PACIF Difference #2: “No Fault” Sewer Backup Coverage

From Main Street to the Mountains: Vermont’s Musical Landscape!

Managing Town Social Media Platforms
Diversity is a subject that many Vermonters and Vermont institutions have been discussing for years. It is a noteworthy, complex topic. When the conversation turns to what can be done to support diversity in our state, I hear many different opinions and recommendations about how to best address the issue. While traveling around the state and talking with VLCT member officials and municipal leaders, I have discovered that people want to know how we, as municipal governments, can support an increasingly diverse Vermont. What steps should we take to ensure that we treat everyone – our residents, our colleagues, and those who visit our communities – in a consistent, unbiased manner?

To do that successfully, it is essential that we understand the concept of implicit bias. This is becoming an increasingly common term. The U.S. Department of Justice defines it well, referring to implicit bias as “the unconscious or subtle associations that individuals make between groups of people and stereotypes about those groups.” Without us being at all aware, these associations can significantly change our behavior and decision-making based on the person or people with whom we interact: we treat different people differently based on any number of variables – race, religion, gender, sexual identity, education level, and so on.

If these influencers affect each of us on an unconscious level, what, then, can we do about it? And where do we, as individuals who interact daily with a wide range of people from our communities, see implicit bias at work? Fortunately, implicit bias is an area of active research for social scientists and those who examine the workings of the human brain. As a result, numerous training programs exist to help people identify implicit bias, understand the depth and breadth of its influence on how we relate to one another, and provide us with techniques to counter its influence.

I am pleased that we will cover this topic at Town Fair 2018 in South Burlington in October. In addition, I have been talking with experts from around the state and with members who are working on this important issue to figure out the best way to make implicit bias training a regular offering to VLCT members beyond Town Fair, and I will keep you apprised of our progress.

In the meantime, I am always eager to hear from you. Is implicit bias a topic you are talking about in your community? What type of assistance could VLCT offer you? Send me your thoughts and suggestions at mcarroll@vlct.org. I am very interested to know what you think.

Warm regards,

Maura Carroll
Executive Director, VLCT
Inside this issue

From the Executive Director .................. 2
Ask the League .................. 4
U.S. Dept of Labor Offers “PAID” Program .... 5
Vermont’s Musical Landscape ............. 6
RMS Trust Matters .................. 8
2018 RMS Calendar ..................... 9
PACIF Difference #2 .................... 9

Managing Town
Social Media Platforms ................. 10

Town Fair 2018 Preview .................. 11
Trivia (100th!) .......................... 11
Staff News .............................. 12
Classifieds .................. 13
A Great Golfing Deal Returns ............ 15
Upcoming Events ..................... 16

Photo credits: cover, 2018 Plow Rally, Shawna Brulé; page 6, Northeast Kingdom Community Orchestra rehearsal, David Gunn.
Questions asked by VLCT members and answered by the League’s legal and research staff

ASK THE LEAGUE

What should our town know about hiring seasonal workers?

Many municipalities hire workers to assist with warm-weather operations such as summer recreational programs and town swimming facilities. Although these individuals are bona fide municipal employees, they are not subject to the same state and federal laws regarding wages and overtime. For instance, employees in municipal recreational programs that operate for fewer than seven months of the calendar year are exempt from the overtime provisions of federal and state law. For an employee to qualify for the exemption, his or her duties must be performed at a facility that is a distinct, physical place of operations that is separate from the main administrative location of the organization. This means that a municipality’s entire government cannot qualify as a recreational program (or “establishment”). Similarly, parks and recreation department employees who are employed by a central, non-recreational agency do not qualify for the exemption, even if they are employed only seasonally.

According to the Wage and Hour Division of the Vermont Department of Labor, a municipality may pay its student employees anywhere on the federal pay scale from a youth wage of $4.25 per hour to the federal minimum wage of $7.25 per hour for a maximum of 90 days or until the individual’s 20th birthday. For further information, see DOL Fact Sheet #32 at https://www.dol.gov/whd/regs/compliance/whdfs32.pdf.

