Protecting Your Employees from Hepatitis
Low-cost Vaccines Available through VLCT PACIF

VLCT PACIF member municipalities whose employees perform duties that may expose them to bloodborne pathogens should be aware of the federal Occupational Safety and Health Administration’s (OSHA) Bloodborne Pathogens Standard. The Standard (29 CFR 1910.1030) requires that those employees receive vaccines for hepatitis A and B and that the town write a Bloodborne Pathogens Exposure Control Plan.

Employees who may be at risk of hepatitis B exposure include emergency medical service, police and fire personnel. Those at risk for hepatitis A exposure include wastewater treatment personnel.

To assist its members in complying with the OSHA standard, VLCT PACIF offers discounted vaccines through an agreement it has with the pharmaceutical company GlaxoSmithKline. This arrangement means a savings of about 70 percent for our members.

Here is how the program works. If your town would like to purchase the vaccines, please contact VLCT Administrative Assistant Shawna O’Neill at 800/649-7915 or soneill@vlct.org. Shawna will have GlaxoSmithKline ship the vaccines to a health-care professional of your town’s choice. This healthcare professional will need to verify some information before shipment. VLCT will receive the discounted bill from GlaxoSmithKline, and then forward it to the municipality to pay in full to GlaxoSmithKline. Proof of payment will need to be sent to VLCT as well.

Some towns may be contacted directly by GlaxoSmithKline salesperson Tim O’Brien. In this case, Tim will place the order and have the vaccines shipped to your chosen healthcare provider. VLCT will continue to handle billing the town.

Please be advised that there are physicians and occupational clinics that are aware of our discount program but will still charge you full price. You must call Shawna at VLCT to get the discount. We look forward to helping you.

VLCT PACIF Property and Casualty Intermunicipal Fund (VLCT PACIF)

MEMBERSHIP INCLUDES:
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- Property
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## Town Fair Exhibitors
### The “Fair” Part of Town Fair

As of press time in mid-July, over 60 vendors have already signed up to exhibit their products and services at Town Fair. If you have never been to Town Fair’s trade show, you are missing one of the most fun and festive events at the Fair. A cross between an old fashioned county fair and an indoor market, the trade show gives municipal officials the opportunity to visit with vendors and check out their offerings. The Conversation Café is adjacent to the exhibit hall, so plan to visit with your colleagues there as well, over a delicious breakfast treat. See you there!

