MEMBERSHIP FAILS TO ENDORSE SINGLE PAYER HEALTH CARE PROPOSAL

The membership of the Vermont League of Cities and Towns rejected outright support of a single payer, universal health care system at their Annual Business Meeting on Thursday afternoon, September 30, 2004. The debate leading up to the 24-29 vote against embracing the single payer proposal was extensive, emotional, and informative. It was clear that the issue of the costs of health insurance for municipal employees was at or near the top of the list of issues worrying local officials.

Members ultimately voted to support “the prompt, thorough and non-partisan evaluation of alternative universal health care systems, including a single payer model,” and urged that the plan identified as “the best” be followed quickly by its implementation. It would have taken a two-thirds affirmative vote for the membership to support the single payer plan.

(Continued on Page Seven)

TOWN FAIR 2004
LOTS OF POLITICIANS, LOTS OF LEARNING, AND LOTS OF FUN

It was very apparent at Town Fair 2004 that this is an important election year. A standing room only crowd of over 100 local officials, politicians, and political wanna-bes listened to Governor James Douglas and his Democratic challenger Peter Clavelle offer different opinions on local hot topics such as health care reform, education funding, transportation spending, local option taxes and environmental permitting. (Please see Gubernatorial Forum article on Page Eight.)

State politicians working the crowds at Town Fair included Governor Jim Douglas, Secretary of State Deborah Markowitz, Treasurer Jeb Spaulding, and Auditor Elizabeth Ready. Lieutenant Governor candidate Cheryl Rivers, and Vermont Legislature candidates for re-election Jim Condos, Mary Peterson and Gail Fallar were also spotted. Interestingly, these legislative candidates are all current or former VLCT Board members.

Over 870 people attended the two-day Snowplow Rally and Town Fair. Six hundred and sixty-one local officials were joined by 212 exhibitors, who shared goods and services ranging from

(Continued on Page Two)

HEALTH TRUST SETS 2005 RATES

The VLCT Health Trust rates for 2005 have been set. After much review and discussion, the Health Trust Board adopted the health insurance rates at its October 7 meeting. Rate increases will range from 5% to 15%, depending on the specific health plan. The overall average rate increase is 11.9%. While these increases are high, they are considerably less than last year’s 20% increase and also lower that the statewide medical inflation trend.

This year’s rate adjustments are a big step towards bringing internal consistency to the Health Trust’s rates. Some of the Health Trust’s plans were relatively under-priced and others relatively too expensive. In general, Vermont Health Partnership and high deductible Freedom Plan rates will increase by 15%. “J” plans will see a 5% increase. All the 2005 rates will be sent to members as soon as possible to assist with your budget planning.

The Health Trust Board also voted to add an HSA (Health Savings Account/High Deductible) plan to our program. These high

(Continued on Page Ten)
banking services to highway trucks and everything in between. Over 40 teams of two competed in Wednesday’s Snowplow Rally. After an absence of several years, the Backhoe Competition returned to Town Fair, drawing 20 competitors.

Morning workshops were crowded, especially the perennial favorite “Local Officials Legal Roundtable.” This workshop put a panel of well-known Vermont municipal attorneys to the test, as local officials brought their most challenging questions from home. A new afternoon workshop put a panel of insurance and experts to a similar test in an “Ask the Experts” format.

Many local officials also took the opportunity at Town Fair to learn a little bit about their own health. Free health screenings for cholesterol, blood pressure, body fat, bone density, and other factors were offered through the VLCT Health Trust. VLCT Senior Health Promotion Consultant Heidi Joyce led a hands-on workshop on “Creating Health Behavior Change” that helped participants create a plan to improve one of their health behaviors.

All in all, it was a great two days. We look forward to seeing everyone again (if not before!) at Town Fair 2005. Next year’s event will return to the Killington Resort and Conference Center on September 14. And, in an effort to balance out the needs of our Southern and Northern members, VLCT will bring Town Fair back to Barre again on September 27 and 28, 2006.

- Katherine Roe, VLCT Communications Coordinator

**TOWN FAIR WINNERS**

**SNOWPLOW CONTEST**

1st Place - Town of Dover - Brian Moore and Seth Powers
2nd Place - Town of Hartford - Chip Haley and Jean Tessier
3rd Place - Town of Fayston - Mike Quenneville and Stuart Halstrom

**BACKHOE CONTEST**

1st Place - Dave Quenneville - Town of Duxbury
2nd Place - Billy Hunt - Town of Wilmington
3rd Place - Mike Quenneville - Town of Fayston

**HIGHWAY PERSON OF THE YEAR**

Alan Morse, Road Commissioner, Town of Jericho

**$100.00 GRAND RAFFLE**

Mark Belisle - Granville
Sharon Bushor - Burlington
Peter St. Germain - Highgate
Bruce Humphrey - Waterbury
Katie Johnson - Brandon
Sara Magro - Rutland
Donna Smith - Morristown
Jocelyn Stohl - Braintree
Chris Violette - Barre Town
Pete Webster - Manchester

**MUNICIPAL PERSON OF THE YEAR**

Vermont’s Listers

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Malcolm “Sam” Streeter

**LIFETIME ACHIEVEMENT AWARD**

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ORDINANCE CANNOT SUPERCEDE EMPLOYEE’S RIGHT TO DUE PROCESS

In the field of municipal employment law, the Vermont Supreme Court recently held that an ordinance calling for the automatic termination of an employee cannot limit that employee’s constitutional right to due process under the Fourteenth Amendment of the U.S. Constitution. *Sean Quinn v. Barbara Grimes, et al*, 2004 VT 89 (Sep. 10, 2004).

This case is important for Vermont municipalities with automatic termination ordinances or applicable provisions in their personnel policies because it states unequivocally that they do not supersede the procedural due process rights of an employee with a constitutionally protected property interest.

Quinn filed a § 1983 claim against Grimes and the City of Burlington for violation of his procedural due process rights. Section 1983 of the Civil Rights Act of 1871 affords, “Every person who, under color of any statute, ordinance, regulation, custom or usage . . . subjects, or causes to be subjected, any citizen of the United States . . . to the deprivation of any rights, privileges, or immunities secured by the Constitution and laws, shall be liable to the party injured in an action at law, suit in equity, or other proper proceeding for redress . . .” 42 U.S.C. § 1983. In order to obtain remedies under § 1983 in this context, Quinn had to show that he had a constitutionally-protected property right to continued employment with BED and that BED denied him this right without notice and a hearing. While federal constitutional procedural requirements govern termination of an employee with a property interest in continued employment, it is state law which determines whether the employee actually has a property interest in his employment.