State law limits the number of hours that minors may work and the functions they may perform. Those restrictions are listed on the Department of Labor’s website at http://labor.vermont.gov/wordpress/wp-content/uploads//WH-30-Information-for-Employer-Child-Labor-Law.pdf.

Sarah Jarvis, Staff Attorney II
VLCT Municipal Assistance Center

MAC Resources

Up-to-date information and helpful templates recently added to the VLCT website

New MAC Resources

Find these Online

FAQs: Vacancies in Elected Offices
Vermont law states that an elected town office becomes “vacant” if the town officer resigns, is removed from office, dies, becomes unable to perform his or her duties due to a mental condition or psychiatric disability, or moves out of the town in which he or she serves. 24 V.S.A. § 961. The creation of a vacancy in town government can be a time of great confusion and uncertainty for municipalities. MAC created a list of frequently asked questions and answers to assist members with vacant elected offices.
https://www.vlct.org/resource/vacancies-elected-offices-faqs

Model All Terrain Vehicle (ATV) Ordinance
This model ordinance is for member municipalities that wish to regulate the use and operation of ATVs within the municipality.
https://www.vlct.org/resource/model-all-terrain-vehicle-atv-ordinance

Model Social Media Policy
MAC wrote this model policy to help member municipalities create and manage their social media platforms. Guidance regarding state and federal legal considerations and additional information is provided to facilitate customization.
https://www.vlct.org/resource/model-social-media-policy

For more information, contact MAC at 800-649-7915 or info@vlct.org
U.S. Department of Labor Offers “PAID” Program

In March, the Wage and Hour Division (WHD) of the U.S. Department of Labor created a nationwide, six-month pilot program to proactively identify and resolve minimum wage or overtime violations by employers.

Participation in the program, which is voluntary, is designed to avoid litigation, penalties, and liquidated damages. Under the Payroll Audit Independent Determination (PAID) program, employers are able to self-audit their pay practices for possible overtime or minimum wage violations under the Fair Labor Standards Act (FLSA). If the employer discovers violations, it can then work with the WHD to correct the mistakes and pay any back wages owed to employees.

Municipal employers are eligible to participate in the PAID program. However, employers already under investigation or engaged in litigation or settlement of wage violations may not participate.

To learn more about the PAID program, visit https://www.dol.gov/whd/paid/, where you will find an informative Q&A section as well as a link to a free webinar.

Jill Muhr, Human Resources Consultant
VLCT Municipal Assistance Center
For such a small state, Vermont has an especially thriving live classical music scene. Besides a wide assortment of bands, youth-oriented ensembles, and choruses of all descriptions, it also has a first-rate professional orchestra, the Vermont Symphony Orchestra. Scattered throughout the state are some dandy community orchestras, too.

The Amateur Musicians Orchestra, based in South Burlington, was founded in 1984 with support from the Burlington Friends of Music and St. Paul's Ministry of the Arts. In the early years, the AMO had as few as 10 to 20 members; now it has up to 60. Ray Anderson was its initial conductor, followed by Tom Toner, Richard Moorhouse, David Gusakov, and Anne Decker. Daniel Bruce has been music director since 2006. The orchestra typically presents two free concerts a year.

The Burlington Chamber Orchestra was founded by Michael Hopkins in 2007 with a group of 20 Vermont musicians to advance the arts and culture in Burlington. Hopkins stepped down as director in 2010; the current music director is Yutaka Kono. The orchestra helps with the music education of hundreds of students in Burlington and the surrounding area. As part of this outreach, the orchestra hosts an annual concerto competition, whose winner is featured in its spring concert.

The Burlington Civic Symphony is an auditioned community orchestra. Founded in 2011 by Daniel Bruce (the ensemble’s current conductor) and French hornists Helen Read and Martha Walker, the orchestra has grown in size to more than 60 musicians from Burlington and the surrounding area. The BCSO’s mission is to present high quality performances of orchestral masterworks and newer works by living composers, and to bring symphonic

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From Main Street to the Mountains: Vermont’s Musical Landscape!

