounter. We help you to avoid risks, transfer risks to others, and purchase insurance to prevent risks from creating unacceptable surprises.

– Dick Park, Director,  
Risk Management Services, VLCT

## WHAT D’YA WANT TO DO THIS WEEKEND?

Vermont’s summer season is oh, so short – but it’s *so* full of activities that take advantage of the long, warm days. You can, for instance, attend a plethora of outdoor concerts that run the gamut from classical to blue grass to rap to opera; or visit enough roadside antique shops to accessorize the Victorian Era; or attend more craft shows and art fairs than you can shake a rhinestone-encrusted old growth forest stick at. Add to the list the myriad fireworks displays, the home business open houses, the ware-clogged flea markets (with or without their ancillary flea circuses), and the occasional county fair and ball game and you can easily fill out your whole summer calendar with lively, entertaining community activities – and never have to cross the state line.

We could fill an entire issue of the *VLCT News* by simply listing these events. Instead, we’ve compiled a more wieldy list that features events that can hang an “unusual” tag

*(continued on next page)*

## SIMULATING REALITY

Q: Where can a person...

- go from a sunny summer day to a black-ice covered road in moments?
- be completely sober one minute and have the equivalent of five beers in him the next?
- recover from a high-speed blow-out on a busy highway without endangering any vehicles whatsoever?

A: In Vermont’s first state-of-the-art high tech driving simulator.

In late May, a joint effort between VLCT and the Vermont Criminal Justice Training Council (VCJTC) culminated in the delivery of a versatile, portable, highly advanced driver training system to the Vermont Police Academy in Pittsford. The driving simulator will be used to train personnel from law enforcement, fire, emergency, and municipal road maintenance departments across the state. Although it will reside at the Vermont Police Academy and be used to train Academy students in Pittsford, the entire system is set up in a 24’ trailer so it can also be towed around the state to train employees of VLCT PACIF members in an efficient and cost-effective way.

“I’m very excited. This brings a whole new dimension to vehicle training,” says R.J. Elrick, Director of VCJTC and the person most responsible for the acquisition, which he understands to be the first of its kind in Vermont.

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*A simulated sunny summer day in the patrol car.*

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89 Main Street, Suite 4  
Montpelier, VT 05602-2948  
Tel.: (802) 229-9111 • Fax: (802) 229-2211  
Email: [info@vlct.org](mailto:info@vlct.org)  
Web: [www.vlct.org](http://www.vlct.org)

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The *VLCT News* is published eleven times per year (the August and September issues are combined) by the Vermont League of Cities and Towns, a non-profit, nonpartisan organization founded in 1967 to serve the needs and interests of Vermont municipalities. The *VLCT News* is distributed to all VLCT member towns. Additional subscriptions are available for \$25 to VLCT members (\$60, non-members), plus sales tax if applicable. Please contact VLCT for subscription and advertising information.

## THIS WEEKEND

(continued from previous page)

around their descriptive necks. Adamant, for example, has its Black Fly Festival, Brattleboro features its Strolling of the Heifers Parade and Festival, Barre has its Synchronized Chainsaw Marching Drill Team Competition (or if it doesn't, it should). Alas, they have all come and gone, preferring perhaps to beat the summer rush. Happily, others are still on the horizon, and they're listed below. My apologies to those Vermont communities whose unusual events I failed to note. Drop me a line (email [dgunn@vlct.org](mailto:dgunn@vlct.org) or call 802-229-9111) and tell me about it, so we can get the word out next time.

- **June 27, Isle La Motte Flotilla, Isle La Motte:** encircling Isle LaMotte by boat, celebrating Samuel de Champlain's arrival 400 years ago.
- **July 4, Tenth Annual Central Vermont Butterfly Count, Montpelier:** see a butterfly, mark it down!
- **July 6-7, Burlington International Waterfront Festival:** Les Sages Fous, a Québec puppet troupe, performs "Bizzarium Aquarium."
- **July 9-12, Vermont Indigenous Celebration, Burlington:** a celebration of Abenaki history, culture and tradition.
- **July 10-12, SolarFest, Tinmouth:** workshops on renewable energy, green building, sustainable agriculture, thriving locally (not especially unusual, but awfully timely).
- **July 17-18, Vermont Brewers Festival, Burlington:** beer tasting sessions (which probably won't seem unusual to participants until well into the second day of sampling).
- **July 18, French Heritage Day, Vergennes:** Bastille Day Waiter's Race; the French Canadian Genealogical Society will help you trace your roots.
- **July 23-26, Aquafest, Newport:** includes the Aquafest bed race, whose rules include "The bed cannot have any means of propulsion or brakes other than provided by the runners" and "Mattress must be outfitted with one blanket and one pillow."
- **July 24-26, Cobras in the Mountains, Stowe.** All right, I admit I was fooled. I imagined a surfeit of venomous snakes slithering around a high altitude obstacle course. Instead, it's car show of these original and replica sports cars (which are certainly uncommon in their own right).