Defendants countered that Quinn had no property right to continued employment because he was physically unable to perform his job and that even if such a right existed no process was due because Burlington’s Ordinance prescribed automatic termination.

The Court rejected defendants’ arguments, holding, in accordance with the U.S. Supreme Court’s decision in *Cleveland Board of Education v. Loudermill*, 470 U.S. 532 (1985) that an “employee’s procedural protections are controlled by the due process clause and can not be limited in the ordinance on the theory that the procedural rights define the property interest.” After all, the purpose of due process is not to ensure that the facts an employee presents will change his employer’s mind, only that the employee be provided with the opportunity to try. Additionally, “a prior hearing facilitates the consideration of…”

(Continued on next page)
whether a permissible course of action is also an appropriate one.”

The Court buttressed its holding by drawing comparisons between this case and the California Supreme Court case of Coleman v. Dept. of Pers. Admin., 805 P.2d 300 (Cal. 1991). In that case, a state employee was terminated for violating a state statute, which stated that “absence without leave, whether voluntary or involuntary for five consecutive days is an automatic resignation from state service.” Rejecting the state’s argument that the employee had no property interest in his job once the five-day period was reached because there was no matter to be disputed in a pretermination hearing, the California Supreme Court held that the law was not self-executing in that it still required the state to make factual determinations before exercising its discretion to invoke the statute.

Applying this reasoning to the case at hand, the Vermont Supreme Court submitted that because the city neglected to first make factual determinations and then decide whether the ordinance applied, it was “arguable whether plaintiff was disabled from his employment within the meaning of [Burlington's] ordinance.”

The matters of whether Quinn was supplied with notice and opportunity to be heard and whether his meeting with Grimes amounted to a sufficient pretermination hearing were remanded to Superior Court.

This case is important for Vermont municipalities with automatic termination ordinances or applicable provisions in their personnel policies because it states unequivocally that they do not supersede the procedural due process rights of an employee with a constitutionally protected property interest. Here, the Court reaffirmed the U.S. Supreme Court’s holding in Loudermill that such an employee must be given notice and an opportunity to be heard prior to termination. Furthermore, it is incumbent upon municipalities with these provisions in place to first make the factual determinations necessary for statutory resignation and then decide whether they apply. Remember, “[e]ven if it appears almost certain that the employee will be unable to . . . [present facts that might weigh against termination], due process requires that she be given the opportunity to try.”

- Garrett Baxter, Associate, VLCT Municipal Assistance Center
Must a Zoning Administrator (ZA) “sign off” on zoning permits approved by the Zoning Board of Adjustment (ZBA)?

No. The ZBA hears appeals from actions or decisions of the ZA, and renders decisions on conditional use applications and requests for variances. The ZA issues the zoning permit based on the ZBA’s decision, but is under no statutory directive to certify the ZBA’s decisions.

The job of the ZA is to literally administer and enforce local zoning bylaws as well as issue zoning permits. “No land development may be commenced within the area affected by the bylaws without a permit issued by the administrative officer.” 24 V.S.A. § 4449(a)(1). In so doing, the ZA has no authority to stray from the precise meaning of the zoning bylaw. If there is a lack of clarity in the zoning bylaw, the ZA must make a decision, and the mechanism for correcting or changing this an appeal to the ZBA.

The job of the ZBA, in addition to hearing appeals from actions or decisions of the ZA, is to perform a host of development review functions. When the ZBA renders decisions approving or denying applications, the ZA incorporates these decisions into the zoning permit, thereby effectively vetoing the ZBA’s decision.

Since there is no statutory requirement that the ZA certify the ZBA’s decisions, the ZA is under no obligation to follow in their predecessor’s footsteps in continuing this practice.

- Brian Monaghan, Attorney, VLCT Municipal Assistance Center

1 Note that all references to statutes are to the amended versions, which went into effect on July 1, 2004.

2 It is important to note that the new 24 V.S.A. § 4464 (c) enables municipalities to delegate certain zoning review functions to the ZA. In addition, 24 V.S.A. § 4460(e) permits zoning bylaws to authorize appropriate municipal panels to undertake various review functions.

Does a town grader need to be registered and “tagged” with the Department of Motor Vehicles? Does it need to be inspected?

A road grader needs to be registered and tagged accordingly. It does not need to be inspected.

While the law on this issue is incredibly unclear, it requires that “motor vehicles” be registered. 23 V.S.A. § 376. While a grader is not a “motor vehicle” under this statute, it is “motorized highway building equipment,” which requires a registration pursuant to 23 V.S.A. § 4 (19). The Vermont Department of Motor Vehicles (DMV), agrees with this analysis, and most municipalities register their graders, loaders, etc. Apparently, the law was amended a few years ago to make it clear that highway equipment must be registered, but does not need to be inspected. The pertinent section of that statute reads as follows:

- Brian Monaghan, Attorney, VLCT Municipal Assistance Center

Motorized highway building equipment shall include . . . graders . . . bucket loaders [and others] which contain as an integral part thereof and within the same unit facilities for generating motor power for propelling the same and while being used exclusively for the building, repair or maintenance of highways, or being transported or moved from job to job in connection with the building, repair or maintenance of highways; or for purposes of registration only, if owned and operated by a municipality, while being used exclusively for municipal purposes; however, the town road commissioner, or comparable municipal officer, shall report annually to the legislative body of the municipality that the equipment is in good repair . . . 24 V.S.A. § 4(19).

According to DMV, the Legislature added the bolded language to clarify that municipal highway vehicles do not need to be inspected, even though they do need to be registered. As an alternative to inspection, the statute requires that the Road Commissioner report annually to the Selectboard on the condition of the vehicle.

- Brian Monaghan, Attorney, VLCT Municipal Assistance Center

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system. Though the membership refused to endorse a specific course of action on how to deal with this vexing issue, they did approve a series of guiding principles for the Board of Directors to follow during the health care debate that is sure to come in the 2005 legislative session.

The members also took bold action in a number of other legislative arenas that are sure to be center stage this winter. Resolution of the “ancient road” issue, improvements to the administration of Act 68, and a call to eliminate Act 250 review of projects in municipalities with adopted plans, zoning and subdivision regulations were among the 140-plus legislative issues on which VLCT positions were adopted.

The members also amended the organization’s bylaws for the first time in ten years. Among the changes approved were to bar state officers from holding VLCT offices, increase the warning period for the calling of a membership meeting, clarifying the process for creating and appointing members to committees, and clarifying the role of the Municipal Policy and the Board of Directors when advocating on state legislative issues.