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music to diverse audiences through special programs that include pops and children’s concerts.

The Champlain Philharmonic Orchestra debuted in 2004 with David Gusakov as music director at the Middlebury College Center for the Arts. In 2010, under the direction of Paul Gambill, the orchestra branched out by performing with the Middlebury Community Chorus, featuring pieces by local composers Peter Hamlin and Robert Wigges and offering local competitions for high school students. As the resident orchestra of Middlebury’s Town Hall Theater, the CPO performs regularly in Middlebury and now Green Mountain College in Poultney. Matthew LaRocca became music director in 2017.

Founded by Willie Docto in 2006 in Waterbury, the Eleva Chamber Players is an all-string, conductorless chamber orchestra comprising professional musicians from throughout Vermont and the Northeast U.S. Eleva’s annual concerts include musical tours of Vermont wineries plus house concerts throughout the country. The ensemble’s performances often feature a compère, who enhances the concert experience by reciting program notes that shed light on each musical piece.

The Juno Orchestra is a chamber orchestra made up of professional musicians from around Brattleboro, southwestern New Hampshire, and western Massachusetts that debuted in 2017 at the Brattleboro Music Center’s Auditorium. The director is Zon Eastes, who led the Windham Orchestra for over 20 years. The Juno Orchestra Project, which began last spring, is a five-to seven-year musical mission that features as soloists musicians who received their early training in the area. The project will also commission new works that add to the region’s expressive and economic vibrancy.

Me2/Orchestra bills itself as “the world’s only classical music organization created for individuals with mental illnesses and the people who support them.” Its mission is to erase the stigma surrounding mental illness, including addiction, through supportive classical music ensembles and performances. It is a non-auditioned orchestra that rehearses weekly and performs three or four times annually in traditional concert venues, inside correctional and rehabilitation facilities, and for mental health events. Roughly half of its current members have a diagnosis they are living with and have chosen to publicize it, but the telling is strictly optional. Music Director Ronald Braustein and Executive Director Caroline Whiddon launched Me2/ in 2011. Three years later, they began a similar orchestra: Me2/Boston.

In the early 1990s, cellist and physician Tom Moore began thinking of forming an ensemble of Central Vermont’s growing number of accomplished string musicians. The concept took shape with the arrival of internationally renowned pianist Diane Huling, who was music director of the Bethany Congregational Church in Montpelier. A group of string players directed by Ms. Huling performed a Bach Brandenburg Concerto and Faure’s Requiem with the Bethany Congregational Church Choir in 1994. The following winter, the Montpelier Chamber Orchestra presented its first official concert. In 1996, Lisa Jablow and Catherine Broucek Orr formed a partnership as co-music directors. One notable concert that year featured music by French composer Olivier Messiaen that required an ondes Martenot, an early 20th century electronic musical instrument, whose soloist had to be imported from Montréal. The orchestra’s current music director is Anne Decker.

The Newport Area Community Orchestra serves the communities of the Northeast Kingdom. Its mission is to foster excellence and innovation in the arts in the community. The orchestra also serves the student communities of North Country Union High School, Lake Region Union High School, Stanstead College, and CCV in Newport. The NACO Woodwind Quintet, the NACO Piano Trio, Trio Nostalgia, NEK Chamber Players, and the NACO String Quartet are smaller ensembles of the orchestra that perform at local venues. Ken Michelli founded the orchestra in 2011 and is its current music director.

Local and student musicians in and around Lyndonville comprise the Northeast Kingdom Community Orchestra. The orchestra includes a mix of un auditioned “seasoned” musicians and players as young as eight years old who sit with their teachers and learn as they play. The orchestra presents two free concerts annually, in November and May. Jason Bergman is artistic director and conductor.