- **July 28-Aug. 2, Native American Pow Wow, Evansville:** Native American drum and singing groups, dancers, Abenaki stories.
- **July 31-Aug. 1, Bookstock:** The Green Mountain Festival of Words, Woodstock: performances, lectures, workshops and readings, annual book sale of tens of thousands of volumes.
- **July and Aug. Fridays and Sundays, Bread and Puppet Theater, Glover:** politically radical puppet theater, parades, garlic bread, "Cheap Art."
- **Aug. 7-9, Dowsers Convention, Killington:** includes a field trip to Calendar II, one of Vermont's mysterious underground chambers located over a water spring and a ley-line power center.



*Bread and Puppet Theater, Glover*

- **Aug. 9, Burdock Festival, Benson:** "People bring burdock items to show off," says Benson Town Clerk-Treasurer Jan Ladd.
- **Aug. 15, 36<sup>th</sup> annual Green Mountain Woodcarvers Exhibit, Morrisville:** carving contests, seminar on "how to carve a cowboy gunfighter."
- **Aug. 15-16, 10<sup>th</sup> Annual Vermont State Zucchini Festival, Ludlow:** innovative ways to carve, catapult, dress, eat, fly, paint, and race zucchinis.
- **Aug. 29, 18<sup>th</sup> Annual Moose Festival, Canaan:** moose stew cook-off, moose calling contest, rubber ducky race (how'd this get in a moose festival?)
- **Sept. 5-6, Southern Vermont Garlic and Herb Festival (a.k.a. Vermont Stinks!), Bennington:** garlic ice cream, garlic jelly, pickled garlic, roasted garlic, garlic braids, garlic golf.

If you want to plan a bit farther ahead, mark your calendar for October 31 through November 2 for the Crop Circle Conference in Bolton. Other than that, you're on your own. Enjoy!

*David Gunn*  
*Co-editor, VLCT News*



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# LEGAL AND REGULATORY NOTES



## ADVERSE EMPLOYMENT ACTION + DAMAGE TO EMPLOYEE'S REPUTATION (CAN) = LIABILITY FOR MUNICIPAL EMPLOYERS

The Vermont Supreme Court has held that if a former government employee has experienced the stigma of defamatory statements made by an employer in the context of an adverse employment action, the former employee may sue the employer for due process violations if not afforded an adequate "name-clearing" hearing. *Herrera v. Union 39 School District*, 2009 VT 35.

The *Herrera* case involved former Black River Union High School principal Ebaristo Herrera. Mr. Herrera was hired by Black River in the spring of 2000 under a two-year contract. In the spring of 2001, the district superintendent recommended that the school board terminate Mr. Herrera's employment for performance issues. After holding a public hearing, the school board retained Mr. Herrera as principal but also initiated its own investigation, which took place in the fall of 2001.

After a second negative performance evaluation by the superintendent, the board met with Mr. Herrera in executive session in November 2001. During the meeting, the board offered Mr. Herrera the option to resign with full pay or be terminated. When he rejected both options, the school board placed Mr. Herrera on paid administrative leave. During a subsequent December meeting, the board voted in executive session to place the principal on administrative leave

for the remainder of the school year. The board also voted not to renew his contract with the district. Mr. Herrera then brought suit against the school district, alleging among other things that statements made by board members at the December meeting were defamatory and that the stigma of these defamatory statements plus the adverse employment action of the school board combined to violate his due process rights.

*(continued on next page)*

### LOCAL TRAINING OPPORTUNITY

The Municipal Assistance Center is currently scheduling on-site workshops. Sign up now!

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- Conducting Effective Selectboard Meetings
- Field Guide to the Open Meeting Law
- Roles and Responsibilities of Town Officers
- The Selectboard-Town Manager Relationship
- Conducting Effective BCA Hearings
- Conflict of Interest and Ethics Training
- Supervising Municipal Employees
- Developing and Managing the Town Budget
- Financial Reporting and Management

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## LEGAL/REG. NOTES

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At issue were statements allegedly made by board members at the December meeting and later reported in the local newspaper. After review of the newspaper article and a videotape of the meeting, the Vermont Supreme Court concluded that the board members' statements amounted to no more than "vague allegations of unspecified incompetence" that were insufficient to establish stigma. Whatever negative inference that might be drawn from the termination was also insufficient to establish stigma. Thus, Mr. Herrera could not prevail on his due process claim.