The election of officers and board members rounded out the day’s activities. Charles Lusk, selectboard member from Stowe, was re-elected to his second term as President, as was Susan Spaulding, Chester Town Manager, as Vice-president. Three incumbent board members were re-elected to another two-year term (Nicholas Ecker-Racz, selectboard member from Glover; William Perkins, selectboard member from Middlebury; and Stephen Willbanks, selectboard member from Strafford). Two new board members were elected – Brendan Keleher, Chief Administrative Officer of Burlington and Paul Myers, selectboard member from Wilmington. Kelleher and Myers replace Gail Fallar, Town Clerk/Treasurer of Tinmouth and Mary Peterson, selectboard member from Williston, both of whom retired from the board.

- Steven Jeffrey, VLCT Executive Director

President, Charles Lusk
Selectperson, Stowe (1993–present); Zoning Board of Adjustment (1988–93); VLCT Board (1997–present); Lamoille County Reparative Board (1999–01); Associate, Governor’s Leadership Institute.

Vice-president, Susan Spaulding

James Condos

Nicholas Ecker-Racz

William Fraser
Manager, Montpelier (1995–present); VLCT Board (1999–present); Director, Vermont Town & City Management Assoc. (2000-present); Vermont Downtown Dev. Board (1998–present); Fiscal/Personnel Director, Cambridge, MA (1989–95); Administrator, Farmington, NH (1985–89); Manager, Ogunquit, ME (1983–84).

Sandra Grenier
Town Clerk/Treasurer, St. Johnsbury (1988–present); VLCT board (2002–present); VMCTA Legislative Committee (2001); Corporator, St Johnsbury Development Fund (2001–present); Member, Secretary of State’s Town Clerk Advisory Committee (1998–present); Past President, St. Johnsbury Academy Alumni Assoc. (1997–99); Member, St. Johnsbury Academy Alumni Assoc. (1995–present).

Brendan Keleher
Chief Administrative Officer, Burlington.

New member. Please see profile in future edition of the VLCT News.

Paul Myers

William Perkins

Hunter Rieseberg
Manager, Town of Hartford (1996–present); VLCT Board (2003-present); VLCT PACIF Board (1998-present); Manager, Hampton, NH (1993–95); Manager, Jaffrey, NH (1988–93); Business Manager, Durham, NH (1986-88); Member, Hartford Area Chamber of Commerce Board of Directors; Trustee, Upper Valley Land Trust.

Al Wilkinson
Alder, Rutland City (2002-present); School Commissioner (1990-1999); VLCT Board (2002-present); Member, Rutland Economic Dev. Corp. (1994-99); Member, Rutland Rotary (1990-present); Rutland County United Way Board of Directors (1997-2000, Campaign Chair, 1997); CVPS Employees Credit Union Board of Directors (1983-95); Director, Transmission & Distribution Operations, CVPS.

Stephen Willbanks

Immediate Past President, William Shepeluk
THE 2004 RACE FOR GOVERNOR

WHERE THE CANDIDATES STAND ON LOCAL GOVERNMENT ISSUES

A gubernatorial forum featuring Gov. James Douglas and his challenger, Burlington Mayor Peter Clavelle, kicked off VLCT’s 2004 Town Fair on September 30. Well over 100 municipal officials packed the standing room only meeting room, listening intently to the answers the candidates gave to the seven questions developed by the VLCT Board of Directors and posed by Vermont Press Bureau Chief Darren Allen.

Governor Douglas, the Republican candidate, and Mayor Clavelle, the Democratic candidate, accepted the invitation to participate in the forum. Below are the questions asked. VLCT has paraphrased the brief portions of each candidate’s response that most closely answered the question asked. A more complete text of the candidates’ answers and a verbatim quote of their closing statements can be found at the VLCT Web site, www.vlct.org (under Legislative Affairs).

HEALTH CARE

It is extremely burdensome for cities and towns to continue to pay health insurance costs for their employees. You recently announced your support of an approach to controlling health care costs. What does your plan do to assure that health care costs are brought under control so that municipal property tax payers can afford to provide quality health care insurance to their municipal employees?

What does your plan do to curtail the spiraling increase in the property tax to fund health insurance?

Mayor Clavelle: His plan would reduce the cost of health insurance for all Vermonters – a plan for universal coverage at a price they can afford. Supports the re-importation of safe affordable prescription drugs from Canada. His “Vermonters First Health Care Plan” would support small businesses, farmers, loggers and self-employed individuals to secure health insurance. Moving people from uninsured to insured will result in savings. There are no new taxes involved.

Gov. Douglas: His proposal would provide relief to those in the individual health insurance policy market; offer small businesses a 50% tax credit to provide employee health insurance where they are not doing so now; and grant a premium discount for low income Vermonters. His plan is paid for through an extension of the premium tax to currently exempt policies. Believes that his plan is achievable; will put 10,000 more low-income families on the health insurance roles; will reduce premiums for some of those paying high premiums now; and in the first year will cover about 20% of those currently uninsured. His plan contains a chronic care initiative to address the 78% of health care costs that go to chronic disease such as diabetes; a Fit and Healthy Kids Program promoting fitness and nutrition; and a prescription drug pooled purchasing program for municipalities, businesses and non-profit organizations.

EDUCATION

As Governor, what will you do to curtail the spiraling increase in the property tax to fund education? What will you do to assure that the state fulfills its one constitutional obligation to fund education in an equitable manner by assuring a meaningful general fund commitment? As a follow-up, what ways will you propose to the Legislature that our education funding system be modified, if any?

Gov. Douglas: Sustaining the reductions achieved through Act 68 will require several things, including restraint on the part of school boards and voters. Need to address some problems in the current system including the common level of appraisal and has asked the Tax Commissioner to work with VLCT and other organizations to address that. Believes we can allow more flexibility and less stress in terms of the equalized grand list and the burden that is placed on the property tax rates.

Mayor Clavelle: Vermont remains far too dependent on the property tax. Act 68 is a Band-aid® that will work for a year and the increase in property taxes will continue. Would recognize that because of the increase in real estate values, the Education Fund is growing a surplus and would take that surplus and immediately lower property tax rates for both homestead and nonresidential properties.

Believes that the rates could be lowered by at least five cents.

TRANSPORTATION

As Governor, how will you solve the growing funding gap between what has been appropriated historically and what is actually needed to ensure a safe and dependable local transportation system of bridges, culverts and highways that can support Vermont’s economy?