Sage City Symphony was founded in 1972 by Bennington College composer and music professor Louis Calabro as a community/college orchestra with close ties to the college. The college donates rehearsal and performance space, shares its percussion instruments and pianos, and encourages its students to participate as

(continued on page 12)
Open Enrollment for the July-to-June dental coverage year is nearly finished! The VERB Trust’s plans and rates for the renewal were mailed and emailed to members on May 4th, and any changes must be submitted to Northeast Delta Dental (Delta) early in June. There will only be a 2.9% increase in our dental program rates for the next year for both July-to-June (fiscal year) and 2019 calendar year coverage. This increase is primarily due to Delta's current claim trend, which reflects dental care cost inflation and increased utilization.

For the past several years of our partnership with Delta, our rates have either decreased or remained flat. Last year's renewal was the exception, yet that slight increase was in response to member requests for improved coverage to include white composite fillings on posterior teeth. VERB's long-term low rates are a result of several factors: our members' excellent claims experience, Delta's negotiated provider fees, and the fact that many of our subscribers make extensive use of Delta's expanded PPO and Premier provider networks. Additionally, our subscribers have taken advantage of Delta's Health through Oral Wellness Program, which allows those who qualify to receive additional preventive dental services at no extra cost.

Delta has clearly been the right dental coverage choice for Vermont municipalities, especially since VERB members continue to enjoy the highest quality benefits at extremely competitive and cost-effective rates.

Please direct any questions you have about VERB's dental coverage — such as this season's group dental renewal, adding dental coverage for your group, or Individual Direct Dental plans — to VLCT's Kelley Avery or Larry Smith at kavery@vlct.org, lsmith@vlct.org, or 800-649-7915.

Thank you for participating in VERB's various programs. Your membership keeps the Trust healthy!

Perfect weather greeted attendees at the VMHA 2018 Equipment Show and Field Day on May 9th in Barre. VLCT staff members always help judge the morning Snowplow Rally, which was only a little dusty this year.
PACIF Difference #2: “No Fault” Sewer Backup Coverage

Have you ever dealt with a property owner who calls your municipality and/or attends a governing board meeting in search of financial assistance for cleaning up a sewer backup in their home? This unhappy person is hoping for a quick resolution to a disgusting situation. While most commercial general liability policies provide municipalities with some level of sewer backup coverage, they do so only when the municipalities are at fault. In Vermont, oftentimes it’s determined that municipalities are not at fault in these situations – which then places the cost of cleanup and repair on the property owner.

As you can imagine, these are not pleasant situations to be involved in because you know the homeowner wants the mess to be cleaned up immediately. Answering the call of members in 2003, PACIF developed a unique (not commercially available) “no fault” coverage to help members provide a more expedient remedy for property owners. PACIF’s sewer backup coverage is designed to minimize the need to establish clear liability and ensures that the property owner is compensated for damages that are not covered by their homeowner’s or other insurance policy, subject to certain limitations and exclusions. All PACIF policies come with $10,000 in annual coverage for members with sewer connections, and members can elect to purchase an additional $20,000 (for a total of $30,000) in coverage for an added cost. PACIF members regularly report that this coverage is tremendously valuable because it helps them address property owners’ needs as soon as possible. This coverage provides a quicker and equitable solution to a nasty problem and minimizes the delays that can occur when insurance companies argue about who is responsible.

No fault sewer backup coverage is one of many PACIF differences to remember when shopping your municipality’s property and casualty insurance. You may find cheaper insurance options out there, but none will include the customized products and member-focused services that PACIF provides. You can rest assured that with PACIF, we’ve got you covered. It’s part of how we fulfill the VLCT mission of serving and strengthening Vermont local governments. And we’re committed to doing it.