Though a victory for the school district, the *Herrera* case has an important lesson for municipal employers and their attorneys: when taking an adverse action against an employee, whether it be termination or paid administrative suspension, selectboard members and other municipal officials must refrain from making defamatory statements that might damage the employee's reputation and impinge upon the employee's future

employment opportunities. If such statements are made during or subsequent to the adverse employment action, the employer must provide the employee an opportunity to clear his name. If no name-clearing hearing is provided, or if the hearing is inadequate, the municipal employer may be li-

able for violating the employee's due process rights. You can read the *Herrera* decision in full at <http://info.libraries.vermont.gov/supt/current/op2007-416.html>.

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

## NEW VLCT MODEL FINANCIAL POLICIES

The Government Finance Officers Association (GFOA) strongly recommends financial policies as a component of any governmental financial management program. VLCT has developed a set of basic financial policies that address several common financial issues faced by Vermont municipalities, especially small and mid-sized communities. We presented these model policies at the recent Government Finance Symposium, which VLCT co-sponsored with the Vermont State Auditor's Office. You can get a copy of the policies and the symposium presentation by Jim Barlow, Senior Staff Attorney, from VLCT's online Resource Library <http://resources.vlct.org/> or by contacting Elizabeth Harrington, Research and Information Assistant, at [eharrington@vlct.org](mailto:eharrington@vlct.org) or 800-649-7915.

## HERE IS THE LAW!

Updated **Open Meeting** and **Access to Public Records Law** posters are now available. Clear summaries of these two important laws are essential for all municipal offices. To order your copies, visit VLCT's online bookstore at <http://www.vlct.org/marketplace/bookstore/>.



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# ASK THE LEAGUE

## HEDGING STRATEGIES; SUBDIVISION BYLAWS

### *What's the difference between a fuel collar, cap, and adjustment clause?*

The signs of summer abound. The little leaguers have taken to the field, children are frequenting the local swimming holes, and fuel prices are climbing. This is also the time of year that towns are drawing up their fuel and salt contracts to send out to bid. (Asphalt bids have already gone out the door.) With the memory of highway budget deficits fresh in everyone's mind, towns – and their taxpayers – would be well served to insert the following control measures in their contracts for fuel, salt, and many other materials to protect against rising costs.

**Fuel Cap.** A fuel cap is just what it sounds like: it's a ceiling that is placed on

fuel prices. In addition to limiting a town's exposure in the face of rising markets, caps allow towns to reap the benefit of lower prices when the market falls. If the market price climbs above the ceiling price, the town buys at the predetermined ceiling price. If the market price falls below the ceiling price, the town buys at the lower market price.

**Fuel Collar.** A fuel collar is similar to a fuel cap in that it has an upper range (a price ceiling), but different in that it also has a lower range (a price floor). Essentially, both parties would agree on a base price and set a fixed price range in which the price may move up or down. For example, using U.S. Department of Energy estimates, diesel fuel is at \$2.40 a gallon on average in New England. Under a fuel collar, that figure would

become the base, and any fuel-related prices are fixed and stay fixed as long as the price stays within "x" percent of that per gallon figure. If the price goes higher, a town could look at adjusting the contracted amount upward. If the price goes lower, then it could consider an appropriate downward adjustment. Fuel collars bring the added advantage of limiting a town's exposure to rising markets at a lower cost than fuel caps.

**Fuel Adjustment Clause.** Much like a fuel collar, a fuel adjustment clause has an agreed upon price range. But whereas the price range for a fuel collar is anchored by a fixed base point, the base point for a fuel adjustment clause acts more like a buoy that rises and drops with the shifting market tides. As with a fuel collar, the upper and lower limits of the range are set by a predetermined percentage of deviation from a baseline price. However the marker in a fuel adjustment clause fluctuates, creating a price range that, much like the market itself, looks like a wave.

Predicting what fuel prices will do is a bit like trying to predict the weather in Vermont – it's an uncertain enterprise based on available information, all of which is subject to change on seemingly a moment's notice. That is why municipalities should give due consideration to these hedging strategies to help protect against volatile fuel prices that can quickly wash out a highway budget. If you want to find out more about these types of clauses, contact Trevor Lashua, Senior Associate, Advocacy and Information Services, at 800-649-7915.