Mayor Clavelle: Would fix existing roads and bridges before he built new roads. Has proposed that major transportation projects should be funded through bonding, instead of the current pay as you go basis. If we issue what are known as GARVE bonds to fund some of the larger transportation projects, resources would be freed up to invest in the existing highway infrastructure. Also supports investing in rail. Freight traveling on our highways will increase by 65% by 2020. Every boxcar on the tracks removes 3 ½ trucks from the road. Supports transferring to local governments with the capacity and desire, the responsibility and resources to plan, design and manage transportation projects. Willing to stand up to a president who won’t agree to sufficiently meet states’ transportation funding needs.

Gov. Douglas: Recommended a 56% increase that the Legislature approved in his first term. This has returned the state to a level of spending of several years ago, but we have some catch up to do. Blamed some of that on the transfers out of the Transportation Fund over the last 20 years by the Legislature. He is beginning to address that by reducing the JTOC formula [the agreement on how much Transportation Fund revenues should be transferred to the General Fund] by 2% over the last couple of years and he committed to continue to lower it so that the Transportation Fund’s integrity is maintained. Committed to working with municipalities to ensure that we meet our transportation priorities despite the need to make tough choices forced by shortfalls in funding, particularly if federal funds are reduced or not forthcoming. His administration is looking at alternatives, including inter-city rail, especially in the Franklin/Chittenden counties area.

LOCAL OPTION TAXES

As Governor, would you support the expansion of local option tax authority to all towns for an unlimited period of (Continued on next page)
time? The Vermont Senate has approved this on several occasions in recent sessions. What specific actions would you take to encourage the House to act similarly?

Gov. Douglas: Action 60 made the property tax a state tax and some communities were provided with limited alternative taxing authority. This issue needs to be considered in the broader context of the overall tax burden. Allowing unlimited taxation opportunities relieves the pressure to contain spending at both the state and local level. He is not unalterably opposed to local option taxes where appropriate and would work to create a policy that meets the needs of both the state and the communities.

Mayor Clavelle: Citizens of our communities ought to be able to decide how they want to tax themselves. If the voters would like to lessen their dependence on the property tax by establishing a local option rooms and meals tax or sales tax, that should be their decision. The best decisions are those made close to home at the community level. Strongly supports local option tax authority and has advocated for such for decades. As Governor he would make the delivery of more democracy to local officials and citizens a very high priority.

LAND USE AND PERMIT REFORM

What will you do to assure that local governments are empowered to make land use decisions that are not second-guessed at the state level of government in Act 250 or through permits issued by the Agency of Natural Resources? What will you do to establish one-stop shopping for state-required permits that provides for a faster, less costly and more integrated permit process?

Mayor Clavelle: Would do more than what was done the last legislative session. Believes that the 2004 permit reform bill had nothing to do with economic development. Would consolidate and streamline the 45 Agency of Natural Resources permit processes and expedite the review of major projects in the appeals process.

Gov. Douglas: The 2004 permit reform bill will make a real positive difference, but that it is not the entire answer. His administration is taking steps to address the issue of Agency of Natural Resources permits. Opposes the consolidation of all permits, stating that this might actually complicate some of the simpler current permit processes. Municipalities could play a more important role, and cited a current example of delegation of some water supply permits to the local level. Municipalities should be able to self-certify compliance with criterion 10, conformity to the local plan in Act 250.

CORRECTIONS

How will you ensure that the release of additional offenders into communities does not shift costs from the state to municipalities? Given the stated goal of reducing the corrections budget, how would you guarantee that offenders in the community receive adequate supervision and treatment to reduce recidivism?

Gov. Douglas: The ideas that the Commission on Overcrowding came up with are good ones and cited the successful work camp in St. Johnsbury as a model that can be used in other parts of Vermont - it is a lot cheaper than building a new jail. GPS technology for supervising released offenders can play a key role. Would not release anyone into a community unless there is adequate support there to supervise that individual. His administration is working with many communities in other ways, including criminal justice centers and programs, and community justice centers that his administration started and to which it has contributed some significant resources and grants. These activities provide an important alternative to the criminal justice system. His administration is working with communities on the location of transitional housing for people coming out of the corrections system, and in terms of treatment centers for those with substance abuse problems. Is interested in working cooperatively on addressing the root causes of many of the problems that are increasing the population of the correctional system. Pledged to work with communities to meet this challenge.

Mayor Clavelle: Vermont has transitioned to a community-based corrections system without much engagement of local officials in the discussion. Cited the statistic that there are 10,000 clients of the Department of Corrections living in communities. They do not have adequate supervision, adequate housing supported by the Department, or the support services including treatment programs necessary to deal with their substance abuse problems. Agrees with the findings of the Commission on Overcrowding that there are some people in jail that shouldn’t be and some people in our communities that should be in jail. Supports policies and practices that release from jail the nonviolent offenders and put in jail the violent offenders. Believes that the report of the Commission missed one key point - no discussion about the investment in supervision and support services that will be necessary as more clients of the Department of Corrections live within our communities. This is a huge issue that will get larger as we struggle with our out of control Department of Corrections budget. If we are going to have a community-based corrections system, there needs to be a state investment in that system that is currently lacking.

ENVIRONMENTAL INFRASTRUCTURE

What will you do to assure that environmental mandates are funded over the long term in this state so as to not add to the overburdened property tax or require the assessment of unupportable user fees paid by those same property tax payers?

Mayor Clavelle: Supports adequately funding the Agency of Natural Resources. Storm water law enacted this year is decent and that if it is going to work, there must be resources to administer that law. If we are serious about cleaning up Lake Champlain, the state needs to invest in that effort. The current effort to clean up Vermont’s waterways is “miniscule.” There is very little investment currently in addressing the issue. Supports making a serious investment in phosphorous removal in wastewater treatment facilities and assisting farmers to employ practices that mitigate the pollution of waterways.

Gov. Douglas: Cited $15.3 million in state funds for the impaired waterways clean up in the first year of the program. It is going to take a lot more. Trying to get more federal support. All three levels of government traditionally support environmental infrastructure financially. This three-tiered funding system will continue but must find the right balance of funding from the three sources while making sure that the needed infrastructure is provided. The state is already doing much to clean up the waterways.
Health Rates -
(Continued from Page One)

deductible plans place more responsibility and choice on health care consumers and create a funding vehicle, much like an IRA, for them to pay the high deductible, which is part of the plan. This plan offering is significantly different from our other health plan options. If you wish to consider this option for January 2005 implementation, it is not too soon to start your research. If your municipality is interested in this plan design, please call our Member Relations Department. Staff will be happy to visit your municipality to outline the features of this new plan.