Fred Satink, Manager
Underwriting and Safety & Health Promotion

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2018 RMS Calendar

**Deadline to submit Delta Dental insurance renewal paperwork for 7/1/18 – 06/30/19 coverage.** Friday, June 1.

**New Marijuana Legislation: What Vermont Employers Should Know for the Safety of Their Employees.**
Wednesday June 13, 8:00 a.m. to 10:30 a.m., College of St. Joseph, 71 Clement Road, Rutland. A discussion of Vermont’s new marijuana laws led by David Harlow of Downes Rachlin Martin, PLLC, and brought to you by the Rutland Area Chapter of VSHC. For more information and to register please contact Jill Merrow, jmerrow@vermontcountystore.com.

**Tick Borne Illnesses: How Do They Affect Your Workplace?**
Wednesday, August 8, 8:00 a.m. to 10:30 a.m., College of St. Joseph, 71 Clement Road, Rutland. Presented by Bradley Tompkins, Infectious Disease Epidemiologist and Enteric & Tickborne Disease Program Chief at Vermont Department of Health, and brought to you by the Rutland Area Chapter of VSHC. For more information and to register please contact Jill Merrow, jmerrow@vermontcountystore.com.

**2018 VLCT Local Officials Golf Outing.**
Wednesday, August 22, 9:00 a.m. through lunch, Green Mountain National Golf Course, 476 Barrows Towne Road, Killington. Cost: $50 for each municipal player; $65 each for others. Accepting (and welcoming!) sponsorships until Friday, July 20. Golfers, please register before Thursday, August 2. For more information, contact Pam Fecteau, pfecteau@vlct.org.
Managing Town Social Media Platforms

Municipalities are increasingly using social media to publicize the goings-on in town, whether it be general information or timely special announcements. Given the ever growing number of people who are active on Facebook or Twitter, these and other social media platforms can be valuable tools with which to share activities and initiatives with your citizenry, especially those who are unable to or rarely attend the town’s public meetings in person.

Social media platforms also enable citizen participation. Most platforms allow users to comment, by uploading content or responding to other users’ posts. Comments and replies can create a fertile space for discussion of town business and issues and allow the public to communicate not only with each other but also with town officials.

While it is clear that sharing information and interacting with the public through social media is beneficial, there are risks. For one, town officials must comply with the Open Meeting Law and Public Records Act. The former requires all meetings of a public body to be duly warned and open to the public. While social media platforms may help connect the town with the public and provide transparency (one of the key purposes of the Open Meeting Law), they may also be places where town officials inadvertently violate the law. Such inadvertent violations can occur when a majority of the members of a public body participate in (virtual) discussions about town business on those platforms. You can learn more about the Open Meeting Law at www.vlct.org/municipal-assistance/municipal-topics/vermonts-open-meeting-law.

Concerning the Public Records Act, town officials must also be aware that any post, upload, or comment created or received via the town’s social media platforms is a public record and therefore must be managed pursuant to state law and the Vermont State Archives and Records Administration’s applicable retention schedule or disposition orders. Read more about record retention and disposition at www.sec.state.vt.us/archives-records/records-management.aspx.

Towns also need to be careful not to violate First Amendment rights of the users of the town’s social media platforms. Generally, the First Amendment restricts the government from discriminating against speech based on its content or viewpoint. Therefore, for

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- Body mass index
- Written educational materials
- One-on-one health coaching with registered nurses
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example, when a town enables users to comment on its social media platform, the town cannot edit or remove a comment merely because it criticizes the town or a town official. To ensure the town is moderating user comments appropriately, the town should identify the purpose of each social media platform and clearly designate it as either a “limited public forum” or “government speech forum.”

A “limited public forum” allows discussion of certain topics; user comments must be related or they are subject to removal. One example is a town Facebook page that has been enabled to allow users to post comments and replies regarding town posts.

Conversely, a “government speech forum” is available only for the town to convey information. Public user comments are disabled on government speech forums. Many towns’ official websites are government speech forums, used exclusively by the town to post town information, initiatives, or events.

Failure to designate a social media platform, identify its purpose, and moderate posts and comments accordingly will result in an increased risk of violating the First Amendment. If a town has designated a social media platform as a limited public forum but fails to consistently moderate user comments as such, the platform may become a de facto traditional (unrestricted) public forum, meaning that the town would be unable to limit or remove any comment. (Think of a selectboard meeting as a limited public forum and the sidewalk as a traditional public forum).