*Garrett Baxter, Staff Attorney  
VLCT Municipal Assistance Center*

*(continued on next page)*

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## ASK THE LEAGUE

(continued from previous page)

**Our town amended the zoning and subdivision bylaws recently. A couple of applications for preliminary subdivision review were heard under the previous bylaws. Which bylaws should the Development Review Board apply to final plat applications?**

If the application has been pursued in good faith, the board should review the final plat application under the subdivision bylaws in effect at the time the preliminary subdivision application was filed. The confusion occurs because state law enables a multi-step subdivision review process, which could include separate applications for each step. 24 V.S.A. § 4418 (2) (B). Some towns incorporate such procedures to allow for incremental design, and review.

In the Vermont Supreme Court case *Smith v. Winhall Planning Commission*, 140 Vt. 178 (1981), the Court held that a subdivision permit application must be evaluated under the zoning ordinance in effect at the time of the application, and not under later amendments, as long as the application is validly brought and pursued in good faith.

In a later Vermont Supreme Court case, *In re Appeal of Patricia Carroll, et al*, 2007 VT 19, the Court explored whether each step of the subdivision process was considered a separate proceeding for purposes of determining participation. The Court concluded that an interested party who participated in a preliminary subdivision hearing had the right to appeal a final plat approval, even if he or she didn't participate in the final plat hearing. The Court said, "[w]e think that ... subdivision review is one proceeding from application to preliminary plat review to final plat review." The Court relied upon the definition of "proceeding" in Black's Law Dictionary 1241 (8th ed. 2004) which is "(t)he regular and orderly progression of a lawsuit, including all acts and events between the time of commencement and the entry of judgment."

These two cases demonstrate that so long as the initial application has been brought and pursued in good faith, the applicant has a vested right to have all steps in the subdivision review process (sketch, preliminary, and final review) evaluated under the zoning ordinance in effect at the time of the application, and not under later amendments.

In contrast, applications for development subsequent to subdivision approval, such as site plan or conditional use review, would be reviewed under the bylaws that were in effect at the time of that separate application. The Vermont Supreme Court has held that submission of a subdivision application does not vest rights in the zoning bylaw in effect at the time a subdivision application is submitted. *In re Taft Corners Associates*, 171 Vt. 135 (2000).

[Note: This article does not specifically address review of applications after the selectboard warns its first hearing on bylaw amendments. 24 V.S.A. § 4449 (d).]

*Stephanie Smith (AICP), Senior Associate  
VLCT Municipal Assistance Center*

## 2009 MUNICIPAL COMPENSATION & BENEFITS SURVEY

We have sent out the 2009 Municipal Compensation & Benefits Survey! The deadline for returning it to VLCT is **July 15, 2009**. Many thanks go out to those of you who have already filled out and returned it.

If you have any questions regarding the survey, please contact our Research and Information Assistant at the Municipal Assistance Center, Elizabeth Harrington, at [eharrington@vlct.org](mailto:eharrington@vlct.org) or 800-649-7915.

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## NEWS TO USE

### UNEMPLOYMENT INFORMATION REQUESTS FROM TALX UCeXpress

This is a reminder for all VLCT Unemployment Trust members to *please* respond in a timely fashion to requests from Maria Hayes at TALX UCeXpress for unemployment claim separation information. When the Vermont Department of Labor sends requests to TALX (our third party administrator for all unemployment claims administration) regarding a claimant's separation information, TALX needs to gather the information from our Unemployment Trust members. Maria follows up on these requests, and it is crucial that she receive the information from members as quickly as possible. Replying quickly provides benefits to both you as members and to the VLCT Unemployment Trust as a whole, allowing TALX to protest unfounded claims (when applicable), and also prevents any unnecessary state penalties.

If you have any questions regarding separation information, TALX UCeXpress, or VLCT UI Trust membership in general, please call Kelley Avery at 800-649-7915.

### NEW AND IMPROVED: CIGNA ENROLL/CHANGE FORM

VLCT Health Trust members please note: the CIGNA health insurance enrollment change form has recently been updated. The new form has a revision date of 6/09 and is available at [www.vlct.org](http://www.vlct.org) under the Insurance and Risk Services menu on both the Programs/Health and Customer Service Forms pages. Please discard all of your old versions of this form and download the latest one to start using right away. You can always, of course, request a new form from Kelley Avery.

If you have any questions, please contact your VLCT Member Relations representative at 800-649-7915.

## UPCOMING EVENTS

**Designated Employer Representative (DER) Trainings.** 8:00 a.m. to 12:00 noon, two Tuesdays and seven Thursdays in July and August at the locations listed below. For each half-day course, Louise Sylvain of ParaMed Plus will train DERs for their role in facilitating drug and alcohol testing of those employees whose job requires them to have a CDL. Registration forms will be mailed in June to PACIF members and to non-PACIF Drug and Alcohol members of record. Others interested in the training should contact Shawna O'Neill at 802-229-9111 or [soncill@vlct.org](mailto:soncill@vlct.org).