Finally, the Health Trust Board voted to make some plan changes to be implemented in 2006. Effective January 1, 2006, our $50 deductible $5/10/25 co-pay prescription drug option will be discontinued. This plan will be replaced with a prescription co-insurance option. We will be working with Blue Cross Blue Shield over the next few months to flesh out the details of this new prescription drug plan design. The $50 deductible $5/10/25 co-pay option will be closed to new groups effective January 1, 2005. The Board hopes that by letting you know about these coming changes more than a year in advance, the transition will go more smoothly, as Health trust members will have had time to plan for the transition.

- David Sichel, Director, VLCT
Group Services

CUTS

(COMMUNICATIONS UNDER TEN SENTENCES)

Attention Health Trust Members

Mark your calendars! The Health Trust Annual Meeting will take place Friday, November 19, 2004 at the Inn at Essex. You will be receiving additional information in the mail soon regarding details of the day’s events and activities. For on-line registration, visit the VLCT Web site, www.vlct.org, and click on Member Services/Calendar. We look forward to seeing you there!

VLCT PACIF Reminder

Members of the VLCT Property and Casualty Intermunicipal Fund (PACIF) recently received their 2005 Renewal Application Package. Please fill it out and return it to VLCT by Friday, November 5. If you have any questions, please contact Underwriter Tina Feeney at tfeeney@vlct.org, or Group Services Assistant Vicky Abare, at vabare@vlct.org.

Welcome

The Town of Groton and its Volunteer Fire Department, and the Town of Westford recently joined VLCT PACIF, bringing total membership up to 340 members.

The Caledonia County Natural Resources Conservation District recently joined the VLCT Health Trust, bringing total membership up to 292 members.

Through Northeast Delta Dental, the Vermont League of Cities & Towns offers dental plans designed to meet the needs of your municipality.

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Foul Weather Driving Quiz
How Safe Are You in Bad Road Conditions?

We all know that the challenging weather season is about to begin. Here are a few things to think about when driving in foul weather.

Read each statement and circle T for True or F for False.

1. Tires usually need inflating when temperatures drop.
   T F
2. Replace wiper blades every 3 years.
   T F
3. In bad weather, match your driving speed to that of other drivers.
   T F
4. Roads are most slippery after it has been raining a long time.
   T F
5. When you come to a large puddle, speed up to avoid hydroplaning.
   T F
6. In bad weather, keep a distance of 2 seconds from the car in front.
   T F
7. When the temperature drops, ice forms on bridges first.
   T F
8. In a skid, steer in the opposite direction from the way you want the vehicle to head.
   T F
9. If it suddenly becomes foggy, cut your speed in half immediately.
   T F
10. Be especially aware of other drivers in bad weather.
    T F

Answers:
1. T. Air pressure drops when the weather is cold, which can lead to tire deflation.
2. F. Blades should be replaced as often as necessary.
3. F. Slow down and match speed to weather and road conditions.
4. T. Roads are most slippery just after the rain starts.
5. E. Slow down and tap the brakes as you go through the puddle.
6. E. Keep at least 4 seconds behind the car in front of you in bad weather.
7. T. Cold air can “surround” the whole bridge, thus freezing the surface more quickly than the road.
8. E. Steer gently in the direction you want the vehicle to go.
9. E. Slow down gradually so no one hits you.
10. T. Assume other drivers are not as careful as you are when conditions are hazardous.
ANNUAL MEETINGS -
(Continued from previous page)

who is leaving, for his many years of service to the Board. (Well, not really leaving – Keleher began a term as a member of the VLCT Board of Directors later that afternoon at the VLCT Annual Meeting.) Fred Duplessis of Sullivan, Powers and Company presented the 2003 financial audit. David Sichel, Director of VLCT Group Services, announced that the 2005 renewal packets are being sent out. There is also an opening for the alternate position on the PACIF Board, and President Scheidel encouraged all those interested to apply.

Thank you to all the members who attended and who made our annual meetings such a success. We look forward to serving you in 2005!

2004-2005 SALARIES & BENEFITS REPORT AVAILABLE

The 2004-2005 Municipal Salaries & Benefits Report was published and distributed by VLCT in mid-October. We had another strong response to the survey this year, with 86% of those municipalities surveyed responding. Those municipalities that returned a completed survey should have already received their complimentary copy in the mail.

We are excited to release this report in a timely fashion this year, with the goal of making it a more useful tool in your fall planning and budgeting process. The Report contains salary and benefits information on 232 cities, towns, and villages, with separate sections for larger and smaller communities.

Please contact us at 800/649-7915 or visit our Web site at www.vlct.org for ordering information. As always, we welcome any suggestions you might have for improvements to future surveys and reports at tfischer@vlct.org.

NEW GUIDE TO VERMONT STATE AND LOCAL GOVERNMENT AVAILABLE

The newly revised, seventh edition of the Vermont League of Women Voters’ Vermont Citizens’ Guide to Government in Vermont is now for sale. The Guide covers:

- Local Officers and Boards
- State Legislative Branch
- State Agencies and Departments
- Political Parties
- Vermont Constitution (full text)
- State Executive Branch
- How a Bill Becomes a Law
- The Judicial System
- Voting and Elections
- Citizen’s Calendar

To order a copy, send $7.50 (includes shipping and handling) to the League of Women Voters of Vermont, P.O. Box 8266, Essex, VT 05451-8266. Vermont residents should include sales tax of six percent or a tax exempt ID number.

TRIVIA

Well, we almost stumped you last month. The question was which three Vermont towns have the same name as: A British general in World War II? A major British University? A famous English 17th century poet? Most got the first two correct – Montgomery and Cambridge – but the third (Milton) tripped up all but one respondent. Congratulations to Keith Hall, Zoning Administrator in the Town of New Haven.

Here’s another chance:

Born in Hardwick, this man was one of our most active Vermonters. He served as a sergeant in the medical corps during WWI and at the Pentagon during WWII, attended both Harvard and Brown Universities, was a partner in a Los Angeles ad agency, a publicist in New York City, a columnist for the Rutland Herald, an author, an historic preservationist and founded a store modeled after his grandfather’s in East Calais. Who was he, what year was he born, what year did he die, and where, and what, is the name of his store?

Contact us with your answer: VLCT, 89 Main Street, Suite 4, Montpelier, VT 05602, tel. 800/649-7915, fax, 802/229-2211, e-mail, kroe@vlct.org.

Your Home Is Here, Shouldn’t Your Mortgage?

Northeast Home Loan and Jennie Buchanan are here and local to serve your mortgage needs. They know the local real estate market and work with real estate agents you do business with.

When you want your individual mortgage needs assessed and a mortgage product customized to fit your needs, Northeast Home Loan and Jennie have the industry strength and regional knowledge you can use.