To help municipalities manage their social media presence, VLCT’s Municipal Assistance Center has updated its model Social Media Policy. The policy aims to manage the important considerations discussed in this article. It also sets out policies and procedures to create and manage a town’s social media platforms and identifies their proper use by town officials when conducting town business. The model policy is available in the Resource Library of the VLCT website, www.vlct.org/. You may also request the document by emailing info@vlct.org.

Carl Andeer, Staff Attorney I
VLCT Municipal Assistance Center

While Mike Donoghue, Karen Drennen, and Jackie Higgins of the Vermont Press Association, Swanton, and Williamstown, respectively, knew that the more common name of the “mountain with a head like a moose” is Mount Mansfield, ace trivialogists Rosie Laquerre, Herb Durfee, and Heidi Racht of East Montpelier, Norwich, and Huntington (also respectively) also knew that Mount Nickwackett in Chittenden is what the Abnaki referred to as “the abode of squirrels.” No one, however, noted that an anagram of Mansfield’s other name, Mozodepowadso, is “doomed zoo wasp.” Of course, I didn’t ask for it, but still.

The gravestone of a Vermonter who participated in the Rogers’ Rangers raid against the St. Francis Indians in 1759 carries this inscription: “Our common country claims our aid: Living or dying, I will defend it.” Who was the Vermonter, and what river is ever so coincidentally named after her or him? (Hint: It isn’t Ambrose “Buddy” Amazon.) Think you know the answer to —Anniversary Alert!— this, my one hundredth trivia question? Email it to dgunn@vlct.org. My answer will appear in the emerald ash borer-free July issue.

June 2018    11

Town Fair
2018 Preview

After reviewing the results of a survey we sent out in April, VLCT staff have worked to fill our Town Fair agenda with exemplary training sessions that are especially relevant to our members. So far, workshop topics for Town Fair 2018 – scheduled for October 3 and 4 at the DoubleTree (formerly the Sheraton) in Burlington – include implicit bias training, records retention, and cyber security. We’re also in the planning stages for trainings on wastewater allocations and employment practices liability, as well as a timely session on what steps local governments will need to take following this year’s legalization of marijuana.

*** New this year: VLCT has partnered with the Vt. Dept. of Taxes Property Valuation Review to hold two training sessions at Town Fair.

We plan to mail Town Fair conference information in late July; registration will be open by August 1st.
players by providing them with academic credit. Other players, all unauditioned, are drawn from Vermont, New York, and western Massachusetts. Its music director is Michael Finckel.

The Vermont Philharmonic, "Vermont’s original community orchestra," played its first public concert in 1959 at Norwich University’s Plumley Armory in Northfield. Norwich Professor of Music Jon Borowicz founded and conducted the ensemble for almost 20 years. He was followed by Brian Webb, Dan Bruce, and, since 1999, Louis Kosma. In 1993, the Barre Opera House became the orchestra’s permanent home. Like other community orchestras, the Philharmonic offers opportunities to Vermont high school music students to perform with the orchestra. Each year, the Philharmonic awards, through audition, a scholarship to an exceptional music student, who is then the featured soloist in a concert.

The Windham Orchestra, founded in 1969, serves four important roles: performing live orchestral music in Brattleboro and surrounding towns, providing performance opportunities for musicians of all backgrounds, educating local school children, and providing an orchestral ensemble for performance of music by local composers. The orchestra members themselves chose more than three-quarters of the repertoire for the 2017-2018 season. Twenty-eighteen marks the 32nd year the orchestra has held a concerto competition for high school age musicians. The orchestra’s rehearsal home is the Brattleboro Music Center and its music director is Hugh Keelan.

Are there any regional orchestras I missed? Please, let me know!