**Tuesday, July 14**  
Williston Police Department  
7928 Williston Road, Williston

**Thursday, July 16**  
Newport City Council Room (City Hall)  
222 Main Street, Newport

**Tuesday, July 21**  
Middlebury Police Station  
1 Lucius Shaw Lane, Middlebury

**Thursday, July 23**  
St. Johnsbury City Hall  
1187 Main Street, Suite 2, St. Johnsbury

**Thursday, July 30**  
Montpelier Dept. of Public Works  
783 Dog River Road, Montpelier

**Thursday, August 6**  
Windham Solid Waste Management District  
327 Old Ferry Road, Brattleboro

**Thursday, August 13**  
Rutland City Waste Water Facility  
10 Green Hill Lane, Rutland

**Thursday, August 20**  
Bennington Fire Station  
130 River Street, Bennington

**Thursday, August 27**  
Hartford Municipal Office  
171 Bridge Street, White River Junction

**Local Officials Golf Outing (LOGO).** Wednesday, September 30. Barre Country Club. The ever popular golf tournament is back, in conjunction with Town Fair. Please contact Ken Canning at VLCT ([kcanning@vlct.org](mailto:kcanning@vlct.org)) for more information or to sponsor this event.

**Vermont Safety and Health Council Fall Expo.** Thursday October 8. Lake Morey Inn and Resort, Fairlee. Learn more at VSHC's website, [www.vshc.org](http://www.vshc.org).

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# EQUIPMENT SERVICES

## MUNI HIGHWAY DRIVERS SHOW THEIR STUFF IN BARRE

The 27<sup>th</sup> Annual VMHA (Vermont Municipal Highway Association) Equipment Show and Field Day took place on May 13 at the Barre Civic Center. The event gives highway workers (municipal, state, and private sector) from around the state a day to show off their professional skills to their colleagues.

Inside the BOR, the exhibitors displayed new gear and shiny equipment or gave out goodies (or both). Some exhibitors, including VLCT's Member Relations Representative Suzie Benoit, encouraged people to enter raffles to win larger prizes.

Outside activities included the Plow Rally (morning) and Backhoe Competition (afternoon). In the Plow Rally, each two-person team drove one of two late-model municipal plows through an obstacle course dotted with orange cones, white bottles, traffic barrels, and a mock loading dock. The goal was to move quickly through the course, avoiding curbs (cones) and large obstacles (barrels) while clearing snow (white bottles). Competitors admit that the drill is not realistic – municipalities don't use two men in the cab, for example – but it is certainly fun. After all the scores were tallied, awards were given to the top three scoring teams: Halifax, Middlebury's

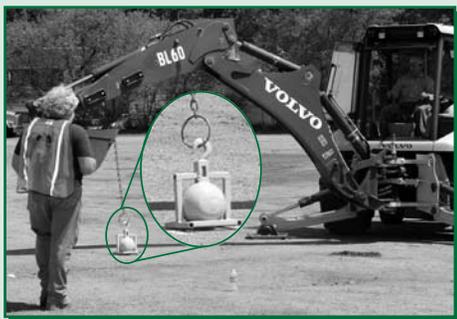
team A, and Hartford's team A. Hartford's A team also scored the lowest number of penalty points and walked off with the Safety Award.

For the Backhoe Competition, competitors performed different tests of accuracy in four parked backhoes: lifting and moving a horizontal construction stake; hooking a bucket tooth into a vertical 4" pipe handle and lowering it into a 6" pipe target; looping a ring at the end of a chain into a hook on a weight, lifting and moving it to the target zone, then unhooking the ring from the weight; and lifting and moving a large concrete weight to within 1/2 inch of a target zone. Penalties were assessed for dragging the weights, touching the bucket on the ground, and for inaccuracy. A mere ten seconds separated the three winners: 1<sup>st</sup> – Paul Bodington, Ferrisburgh; 2<sup>nd</sup> – David Quenneville, Duxbury; and 3<sup>rd</sup> – Tony Long, Fayston.

Thanks go out to Harry Hinrickson, VMHA Secretary/Treasurer, for organizing this event again this year. He probably got a lot of help along the way, but without his coordinating and doing a lot of the footwork, this event would not have been the success that it was.



2009 Plow Rally 1st Place team: Travis Briggs (L), Driver, and Ben Barnett, Wing Man, of Halifax.



Gerry Markham of Berlin takes the "Ring Ding" test.