Northeast Home Loan is proud to have Jennie Buchanan on our mortgage team. Keep your relationships local and make Northeast Home Loan, Green Mountain Credit Union and Jennie Buchanan your mortgage-lending partners.

GREEN MOUNTAIN CREDIT UNION

A quality mortgage partner with Northeast Home Loan
4 Laurel Hill Drive, South Burlington, VT 05403
(800) 360-6892 www.northeasthome.com

Green Mountain Credit Union is an equal housing lender.
Editor’s Note: A member of the VLCT staff came across this delightfully humorous piece in the 2003 Montgomery Town Report. (Yes, we do read all town reports!) We thought all of our members, no matter their office or position, would enjoy reading it as they begin to prepare their own 2004 town reports. This report is reprinted with the kind permission of the Town of Montgomery.

Well it’s been quite a year for me! You know, when Tosca asked me to take on the responsibility of Weigher of Coal for the Town of Montgomery, I had to take a few deep breaths before I could even speak! The thought of the challenge, the stress and all that dust made my head swim. But there comes a time in every citizen’s life when you have to step forward, acknowledge the esteem and confidence that your community has for you and take on some civic responsibility, no matter how daunting.

I said yes. I read up on the statutes and, I’ll confess, I was momentarily seduced by the fees. “Ten cents for the first ton and four cents for each additional ton” (32 V.S.A.§ 1677) can add up to a second home in Richford pretty darn fast! But I’m not in it for the money. It’s all about community service ... and the right equipment.

I crossed the Village green to Joe Sherman’s house and tested his vintage 1964 bathroom scale. Worked just fine. I got a couple of boxes of those surgical gloves, a stash of contractor plastic bags and a nice hefty shovel. Next step: a pager and a CB for the vehicle. Didn’t want to be out of reach in case one of my constituents needs me. Coal 1 - that’s me, on the air and alert at all times.

My biggest moment came when one of the Briquettes (my dedicated cadre of support volunteers) radioed that a shipment of coal was headed east on 118! I fired up the trusty laptop and punched in the code to initiate tracking sequence at CoalSat, the orbiting information station only Weighers of Coal in Vermont, Maine and New Hampshire are cleared to use. My pulse raced as the screen glowed like, well, like warm coal in a furnace and then cleared to show me exactly where this truck was going. My adrenaline rush was wasted when the load of coal passed through our fine town and went on to Peacham. But I share this with you today to show that your faith in me is well placed.

I am vigilant. I am strong. I am ready, 24/7, to “serve as the referee in determining the weights of contested loads of coal” (24 V.S.A. § 1032).

Respectfully submitted,
Jackie Kaufman, Weigher of Coal
Town of Montgomery
The Vermont Department of Forests, Parks & Recreation (FPR) is soliciting proposals from municipalities for competitive outdoor recreation grants from the federal Land & Water Conservation Fund (LWCF) Program. Grants from this program are available only to governmental entities (i.e., cities, towns, park districts, school districts, fire districts). LWCF grants may be used for the acquisition and/or development of public outdoor recreation areas and facilities and town greens.

Based on funding trends, the Department of Forests, Parks and Recreation anticipates approximately $400,000 in federal funds will be available for competitive grants in 2005. LWCF is a reimbursement program and can provide communities with federal funds for up to 50 percent of eligible project costs.

A grant workshop to explain the details of the program and answer questions will be held via interactive television on the evening of January 11, 2005. To find out more or sign up for the workshop, contact FPR Grants Office or visit their Web site at www.state.vt.us/anr/fpr/recreation. Applications must be received by 4:30 p.m. on Friday, February 25, 2005 to be considered for this round of funding.

For a grant application and grant guidelines, please visit the Web site at http://www.state.vt.us/anr/fpr/recreation and click on the Land & Water Conservation Fund program. For more information, contact Sherry Smecker, LWCF Grants Administrator, at 802/241-3690 or Rebecca Brown, Grants Program Assistant, at 802/241-3653 in the Vermont Department of Forests, Parks & Recreation, 103 South Main Street, Bldg. 10 South, Waterbury, VT 05671-0601.

2005 LWCF Grant Program Gearing Up

TOWN FAIR 2004
PHOTO GALLERY

Counting votes at the VLCT Annual Meeting. The close vote on whether or not to endorse a single payer health plan necessitated a show of hands.

The competition is taken seriously at Wednesday's Plow Rally. VLCT Production Technician Shawna McNamara checks the distance.

VLCT Conference Coordinator Jessica Hill.

VLCT Senior Loss Control Consultant Art LaPierre hands a Plow Rally contestant his pair of gloves. Each contestant received a complimentary pair of gloves from VLCT PACIF.

Barre City Police Chief Trevor Whipple and Governor James Douglas.

For more photos, please visit www.vlct.org.

Tech Check Fans

Please tell us what you would like to see in future Tech Check columns. E-mail us at techcheck@vlct.org.
Thank you!
We’re not sending you viruses! Really, we’re not!
E-mail spoofing refers to e-mail that appears to have originated from one source when it was actually sent from another source. Individuals who are sending “junk” e-mail or “spam” typically want the e-mail to appear to be from an e-mail address that may not exist; therefore, the e-mail cannot be traced back to them.

**WHY SPOOF?**
There are many reasons why people deliberately send out e-mails spoofing the return address. Most are criminal or malicious or at the very least deceptive.

Often it is to fraudulently obtain information. These e-mails are sent in an attempt to collect sensitive personal information from recipients who reply to the message or click on a link to a Web page requesting this information. The e-mail addresses of companies such as banks, credit card companies, and Internet service providers are often spoofed for this purpose.

Individuals also use spoofing to deliver a “spam” message or insert a virus. By using a real e-mail address, they stand a better chance that it will be opened and that they cannot be traced.

Worms and viruses also use spoofing. They locate e-mail addresses on an infected computer’s hard drive from temporary Internet files or in contact lists (Outlook, for example) and use them as the “From” address. Recently, viruses have been able to generate random addresses that actually don’t exist.

Symantec (Norton AntiVirus) says on its Web site that it has received reports of “numerous cases in which users of uninfected computers received complaints that they sent an infected message to someone else.” These individuals’ e-mails had been spoofed and used to send out viruses.

Robert Vamosi, a ZDNet.com senior editor, offers the following description of how spoofing occurs:
“If your computer should become infected with a virus, that virus might parse cached HTML pages and pull out any e-mail addresses it finds. It also culls addresses from your Outlook contacts and various other documents stored on your hard drive. The virus then sends copies of itself. To do so, it uses its own SMTP engine to bypass your e-mail client and any built-in safeguards your e-mail client may have. Not only will the virus try to send me a copy of the virus, for example - and, later, plenty of “spam,” thank you very much - the virus may also use my e-mail address as the sender’s return address to infect others.”