<table>
<thead>
<tr>
<th>Vendor Name</th>
<th>Services Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>AEBI New England</td>
<td>Sales, service and parts, AEBI tractors and attachments</td>
</tr>
<tr>
<td>Ameron International – Pole Products Division</td>
<td>Pre-stressed spun decorative concrete poles for outdoor lighting</td>
</tr>
<tr>
<td>Cartographic Associates</td>
<td>Municipal mapping and GIS solutions</td>
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<tr>
<td>Chittenden Band</td>
<td>Financial services</td>
</tr>
<tr>
<td>CIGNA</td>
<td>Healthcare, life, disability, dental and international insurance</td>
</tr>
<tr>
<td>Citizens Bank</td>
<td>Banking, borrowing and investments</td>
</tr>
<tr>
<td>Credit Union of Vermont</td>
<td>Credit Union</td>
</tr>
<tr>
<td>Dig Safe</td>
<td>Non-profit service to promote public safety and prevent utility damage</td>
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<tr>
<td>Dopp &amp; Dopp Associates</td>
<td>Prefab, pre-engineered steel bridges</td>
</tr>
<tr>
<td>E. J. Prescott</td>
<td>Pipe, water sewer drain</td>
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<tr>
<td>Eastern Systems</td>
<td>Municipal printing</td>
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<tr>
<td>ESRI</td>
<td>GIS software</td>
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<tr>
<td>Ferguson Waterworks</td>
<td>Pipe, valves, fittings</td>
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<tr>
<td>Forcier Aldrich &amp; Associates</td>
<td>Consulting engineering</td>
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<tr>
<td>Future Planning Associates</td>
<td>Flexible benefit plan administration service</td>
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<tr>
<td>G.W. Savage</td>
<td>Fire and water mitigation</td>
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<tr>
<td>General Code</td>
<td>Complete codification services and customized document management solutions</td>
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<tr>
<td>GovOffice Web Solutions</td>
<td>Easy to use web development</td>
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<tr>
<td>Great West Retirement Services</td>
<td>Deferred compensation</td>
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<tr>
<td>Green Mountain Credit Union</td>
<td>Financial services</td>
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<tr>
<td>H.O.P. Sales &amp; Service</td>
<td>Sales/service of Power Eagle pressure washers</td>
</tr>
<tr>
<td>J&amp;B International Trucks</td>
<td>New and used truck sales, parts, services and towing</td>
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<tr>
<td>Merchant’s Bank</td>
<td>Banking services from Vermont’s independent statewide bank</td>
</tr>
<tr>
<td>Municipal Leasing Consultants</td>
<td>Specializing in equipment financing for capital equipment projects essential to municipalities</td>
</tr>
<tr>
<td>New England Forestry Consultants</td>
<td>Digitizing tax maps for municipalities as well as traditional forestry services</td>
</tr>
<tr>
<td>Northeast Delta Dental</td>
<td>Administers dental benefits to over 670,000 people in Maine, New Hampshire and Vermont</td>
</tr>
<tr>
<td>Northeast Mailing Systems</td>
<td>Digital postage meters, ink jet mailing machines, folder machines, mail accounting systems, address printers</td>
</tr>
<tr>
<td>Northeast Stihl</td>
<td>Handheld outdoor power equipment such as chain saws, blowers, trimmers and hedge trimmers</td>
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<tr>
<td>Rileighs Convention Services</td>
<td>Commercial holiday decorations and lighting, custom and seasonal banners, U.S. and state flags, supplier of LED lights and lamps</td>
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<tr>
<td>Rinkers Communications</td>
<td>Paging and two-way radio</td>
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<tr>
<td>Stantec</td>
<td>Consulting engineering</td>
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<td>TD Banknorth</td>
<td>Financial services</td>
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<tr>
<td>University Products</td>
<td>Archival storage for vital records</td>
</tr>
<tr>
<td>Unum</td>
<td>Disability and life insurance</td>
</tr>
<tr>
<td>Vermont System Planning Committee</td>
<td>Playing a key role in a planning process for Vermont’s electric transmission system</td>
</tr>
<tr>
<td>Vermont Economic Development Authority</td>
<td>Vermont’s economic development lender, providing financing assistance to eligible entrepreneurs, manufacturers, agricultural enterprises and corporations</td>
</tr>
<tr>
<td>Vermont Municipal Bond Bank</td>
<td>Municipal finance and bonding</td>
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<tr>
<td>Vermont Municipal Employees Retirement System</td>
<td>Retirement services</td>
</tr>
<tr>
<td>Vermont Offender Work Program</td>
<td>All types of furniture, signs, print, engraving, plates and delivery dispatch</td>
</tr>
<tr>
<td>Vermont Secretary of State’s Office</td>
<td>Municipal services</td>
</tr>
<tr>
<td>Weston &amp; Sampson</td>
<td>Comprehensive civil engineering services</td>
</tr>
</tbody>
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Building Vermont e-Communities

One issue facing municipalities is how to get citizens involved in the local government and community. One phenomenon we are all familiar with is the core group in a town that is deeply involved, but not backed up by “new blood” interested in joining. At the same time we see individuals joining Web-based groups that are focused on specific interests; it may be a book discussion chat, a craft group, or a MySpace friends list. A concern is that many people may see themselves as members of on-line communities but not necessarily part of the local community. Is there a way we can use the technology of the Internet to engender greater participation in local endeavors?