David Gunn, Editor
VLCT News

Staff News

As of this month, Terri Crawford will have worked at VLCT for 25 years, wow! Terri joined VLCT in June of 1993 as a secretary. Since then, she has assumed various roles in both the Underwriting and Claims departments. While Terri is licensed in workers’ compensation and property and casualty claims, she currently focuses on the latter, where she serves as Senior Claims Specialist.

Terri handles a wide variety of complex liability and property claims and assists Claims Manager Kelly Kindestin as interim leader when Kelly is out. Many of you will recall the integral role she played assisting members through Tropical Storm Irene claims.

At Town Fair 2018, Terri will be presented with the John G. Stutz Award, an honor bestowed on individuals who have served 25 or more years on the staff of a state municipal league, state league risk pool, or the National League of Cities. The award is named in honor of John G. Stutz, who convened representatives of ten state municipal leagues in 1924 in Lawrence, Kansas, for the first meeting of what would later become the National League of Cities.

Muchas felicidades, Terri. And just think – you’re already halfway to your goal of 50 years of VLCT employmental gratification!
Help Wanted

Maintenance Worker. The Town of Richmond seeks a qualified person to fill the part-time (20 hours/week) permanent position of maintenance worker. The individual must enjoy working outdoors and within the complex setting of the town’s wastewater treatment and water distribution systems. Experience operating small equipment is desirable, but we will train the right person. A job description is available at www.richmondvvt.gov under Documents, or call 434-2178 for more information. Starting salary, $12.06 per hour. To apply, send cover letter, resume, and three current references to Town of Richmond, Attn: Maintenance Worker Water Resources, PO Box 285, Richmond, VT 05477. EOE. (05-07)

Safety Manager. The City of Burlington seeks a Safety Manager to be responsible for expanding and supporting a citywide workplace culture of safe behavior and healthful working conditions for city employees. The Safety Manager is also responsible for monitoring compliance for the City of Burlington involving regulatory (local, state, and federal) requirements for the purpose of safeguarding employees. The Safety Manager works in conjunction with and serves as a resource to those responsible for monitoring and ensuring the safety and maintenance of city buildings and facilities and liability insurance administration. You can download and read the full job description on the City of Burlington’s career webpage, www.governmentjobs.com/careers/burlingtonvt/jobs/. Applications for this position may only be made online at that link. (05-04)

Public Works Director. The Town of Rockingham is accepting applications for the full-time position of Public Works Director. This new position assists the Municipal Manager in carrying out the functional and operational responsibilities of the Town of Rockingham. Requirements: graduation from a college or university with major study in public works administration or civil engineering, or generally related engineering and/or public works administration; at least three years of progressively responsible experience in either public works administration or civil engineering, with a supervisory capacity in at least one of those years, or the equivalent combination of education and experience which will demonstrate the possession of the required knowledge, skills, and abilities; eligibility to be registered with the State of Vermont as an Engineer is desirable but not required; any combination of knowledge, skills, abilities, certifications, and education deemed to be adequate for the position; valid passenger vehicle operator’s license. Salary range, $72,500 to $80,000, depending on qualifications. Excellent benefits. A job description is available at the Municipal Manager’s Office (7 Square in Bellows Falls) or visit http://www.rockbf.org/ and click Public Notices. Apply to: Shane O’Keefe, Municipal Manager, Town of Rockingham, PO Box 370, Bellows Falls, VT 05101. Position open until filled. EOE. (05-07)