**SMTP AND E-MAIL HEADERS**
These forgers/hijackers can get away with spoofing e-mails because of the structure of the Internet protocol for sending e-mail. The SMTP (Simple Mail Transfer Protocol) used by the Internet has no method of verifying who is sending what to whom. It is very simple to manipulate the e-mail header information to masquerade as someone else.

There is even a Web site which will send out spoofed mail for you.

E-mail collects information from every computer it passes through from send to delivery. You can see where e-mail has been in the headers of each message.

In Outlook, you can see the header information by right clicking on the message in your in-box. Select “Options” and you will see the header information in the window in the bottom of the pop-up message box. The first information is at the bottom so read from the bottom up. The “Return-path” and the “Reply-to” fields will tell you the most, because if they don’t match, the sender isn’t who he or she claims to be. Before sending off a message saying an individual sent you a virus, you can check the header and verify that they really did send it.

**DON’T OPEN THAT FILE! DON’T FOLLOW THAT LINK!**
Beware of spoofed (or any) e-mail messages with attachments or links to Web sites.
TECH CHECK -

Don’t open any attachments unless you are expecting them. If it is from a person you know, contact him or her and ask if they just sent you an attached file. If they didn’t, then their address has probably been spoofed.

Never click on a link and go to a page to submit personal information.

Never click on a link that you didn’t ask to be sent to you. A link in an e-mail could launch a virus or take you to an infected location.

Don’t open an attachment that ends in .exe, .pif, .scr, .vbs or .zip.

Beware of fake messages from your virus software! Viruses also send out spoofed messages from virus software or purporting to be from your e-mail provider saying that you have been sending out infected e-mail and telling you to follow the instructions in the attached file or link.

WHAT CAN YOU DO?

You can’t stop your address from being spoofed. Even if you protect your computer from attacks, your address can be picked out of infected computers that have received e-mail from you.

You also can’t do anything about receiving spoofed e-mail. Until the SMTP process has been changed so that spoofing is not possible, spoofing will continue.

You can however protect yourself by:

• Using antivirus software to protect your machine from infection from spoofed e-mail.

• Updating your virus definitions regularly. There are new viruses being created every day, so make sure to use software that is updated regularly.

• Not opening any attachments, unless you know in advance that they are coming or have verified them.

Spoofing, “spam” and all their nasty variations that pop into our e-mail boxes are becoming a fact of daily computer life. They are annoying and potentially damaging, but by identifying and understanding them, they can be dealt with appropriately. Don’t hesitate to use that “DELETE” key!

GOVOffice Web Program Adds Municipalities

A total of 26 Vermont local government entities are now using the VLCT-sponsored GovOffice software program to create and maintain their Web sites.

The program is available to municipalities at a low cost (based on population) and is easy for local officials or employees to maintain. For more information, contact Ross Heupel at Avenet Web Solutions, ross@avenet.net or 651/290-2021, or Mike Gilbar, Director, VLCT Administrative Services, at mgilbar@vlct.org or 800/649-7915.

Below is a list of GovOffice users in Vermont. A total of 625 municipalities around the country are also using the program.

Bellows Falls
Benben
Brattleboro
Calais
Chester
Chittenden County
RPC
Central Vermont
Chamber of Commerce
Dover
Exeter
Georgia
Greensboro
Halifax
Hartland
Jericho
Lamoille County
RPC
Milton
Middlebury
Reading
Rutland
St. Albans (City)
St. Albans (Town)
St. Johnsbury
Underhill
Westminster
Weybridge
Wilmington

Sometimes our best work just goes with the flow

At Dufresne-Henry, we design the water systems that provide you with clean and safe drinking water. Our expertise includes all facets of groundwater and surface water protection, as well as water supply development, treatment, distribution and storage.

Do you have a water supply project in your future? Make something of it.

Give us a call at 802.886.2261, e-mail us at water04@dufresne-henry.com or log on to our Web site at www.dufresne-henry.com. Want to talk to someone local? Contact the Dufresne-Henry office nearest you.

Make something of it

Dufresne-Henry

(Reprinted with the permission of the Maine Townsman, August/September 2004 issue, published by the Maine Municipal Association, Jeri Holt, author.)
REQUEST FOR PROPOSALS
Transit Oriented Design Master Plan
(funded in part with a Transportation for Livable Communities Grant). Town of Essex, Vt. seeks professional consulting services to develop an integrated land use and multi-modal transportation plan/design scheme for the Susie Wilson Road, Kellogg Road, and Fort Ethan Allen areas in Essex. Expectation of qualification includes a consultant (or consultant team) with experience in: architecture/landscape architecture with new urbanism/neo-traditional design experience; urban planning/design; and traffic/transportation engineering. Letters of transmittal, technical proposals and separately sealed cost proposals shall be submitted no later than 4:30 p.m. on Tuesday, November 30, 2004 to: Herbert A. Durfee, III, Community Development Director, Town of Essex, 81 Main Street, Essex Junction, VT 05452. A full RFP may be viewed at www.essex.org. (10-14)

STAFF NOTES

VLCT staff member David Gunn was one of the featured composers at September’s Vermont Youth Orchestra concert at Carnegie Hall in New York City. Gunn’s Urban Renewaltz opened the program, which was repeated by the Orchestra at the Flynn Center in Burlington later in September.

The Vermont Youth Orchestra commissioned Urban Renewaltz in 2001 as part of series of three commissions to celebrate the opening of its newly renovated home, the Elley-Long Music Center at St. Michael’s College.

In 2002 the Vermont Symphony Orchestra commissioned Gunn to write a piece for its Made in Vermont Tour. He was also recently awarded a 2004 Citation of Merit by the Vermont Arts Council. Congratulations, David!

MUNICIPAL OFFICIAL 
Sought to Serve on State E-911 Board

Following the dedicated service of Jayne Pratt - West Rutland Town Clerk - on the Vermont E-911 Board, Governor Douglas is looking to the Vermont League of Cities and Towns to recommend another municipal official to be appointed to serve on the E-911 Board.

Formed in 1994, the Board is charged with designing, installing and overseeing the operation of statewide enhanced 9-1-1 in conformance with system performance benchmarks based on nationally accepted standards. The Board fulfills its responsibilities by maintaining and auditing the database, network, Public Safety Answering Points (PSAPs) and 9-1-1 Operator components of the system; by providing an ongoing training and certification program for 9-1-1 Operators; by maintaining the statewide enhanced 9-1-1 GIS database; and by engaging in a variety of other activities designed to ensure the reliability and integrity of the system. The Board continues to receive national recognition for its vision, leadership and accomplishments. The Board generally meets the third Tuesday of the months of January, April, July and October in Montpelier.