Local officials and VLCT staff who attended the May 29 symposium sponsored by the Snelling Center for Government (www.snellingcenter.org) and Champlain College (www.champlain.edu) called Fulfilling Our E-State Potential: Building Community in a Connected Age, went looking for answers to that question. Among the 130 attendees were educators and students from schools and colleges, employees from Vermont businesses and non-profits, information technology and communications professionals, and members of state and local governments.

The day-long conference was predicated on the idea that Vermont is well on its way to wide availability for some form of broadband Web access. Even if the current e-state initiative does not reach the goal “to insure that every corner of the State has access to the Internet at high speed, mobile data and the cellular phone network by the end of 2010” (as the Vermont Telecommunications Authority mission statement, www.telecomvt.org) reads, it is inevitable that increasing numbers of people in the state will have broadband accessible to them.

Over the course of several hours, participants saw presentations about various projects in Vermont, including: Front Porch Forum (http://frontporchforum.com) in Chittenden County, a collaboration between Champlain College and the Edmonds Elementary School (http://ees.bsdvt.org), and how Middlesex (www.middlesex-vt.org) Web-casted its Town Meeting this year. They also broke into 10 small workgroups to explore the concept of neighborhood, the opportunities and challenges posed by being an e-state and finally, assuming the “Connected Age” is here, what are the values that are part of it and what actions can be taken to leverage those values and that infrastructure?

The symposium was only the start of a process. A wiki (http://snellingcenter.wikispaces.com) and a blog (http://snelling-e-state.blogspot.com/) are both up and running as part of the project. All the myriad ideas and concepts of the day’s work groups were pulled together into five action teams to focus on specific topics that should be addressed. These teams are:

1. Equity and Access
2. Democracy and Civic Engagement
3. Economic and Workforce Development
4. Education
5. Capacity to Manage Technology

(Continued on Page Eighteen)
The planning process for electric system reliability was radically reformed in the past year by the Vermont Public Service Board to increase openness and transparency, and to ensure that alternatives to building new transmission lines get full consideration. The vehicle of that change is a new committee, the Vermont System Planning Committee (VSPC), along with major changes in the way utilities do public outreach for transmission proposals.

The highly controversial Northwest Vermont Reliability Project, a 63-mile transmission upgrade from West Rutland to South Burlington, was the first major electric transmission project undertaken in Vermont in 30 years. In approving the project, the Public Service Board reluctantly concluded that the need was compelling, but that timely consideration of alternatives might have delayed or avoided the massive project. The Board ordered VELCO, Vermont's electric transmission company, to develop a way of planning for electric system reliability that would ensure "full, fair and timely consideration of cost-effective non-transmission alternatives."

In 2007 the Public Service Board approved a new, collaboratively designed process for electric system planning. The cornerstone of this new process is the aforementioned VSPC. The Committee’s voting members include all of Vermont's electric distribution utilities and VELCO, plus three public members, appointed by the Board to represent residential customers, commercial customers and the environmental community, respectively. Non-voting seats are held by the Department of Public Service, the statewide energy efficiency utility, and the entity appointed to foster the development of renewable energy contracts (called the SPEED Facilitator).

In addition, VELCO must now publish a 20-year plan, updated every three years, that identifies where load growth will require transmission upgrades, new generation or increased efficiency. Two public input processes are required as the plan is developed:

- Review and recommendations by the VSPC.
- Outreach to the public, including planning commissions, towns, and other key stakeholders. This public outreach approach encourages early involvement when public concerns and recommendations can better inform decision-making on alternatives.

This new process has fundamentally changed the very nature of public input on electric reliability. A set of principles, designed to ensure broad and effective public participation and information, is binding upon the state's utilities. The changes are evident in recent, post-Northwest Vermont Reliability Project proposals that have gone through regulatory review, such as the Southern Loop (Southern Vermont) and East Avenue (Burlington area). In these cases, public engagement happened early and in depth, and resulted in changes to the projects’ designs based on input received in the outreach process.