(continued on next page)
Town Manager. The Town of Westerly (pop. 22,787; 40,000 in summer) seeks a dedicated, experienced, and creative leader to serve as its next Town Manager. Located in the southwestern corner of Rhode Island, Westerly is a coastal community rich in history. The charming character of the town reflects its unique past and geography. From its historical downtown to its back-country rural flavor, the ambiance and fabric of this small and prosperous community provide a quality of life associated with an earlier time. Home to some of the most magnificent beaches on the East Coast, Westerly enjoys a thriving tourism economy that serves to supplement a healthy and diverse mix of commercial and residential tax base. The Town Manager will be appointed by and be responsible to the Town Council for the administration and management of the Town as provided in the Town’s Charter. The Town Manager is responsible for developing and managing the annual operating and capital budgets (including three enterprise funds) of approximately $90 million and providing oversight of and leadership for 180 employees. Desired qualifications: MPA, MBA, MSF or a closely related field combined with at least five to seven years of increasingly responsible experience. Knowledge of contemporary practices in municipal administration. At least three years of town/city management along with demonstrated experience in labor relations and budget development. Credentialing by the International City/County Management Association as an ICMA Credentialed Manager is preferred but not required. Proven interpersonal, written, and oral communication skills, with a demonstrated ability to collaborate and maintain positive working relationships with elected officials, department heads, employees, and the public. Preference will be given to an experienced town/city manager from a jurisdiction of comparable size and complexity with an emphasis on economic development, tourism, beaches, harbor access, emergency management, land use, human resources, and public works. Town residency preferred but not required. Starting salary, $120,000-$135,000, based upon qualifications and experience and includes an excellent benefits package. For additional information, visit http://www.mrigov.com/westerlyri. Submit cover letter and resume electronically as PDF file attachments to recruitment@mrigov.com by Friday, June 8, 2018. Westerly is an EOE/AA/Equal Access Employer. (05-03)

Requests For Proposals

Street Paving. Qualified paving contractors are invited to submit sealed bids for paving in the Town of Johnson. Bidders must submit a price per ton, estimated tonnage required, estimated project cost, and estimated schedule of paving. The complete RFP is posted at www.vlct.org/classified/street-paving. To arrange a site visit (recommended), please call Road Foreman Brian Krause at 635-2274. For more information email Brian Story at tojadminister@townofjohnson.com. The deadline to submit a bid is Tuesday, June 12, 2018. (05-08)

Town Road Paving. The Town of Londonderry is seeking bids to pave several town roads plus the apron in front of the Londonderry Transfer Station. Work must be completed by August 31, 2018. The RFP can be downloaded from the Town’s website, www.londonderryvt.org. Sealed bids are due by Friday, June 1, 2018. No bids may be submitted electronically. For more information, contact Londonderry Town Administrator Robert Nied at 802-824-3356 or townadmin@londonderryvt.org. (05-08)

Banking Line of Credit. The Town of Norwich seeks to contract with a single banking institution to provide the Town a line of credit. The line of credit will be used to purchase products and services related to road repairs as a result of a FEMA-declared storm event of July 1, 2017. Town voters approved the borrowing of up to $4 million for road repairs in anticipation of reimbursement from FEMA. The agreement will stipulate fees and costs associated with the unused portion as well as the

Classifieds
(continued from previous page)
A Great Golfing Deal Returns

Golfers young and old, good and not-so-good, mark your calendars now for Wednesday, August 22, and join VLCT at the Green Mountain National Golf Course in Killington. This is your annual opportunity to get outdoors and enjoy Vermont’s municipally-owned 18-hole golf course with other local officials. The affordable four-person scramble includes shared cart, morning snack, lunch, awards, and prizes. Sponsorships are available immediately; players should register by Thursday, August 2. For information or to register, contact Pam Fecteau at 800-649-7915 or pfecteau@vlct.org.
Upcoming Events

Check out all of the upcoming MAC workshops online at www.vlct.org/training-events

HR/Employment Law
Tuesday, June 5
Capitol Plaza and Conference Center, Montpelier

Economic Development Symposium
Thursday, June 14
Killington Grand Resort Hotel, Killington

Delinquent Tax Collectors
Wednesday, July 11
Capitol Plaza and Conference Center, Montpelier

GOLF with VLCT
Wed, Aug 22
Killington
- $50/municipal player
- $65 all others
- vlct.org/training-events
- Qs? Pam Fecteau
  pfecteau@vlct.org
  800-649-7915

Additional Upcoming Training
Visit our website, https://www.vlct.org/training-events, for the most up to date training calendar.