As an example of Board functions, the agenda for the October meeting includes the Executive Director’s report (covering legal, political, legislative, and regulatory developments; policy recommendations, a financial/budget report and staff activities), and adoption of changes to the Public Safety Answering Points Operating Manual. When there are no action items, Board members are typically briefed and educated on topics they are not involved in on a day-to-day basis.

If you would like to serve on this Board, please send a letter of interest detailing your qualifications to Charles Lusk, c/o Vermont League of Cities and Towns, 89 Main Street, Suite 4, Montpelier, VT 05602. Questions regarding this Board position may be directed to Todd Odit, VLCT Senior Associate, Legislative and Membership Services, at 800/649-7915 or via e-mail at todit@vlct.org.

VLCT NEWS CLASSIFIED 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.

The VLCT News is published 11 times per year (the August/September issues are combined) and usually reaches readers by the third week of the month. The copy deadline for advertisements is the first Friday of the month for the next month’s issue. Space is occasionally available for late additions - please 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.
FOR SALE

HELP WANTED
Highway Equipment Operator. The Town of Brandon, Vt. is accepting applications to fill a position in the Highway Department. Applicant must be able to operate public works equipment and vehicles, perform preventive maintenance and repairs, perform all types of road maintenance, install/repair sewer and storm systems, and respond on a 24-hour basis to emergencies, etc. Must be able to make independent judgments with minimum supervision and function well as part of a team and within a chain of command. Must be a high school graduate or have equivalency and be experienced in highway maintenance, construction procedures and methods, equipment operation or a related field. Must possess a valid State of Vermont Class B air brake endorsement Commercial Driver’s license. Pre-employment drug testing and intermittent testing is required. This is a union position. Grader operation experience a plus. Pay rate based upon experience. Municipal benefit package. Reply to Keith Arlund, Town Manager, 49 Center Street, Brandon, VT 05733. Equal Opportunity Employer. (9-9)

Road Crew Employee. The Town of Huntington, Vt. has an opening on its road crew. Requirements: CDL (class B), experience with dump truck, snow plow, loader, grader and backhoe. Overtime as needed, particularly in winter. Benefit package. Send letter of interest, resume, references and salary required to Town Administrator, 4960 Main Road, Huntington, VT 05462, or fax 802/434-4779, or e-mail townhunt@accessvt.com. (10-7)

Highway Superintendent. The Town of Morristown, Vt., a community of 5,500 and the hub of Lamoille County, seeks candidates for the position of Highway Superintendent. The Superintendent is responsible for budget development, implementing construction projects, repairs and maintenance of highways and related equipment. The department has two highway facilities, which requires coordinating of operations. Applicants must be high school graduates and have five years of highway experience. Engineering training would be beneficial. A class B CDL is preferred, but not required. Salary is commensurate with education and/or experience. To obtain a detailed job description, contact the Administration Office at 802/888-5147, or write to Paul D. McGinley, Town Administrator, Town of Morristown, P.O. Box 748, Morrisville, VT 05661. The Town reserves the right to deny any and all applications. Position open until filled. Equal Opportunity Employer. For a complete job description, please visit the Town of Essex’s Web page, www.essex.org. (10-1)

Assistant Town Manager. The Town of Essex, Vt. seeks a qualified applicant for the position of Assistant Town Manager. This person serves as a liaison among residents, committees and the town manager, prepares background information for the Selectboard, attends Selectboard meetings, represents the town manager in meetings with legislators, business and community leaders, provides assistance to the Economic Development Commission and assists the financial director in preparation of operating and capital budgets. Desired Qualifications: Master’s degree in public administration or related field and three years experience, or a Bachelor’s degree and seven years experience. Salary Range: $45,000-$52,000, based on experience. Please submit resumes to Patrick Scheidel, Town of Essex, 81 Main Street, Essex Junction, VT. 05452. Open until filled. Equal Opportunity Employer. For a complete job description, please visit the Town of Essex’s Web page, www.essex.org. (10-1)
How do we make the free National Geomatica GIS free?

It’s Free.

There is no upfront cost and no cost for map preparation. There is no cost for our municipal automation software. There is no hardware cost. We suggest that future costs necessary to update the system be borne by applicants whose actions effect the change. Fair, right? There is no penalty for terminating the service and the service can be terminated at any time. All data created during our tenure is given to the town in open database formats to be used in any other program the town may eventually use. Isn’t this the best small print you’ve ever read? Now have your consultants explain again why you should buy maps, buy software, buy hardware, pay yearly software license fees and be responsible for never-ending data updates. Hey, you’re paying them lots of money; you might as well see them squirm.

National Geomatica is a product of Jungle Lasers, LLC Patent Pending.
For more information about VLCT-sponsored events, please contact Jessica Hill, VLCT Conference Coordinator, tel., 800/649-7915 or e-mail, jhill@vlct.org. You may also visit www.vlct.org, select the Calendar, and select a workshop for more information or to register on-line (on-line registration option available for VLCT-sponsored events only).

2004 Vermont Statewide Housing Conference. Tuesday, November 16, 2004. Sheraton Hotel, South Burlington. Sponsored by the Vermont Housing Finance Agency. The 2004 Statewide Housing Conference agenda includes workshops on town planning, housing production, state policy, and housing and the economy. For more information, contact John Fairbanks, Public Affairs Manager, Vermont Housing Finance Agency, at 802/652-3424 or jfairbanks@vhfa.org. You may also visit www.vhfa.org/conference/.

VLCT Health Trust Annual Meeting. Friday, November 19, 2004. Inn at Essex, Essex. Sponsored by the VLCT Health Trust. Members and Directors of the VLCT Health Trust will gather to hear reports on the year past, new rates, and trends to watch for in the future.

Managing the Municipal Highway System. Wednesday, December 8, 2004. Suzanna’s Restaurant, Berlin. Sponsored by the VLCT Municipal Assistance Center. This popular workshop will focus on the legal, pragmatic, and fiscal concerns related to the municipal highway system. This is a near sell-out every year; please register early.

Planning & Zoning Series #2: Saving Clause Compliance. Thursday, December 16, 2004. Vermont Interactive Television sites around Vermont. Sponsored by the VLCT Municipal Assistance Center and your local Regional Planning Commission. This evening workshop will focus on the steps towns must take by September 1, 2005 in order to comply with the “Saving Clause” provisions of Act 115.

Please note the November 18 Attorneys Forum has been cancelled.