VELCO’s first 20-year plan under this new process is due July 1, 2009. Public outreach for the draft will be conducted from March 1 through May 31, 2009, providing an opportunity for towns and regions to understand and potentially influence the future of the electric system in their areas.

The VSPC has a Web site designed to open every aspect of the new process to

(Continued on Page Eighteen)

At Citizens Bank, we specialize in delivering products, services and expertise designed to help municipalities manage their finances. Our supportive Government Banking Relationship Managers understand your needs. Strengthened by local management, we are dedicated to Vermont communities. To find out more about how Citizens Bank can help your community, call 1-800-675-7195 or contact one of our experienced local professionals.
These teams are now organizing with a volunteer leader for each and are looking for more people to volunteer to move the project forward. VLCT staffers are participating in the Civic Engagement and Workforce Development teams.

If you want to take an active role in the future of Vermont as an e-state, now is the time to get involved. Alan Kay, a man often credited with conceiving the laptop computer, once said, “The best way to predict the future is to invent it.” Here is a chance to help invent the future of Web use for the benefit of Vermonters. Go to the Snelling Center Wiki and follow the link labeled Action Teams (http://snellingcenter.wikispaces.com/Action+Teams). The list there includes several starting points for each team as well as the contact person for each.

- Jim Burke, VLCT Director, Information Technology

public scrutiny and to enable the public to follow where reliability problems are projected to occur. The home page includes an interactive state map of reliability deficiencies thus far identified around Vermont. The address is www.vermontspc.com.

The VSPC will also have a booth at the VLCT Town Fair in October to continue its outreach to local government, laying the foundation for public involvement in the 2009 long-range plan. Please plan on visiting us at Town Fair on October 2.

For more information, contact Deena Frankel at dfrankel@velco.com.

- Deena Frankel, Vermont System Planning Committee Facilitator, VELCO

A ROLE FOR TOWNS IN TRANSMISSION PLANNING

In March, April and May, 2009, VELCO must turn to Vermonters for their input on the Long-Range Transmission Plan. This is an opportunity for town and regional planners, local energy committees, and other interested local government stakeholders to have a say on how to address areas of identified transmission capacity and reliability deficiencies that will need to be remedied by construction of new transmission lines or other alternatives.

VELCO will distribute the draft plan to all planners, selectboards and local energy committees. Any other town representatives or citizens may request to be placed on the mailing list to receive the plan by emailing dfrankel@velco.com. Public meetings around the state will be publicized in March, April and May to solicit the involvement of all interested persons. The process will also include opportunities for written comment on paper and electronically.

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Bond_bank@vtbondagency.org
www.vtbondagency.org

Bridgewater Fire Truck
The daily news headlines are unavoidable – energy costs, global warming, the need to stimulate our economy, failing transportation infrastructure, health care costs and the availability of health insurance, crimes committed by former felons, and property taxes are emblazoned across the front page.

What is a local official to do? Taking their cue from the old bumper sticker of “think globally and act locally,” four VLCT committees comprised of 64 municipal officials have begun the process of developing the 2009 legislative agenda for Vermont local government. They are crafting the VLCT Municipal Policy to provide cities and towns with the means to tackle these enormous challenges at the local level.

The League’s Quality of Life and Environment Committee has made the cost of health care and the availability of health insurance its highest priority, citing the facts that health care now consumes 15 percent of our economy and that underfunding of government health care programs now represents a 22 percent sales tax on health care insurance premiums paid by Vermont cities and towns and their employees. The Policy proposes a lengthy list of actions the Vermont Legislature can take to remedy the situation. The Committee’s proposals also contain sections that, if approved by the Legislature, would allow towns the tools to improve the environment and the economy, and to conserve energy.