The final standings for the Plow Rally.



Note that the white bottles ("snow") are knocked down while the orange cones ("curb") remain standing. Good work!

## IMPROVING LAKE CHAMPLAIN'S WATER

The Agency of Natural Resources (ANR), as directed by the Vermont Legislature, is revising the implementation plan for the Lake Champlain Phosphorus total maximum daily load (TMDL). As one of its first steps, ANR wants to engage the public in a discussion to evaluate current and potential phosphorus control strategies and identify how to improve water quality in Lake Champlain. Therefore, ANR is sponsoring a free workshop from 10 a.m. to 3 p.m. on Thursday, July 9, at the Shelburne Town Offices (5420 Shelburne Road). The workshop is geared toward watershed and environmental interest groups, town conservation commissions, and other groups or individuals who are interested in efforts to reduce phosphorus pollution and improve water quality in Lake Champlain. To confirm your attendance, call Julie Moore, Director of the Center for Clean and Clear, at 241-3687, or email her at [julie.moore@state.vt.us](mailto:julie.moore@state.vt.us).



## SIMULATING REALITY

(continued from page 1)

The simulator is a PatrolSim IV, made by MPRI of Salt Lake City, Utah, a well established developer and manufacturer of vehicle simulators. This model is designed primarily for law enforcement but comes with additional equipment and software to extend its useful range to include a variety of trucks. The student sits in a driver's seat in front of a realistic dashboard facing a 270-degree console with three 42-inch high-resolution digital monitors. The look and feel of real vehicles are enhanced by having a different seat, steering wheel, foot pedals, dashboard, and shifter for cruisers than for trucks. All of this is in a main unit that measures 7' x 10' x 5¼'. The trainer sits about seven feet away at a computer where he can look at either the trainee's console or his own while he conducts the simulation using either preprogrammed scenarios or moment-by-moment commands.

While the student drives, the trainer can control everything about the situation outside – and sometimes inside – the cab. Driving conditions such as time of day, precipitation, temperature, wind, and rough road;

the position and speed of other vehicles; the presence of buildings, fences, and pedestrians; the contours of the road; and incidents such as a blown tire or failed brakes are all programmable. The trainer can even simulate the slower reaction time of a driver who has had a few beers.

“This brings a whole new dimension to vehicle training.”

— R.J. Elrick, Executive Director, VCJTC

“This tool is not for teaching driving. It is for teaching decision-making – judgment, policy, snap decisions – and for practicing specific driving skills,” says John Gonyea, Senior Training Coordinator of VCJTC and lead instructor for the new system. Students can practice how to behave in a wide range of situations while in a completely risk-free environment, so when one of those situations arises on a real road, they are much more likely to make good decisions. Police training includes lights-and-siren scenarios for high-speed pursuit and emergency response. The software for trucks distinguishes

between ladder trucks, pumpers, dump trucks, and tractor-trailers for size, maneuverability, and visibility. According to Gonyea, “the simulator does a decent job of creating the experience of driving different vehicles, and you can feel it when you hit something or go up on a curb. But the real value is in training, especially the ability to replay the student's route. We can review it in detail and discuss exactly what went wrong and where something should have been done differently.”

The PatrolSim IV comes with equipment and software to simulate police cruisers, ambulances, fire trucks, and road maintenance trucks. The simulator, with its basic equipment and software, was paid for with a grant from the U.S. Department of Justice, won with the active support of Senator Bernie Sanders. The trailer and an additional software package that simulates snow plow use were purchased by VLCT PACIF to expand the value of the system for municipalities. Joe Damiata, Manager of Safety and Health Promotion at VLCT, worked closely with Elrick and Gonyea in seeking the grant and purchasing the system and trailer. According to Elrick, “A goal that we all had going into this was that it could be used across the state for police, fire, rescue, and municipal purposes. We are glad to have been able to work with VLCT on this.”

For a video of a police simulator in use, go to [www.mpri.com/driver/patrolsimvideo.html](http://www.mpri.com/driver/patrolsimvideo.html).

Ione L. Minot

Contributing Writer, VLCT News

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## TRIVIA

Twenty-four minutes after last month's VLCT News was posted online, **Suzanne Rude**, Enosburg Falls' Director of Finance, replied with the answer to the Trivia question: Mortimer R. Proctor was the only incumbent Republican governor in Vermont to lose a primary for reelection to the governorship, and he did so in 1946. Well done! But *twenty-four minutes?! I reckon we need to dig a bit deeper into the Obscure Facts Barrel for a more challenging question.*

Okay, try this one: **The Native American name for this Vermont mountain is “Long view in all directions.” What is its more familiar name?**

Email your answer to [dgunn@vlct.org](mailto:dgunn@vlct.org). Then watch this space in the surprisingly enlightening August-September issue for the answer.