The Transportation Committee’s Policy sections address the declining revenues and increasing costs associated with maintaining a safe, efficient and effective transportation system for Vermont. VLCT recommends increasing revenues to rebuild our aging roads and bridges (brought into the limelight with the closing of a key state bridge on Route 2 this summer) and to keep up with skyrocketing costs of fuel, salt and asphalt. The draft Policy also recommends ways to use the revenues we have more efficiently.

Given the news stories of crimes committed by individuals no longer under the supervision of the state Corrections Department, the Public Safety Committee proposes to give communities new tools to protect themselves from further danger. The Committee also has taken a strong position opposing any new state mandates on local law enforcement activities without adequate state funding assistance.

Perhaps the most radical shift this year in a VLCT position is in the area of education funding and property taxes. For over 25 years, VLCT has been an active participant in the debates in these areas. We have proposed new education funding systems and reforms to current structures to improve them. Given the complexity and the problems of the current system, the VLCT

(Continued on next page)
Finance, Administration and Intergovernmental Relations Committee has proposed eliminating three pages of detailed proposals for improving the system and replacing it with the simple but dramatic statement that “[t]he state should assume full responsibility for funding Vermont’s education system. Municipal government should no longer be responsible for trying to administer a state education property tax.” After trying to make Act 60/68 work for more than ten years now, municipal officials are declaring that enough is enough – we can no longer help to prop up a failed system. Instead, VLCT’s draft 2009 Municipal Policy proposes that the state take over administration of the education funding system and try to make it work.

The VLCT Board of Directors will meet on August 14 to review the four sections of the proposed 2009 VLCT Municipal Policy. The Policy, with the Board’s changes, will then be distributed to the 246 city and town members of VLCT for their consideration before the full membership acts on the final proposal at Town Fair in Killington on Thursday, October 2, 2008.

- Steve Jeffrey, VLCT Executive Director

The numbers were high at the VLCT/Vermont State Auditor Governmental Accounting and Auditing Symposium held in late June in Montpelier. Over 170 attendees participated in the full day of workshops and meetings. Mark your calendars – next year’s Symposium will be held on June 23, 2009. (Photo by Allyson Barrieau)
Please visit the VLCT Web site to view more classified ads: http://www.vlct.org/marketplace/classifiedads/. You may also submit your ad via an e-mail link on this page of the site.

**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 $41 per ad.

Ads are generally limited to 150 words and run for one issue. Ads are also placed on the VLCT Web site for up to one month.

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

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

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

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**HELP WANTED**

**Zoning Administrator; Assessor.** Newport, Vt. is accepting applications for two part-time positions: The **Zoning Administrator** (approx. 24 hours/week) provides literal, impartial and consistent administration and enforcement of the Zoning Bylaws of the City of Newport consistent with accepted zoning practice, the City Plan and any other policies or regulations in effect. He or she also will provide staff support for the Development Review Board and Planning Commission. Qualifications include the ability to learn and apply oneself to the job and to work independently. Must be courteous, tactful, objective and fair. Must have a thorough knowledge of Title 24 V.S.A. Chapter 117 and Newport City’s Zoning Bylaws; excellent written and oral communication skills; ability to work effectively with people; a valid driver’s license and car; filing and record keeping skills; ability to attend evening meetings; and computer skills (particularly in word processing and database management). The ability to read and understand blueprints is helpful. The **Assessor** (approx. 16 hours per week) performs all necessary steps to prepare an annual inventory of all taxable property (Grand List) in the City of Newport as of April 1 each year, which is the basis for city and school taxation. Qualifications include 3 years experience in the appraisal field, preferably in mass appraisal and revaluation; a thorough knowledge of the state statutes as they apply to the duties and responsibilities of assessing; a thorough knowledge of CAMA (Computer Assisted Mass Appraisal) systems; a high degree of analytical ability; the ability to work independently and deal tactfully and effectively with the public; the ability to write clearly and concisely and develop and maintain office work procedures and record systems that provide rapid access to information; the ability to make complete and impartial inspections of construction; the ability to read blueprints; and computer skills, particularly ArcView, word processing, and database management. Complete job descriptions are available at the City Manager’s Office. To apply, please send a cover letter and resume by August 6, 2008 to John O. Ward, Jr., City Manager, City of Newport, 222 Main Street, Newport, VT 05855. (7-22)