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# VLCT STAFF NEWS AND NOTES

## WELCOME

Last October, **Ione Minot**, VLCT's Temporary Marketing Specialist for Risk Management Services (née Group Services), started working contractually in Communications, where she edited, wrote and handled advertising for the *VLCT News*. She also laid out workshop flyers and created VLCT's Wellness Incentives web page, among other tasks for Group Services, and that led to her current six-month stint.



*Ione shaking things up at her regular Friday night diversion, a.k.a. "Band Camp."*

Ione is not offended to be called a "word nerd." She has "always liked language: vocabulary, turns of phrase, puns, grammar, short stories, novels, crossword puzzles – whatever." She studied Latin and other languages in school and earned a BA in Greek and Roman Archaeology. She later took classes in design and graphics, and that landed her a desktop publishing job in Winoski. Combining that with her prodigious wordsmithing skills steered her into a technical writing career, which in turn has produced 16 years of well-written, attractive documents and marketing materials.

"Working at VLCT," says Ione "has been great for a lot of reasons. I really did prevent my customary winter weight gain by being in last winter's Keep It Off Challenge, and the workplace ethic here supports getting out from behind the desk to walk or exercise at lunch time. Mostly, I enjoy being here because the work is engaging and the people are friendly, helpful, and fun." In her spare time, Ione raises a teenage daughter, feeds two demanding cats, and participates in as much live music as possible.

So, as the Greeks would say, "Ἑαίρε, Ἰώνη" ("Hello, Ione")!

## NEWS

On May 13, **Heidi Joyce**, VLCT's Senior Health Promotion Consultant, took time out from her busy spring schedule of administering health screenings to be a featured speaker at the 7<sup>th</sup> Annual Vermont Workplace Safety Conference in South Burlington. The conference, sponsored by a group of organizations that included the Vermont Small Business Development Center and the Vermont Safety and Health Council, addressed topics such as safety requirements for contractors, the ergonomics of material handling, and supervisors as safety leaders. Heidi's topic – "Healthy

Employees = Safer Employees: Wellness, Incentives and Return on Investment" – illustrated how healthy employees not only cost less in the healthcare system than unhealthy employees, they also incur lower workers' compensation expenses. National statistics indicate that employers who invest in preventive care and promote wellness programs for their employees save more in health care and workers' compensation costs than they invested.

Heidi has been in the wellness field for 30 years and is a Clinical Exercise Specialist and Lifestyle and Nutrition Consultant. She has also presented at conferences in Denver and San Diego.

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# Classifieds

Please visit the VLCT website to view more classified ads: <http://www.vlct.org/marketplace/classifiedads/>. You may also submit your ad via an e-mail link on this page of the site.

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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 \$41 per ad.

Classified ads are generally limited to 150 words and run for one issue. These ads are also placed on the VLCT website for up to one month.

The *VLCT News* is published eleven times per year (the August and September issues are combined) and reaches readers during the first week of the month.

The copy deadline for advertisements is the first Friday of the month prior to the issue date. Space is sometimes available for late additions; please feel free to check with the editor for availability.

For more information on placing classified ads in the *VLCT News*, contact [classifieds@vlct.org](mailto:classifieds@vlct.org). For details on display or municipal marketplace advertising, email [vlctnews@vlct.org](mailto:vlctnews@vlct.org). Instructions for ad requirements may also be downloaded at <http://www.vlct.org/aboutvlct/vlctnewsletter/advertisinginformation/>.

## HELP WANTED

**Town Manager.** The Town of St. Albans, Vermont seeks an engaging, co Town Manager. The Town of St. Albans, Vermont seeks an engaging, collaborative, and dynamic manager to serve as its chief administrative officer. St. Albans (pop. 7,650) is located in northwest Vermont on the shores of Lake Champlain in Franklin County. It's one of the fastest growing areas of the state and has a strong tradition of civic engagement. The manager reports to a five-member select-board and is responsible for day-to-day operations of the Town. The manager supervises 8 to 10 full-time employees, ad-

ministers a \$3.1 million operating budget, and oversees all personnel, financial, public works, and community-relations matters. A detailed job description is available at [www.stalbanstown.com](http://www.stalbanstown.com) under employment opportunities. Hiring range is \$50,000 to \$75,000 with an excellent benefits package. A Bachelor's degree is required; Master's degree in public administration or related field preferred. Previous experience in municipal government with emphasis on grant writing and project planning is preferred. To apply, please send a confidential cover letter, resume and three references to St. Albans Town Manager Search, c/o VLCT, 89 Main Street, Montpelier, VT 05602-2948. You may also email to [charington@vlct.org](mailto:charington@vlct.org) with St. Albans in the subject line. Resume review begins July 27. (6-10)