**Zoning Administrator and Administrative Assistant.** Brandon, Vt. seeks a qualified Zoning Administrator and an Administrative Assistant. These positions are anticipated to be part-time. The Zoning Administrator must know the applicable Vermont statutes and the current town zoning regulations as well as legal procedures related to enforcement.

(Continued on next page)
of regulatory statutes and codes. He or she also advises the Planning Commission and the Development Review Board. Participation in evening meetings is required. The Administrative Assistant will be responsible for grant administration, human resources, payroll and assisting the Town accountant/business manager. He or she must be familiar with municipal office procedures, health insurance and benefit administration, and grant writing, tracking and reporting. Familiarity with NEMRC software system helpful. Similar experience in a Vermont municipality is desirable. Flexible hours (15-20 hours per week). Salary DOQ. The Town may fill these positions with one or two qualified individuals, depending on response. To apply, send a letter of interest and resume to G. William Hatch, Selectboard Chair, 49 Center Street, Brandon, VT 05733.

Positions open until filled. E.O.E. (7-18)

Economic Development Director.
Nashua, N.H., seeks an experienced, results-oriented individual who can step in and provide senior staff leadership and oversight on all operations and activities involving a municipality’s economic development. This is an opportunity to join the mayor’s cabinet in a significant leadership role in the community. Responsibilities include development and implementation of programs that enhance economic vitality, including maintaining strong communications with the business community; promoting labor force expansion and training; fostering opportunities for job retention and existing business expansion; promoting employment diversity and growth through business recruitment; promoting the redevelopment of underutilized non-residential areas; and encouraging the continued enhancement and vitality of the downtown. Nashua is the second largest city in New Hampshire and is the center of a diverse and dynamic region 40 miles north of Boston, with easy access to the seacoast, pristine lakes and majestic mountains. Nashua has been named Money magazine’s “Best Place to Live in America” twice, the only city ever to win this honor more than once. Located at the heart of an advanced engineering, financial services, defense aerospace and retail economy, Nashua enjoys close proximity to key markets, a highly trained labor force and an attractive local and state tax environment. The Economic Development Director will be a key voice for economic growth on several major public/private partnerships. Qualifications: Bachelor’s degree plus a minimum of ten years related professional experience in business development, or a Master’s degree with related experience; thorough knowledge of business and municipal economic development strategies; knowledge of and experience with government and non-government economic development policy. Salary: mid to upper $80s. Competitive benefits package. To apply, submit letter of interest and resume to City of

(Continued on next page)
Nashua, Human Resources Department, 229 Main Street, Nashua, NH 03060, or to jobs@NashuaNH.gov. E.E.O. M/F/H. (7-15)

Financial Director. Richmond, VT (pop. 4,100) is recruiting for a salaried exempt Financial Director. Duties include maintaining the town and water resources department fund accounting system, general ledger, monthly cash balance reporting, payroll, quarterly water billing, employee benefits, tax administration, bond bank applications and annual audit. The Director must enjoy working independently in a small office and assisting the public and town boards with excellent follow-through and attention to detail. Familiarity with the workings of local government is helpful but not required. Proficiency in computerized accounting and in Microsoft Word and Excel is expected. For a full job description, visit www.richmondvt.com and click on Documents. Salary dependent upon qualifications and experience. Pay range, $14.07 to $22.49. Health benefits available. To apply, please send cover letter, resume and three current references to Financial Director Search, P.O. Box 285, Richmond, VT 05477, or e-mail townadministrator@richmondvt.com. Direct any questions to Ron Rodjenski, Town Administrator, at 802/434-5170. Position open until filled. E.O.E. (6-25)