**Police Officer.** The Vernon Police Department is now accepting applications for part-time police officers. Applicants must be at least 21 years old and willing

to work holidays, nights, and weekends. Certified officers preferred. You can pick up an application at the Vernon Police Department, 567 Governor Hunt Road, Vernon, Vt. 05354. Or call 802-254-2638 for more information. (6-9)

**Economic Development positions.** The Town of Brandon, Vermont is re-advertising for applications from qualified individuals or firms to serve various economic development functions within the town. Candidates will be required to demonstrate knowledge of the community, region, and state. They should have business development experience, an ability to work effectively with local and state government, business leaders, and economic development agencies. Familiarity with the Vermont Downtown programs is a plus, as management of the Brandon Downtown Economic Development Corporation may be included. The work will be part-time and task oriented, with a flexible schedule. Participation in evening meetings may be required. Interested par-



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## CLASSIFIEDS

(continued from previous page)

ties should submit a statement of qualifications and experience, including resumes of any key personnel. Please also submit a statement of not more than 500 words outlining your vision for economic development in Brandon. The Town will begin considering applications on **July 6, 2009**. Send all materials to Keith O. Arlund, Town Manager, 49 Center Street, Brandon, VT 05733. (6-8)

**Chief of Police.** Moultonborough, a progressive community in the beautiful New Hampshire Lakes Region with substantial Winnepesaukee shoreline, just a short drive from the White Mountains region, seeks to replace its retiring Police Chief. The Chief oversees a budget of \$1.4M with 11 full-time and 4 part-time sworn officers and 4 full-time and 2 part-time support/dispatch staff serving a community of 4,800 year round and 40,000 peak seasonal residents and visitors. The successful candidate will be knowledgeable in N.H. criminal law and procedure, proficient in general business administration,

including preparing and managing budgets, experienced in involving the community in a pro-active manner and best practices, and skilled in written and oral communications. Requirements: High school diploma or GED, and 10 years of law enforcement experience with some of that in supervisory positions. College education or military experience are preferred attributes. Must have or be able to obtain certification as a full-time N.H. police officer. Candidates without current N.H. certification are encouraged to explore the rigorous requirements, including a physical agility test, imposed by the N.H. Police Standards and Training Council before they apply. Competitive salary and benefits DOQ/DOE. Learn more at [www.moultonboroughnh.gov](http://www.moultonboroughnh.gov) (click on Paid, Volunteer and Contract Openings). Submit 7 copies of application letter, resume, and standard town application form (available on the same website) to Carter Terenzini, Town Administrator, 6 Holland Street, PO Box 139, Moultonborough, NH 03254. Reviews begin July 8, 2009. Position open until filled. EEO Employer. (6-2)

## FOR SALE

**48-passenger Thomas Bus Coach.** 1980 Ford B600 chassis with 193" wheelbase and 370-2V engine. Seats have been removed, new linoleum floor, outside painted white. Additional equipment includes 200 watt PA/siren with two exterior speakers, Whelan strobe system, and scene lighting. You can see the vehicle at the Vernon Town Garage. (Call 802-254-9428 to make an appointment.) Minimum bid, \$2,500. **Send bids by July 17** to EOC Bus Bid, Selectboard Chair, 567 Governor Hunt Road, Vernon, VT 04354. Bids will be opened at the July 20 selectboard meeting. The selectboard has the right to reject any and all bids based on price. (6-9)

**Portable Crusher.** The towns of Dummerston and Putney are selling a 1974 Eagle portable crusher, serial number 1002, model 6633E 10-24. Asking price, \$20,000. Please call Lee Chamberlin (802-254-2411) or Dennis Wilson (802-387-5730) with any questions. (6-1)



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# Calendar

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**Town Fair 2009.** Mark your calendar for Thursday, October 1! This year's Town Fair returns to the Barre Municipal Civic Center. Registration materials will be sent out in late July.

The 2009 Workshop Calendar will be out soon with a whole array of training to suit all of your needs!

**Town Fair Local Officials Golf Outing (LOGO).** Wednesday, September 30. Barre Country Club. The ever popular golf tournament is back in conjunction with Town Fair. Registration materials will be included in your Town Fair packet. Please contact Ken Canning at VLCT for more information or to sponsor this event.



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