Patrol Officer. Milton, VT seeks a qualified Patrol Officer for its Police Department. The Officer will be responsible for public safety through community service-oriented activities and will aid the public in both criminal and non-criminal matters. Starting hourly salary (probational), $15.56, DOQ/E. For a complete job description and employment application, visit Milton’s Web site at http://www.milton.govoffice2.com/ and click on Human Resources. You may also e-mail Dencie Mitchell, Human Resources Coordinator, at dmitchell@town.milton.vt.us or call 802/891-8020. To apply, submit employment application to Dencie L. Mitchell, Human Resources Coordinator, Milton Town Manager’s Office, 43 Bombardier Road, Milton, VT 05468-3205. Position open until filled. (6-18)

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Take these steps to save money and energy:

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Jean Wolfe, Tunbridge Public Library

To learn more, visit www.efficiencyvermont.com or call Alison Hollingsworth, Municipal Energy Specialist 1-888-921-5990 x1105
For more information about the following workshops or events, please contact Jessica Hill, Manager, VLCT Administrative Services, tel., 800/649-7915; e-mail, jhill@vlct.org. Or visit www.vlct.org’s Events Calendar and select a workshop for more information or to register on-line. For non-VLCT events listed below, please contact the individuals directly. (The on-line registration option is available for VLCT workshops and events only.)

2008 NNECAPA Conference. Thursday, September 4 through Saturday, September 6, 2008, Woodstock Inn and Resort, Woodstock, Vt. Sponsored by the Northern New England Chapter of the American Planning Association and the Vermont Planners Association. For complete details visit http://nnecapa.org/calendar/ or e-mail Jessica Hill at jhill@vlct.org.

Group Consensus Building. Tuesday, Wednesday or Thursday, September 16, 17 or 18, 2008. Sponsored by the VLCT Municipal Assistance Center, this training will be held in a Northern, Southern and Central Vermont location (to be determined) to better serve VLCT members. Municipal government is most effective when diverse individuals are able to work toward shared goals. This workshop will provide small boards with guidance on the process of group decision-making, how to handle difficult conversations, and how to establish consensus.

2008 Green Mountain Payroll Conference. Thursday, September 18, 2008, Capitol Plaza Hotel, Montpelier. Sponsored by the Green Mountain Payroll Association. A day-long conference with sessions on payroll and human resources. For more information visit www.greenmountainpayroll/efirms.com/ or contact Janis Blais at 802/229-3457 or jblais@nationallife.com.

2008 VLCT Town Fair and Municipal Golf Tournament. The Golf Tournament is back! Golf will take place on Wednesday, October 1 at the Green Mountain National Golf Course in Killington. The next day, Town Fair kicks off with the Conversation Café and Gubernatorial Debates followed by workshops, discussions, the Annual Turkey Dinner and the VLCT Annual Meeting. Watch your mail in early August for registration materials or visit our Web site. Save these dates!

Managing the Municipal Highway System. Wednesday, October 15, 2008, location to be announced. Sponsored by the VLCT Municipal Assistance Center, this popular workshop will provide an overview of VLCT’s 2009 Municipal Transportation Policy, funding initiatives for the next Legislative session, guidance on maintaining and preserving transportation infrastructure, and managing and stretching the local highway dollar.

Delinquent Tax Collection. Tuesday, Wednesday or Thursday, October 21, 22 or 23, 2008. Sponsored by the VLCT Municipal Assistance Center, this training will be held in a northern, southern and central Vermont location (to be determined) to better serve VLCT members. This workshop will examine the legal and practical requirements of collecting delinquent property taxes in Vermont. The workshop will provide an overview of delinquent tax collection methods, examine the tax sale process in depth, and discuss steps that should be taken when a delinquent taxpayer files for bankruptcy.