Last February’s “Local Government in the Legislature Day” is one that will not soon be forgotten. Not only did it include a classic Nor’easter and the historic Vermont Yankee vote, but Vermont improved its global reputation as a model for direct democracy and citizen engagement. It is remarkable to note that on a day designed to focus on government at the local level, connections were being made that affected international relations between two of the most powerful countries in the world.

That’s because there was a group of Russian municipal officials in attendance who were in Vermont to study accountable governance at the local level. And while I’d love to say that they traveled 4400 miles across the Atlantic specifically for this conference, it certainly proved to be one of the program highlights for their stay in the U.S. and had a monumental impact on their perception of democracy in action.

So how did VLCT become a positive factor in post-Cold War, Russian-American diplomatic relations? The answer is through collaboration with the Vermont Council on World Affairs (VCWA). VCWA’s mission is to “promote awareness and understanding of the world and its people, places, and cultures through education and engagement.” We work towards this mission with a two-pronged approach: through speakers and events open to the public and almost always free of charge; and through our collaboration with the State Department in hosting international visitor programs.

Governor Jim Douglas greets Russians on an exchange program with the Vermont Council on World Affairs.

Creating fair and affordable housing opportunities is a challenge for many Vermont cities and towns. The cost of housing has increased dramatically over the past decade while incomes have remained flat, exacerbating the need for affordable housing. According to a recent report by the National Low Income Housing Coalition, rural Vermont is one of the 10 most expensive rural areas in the United States.

Attempts to build affordable housing often meet many roadblocks at the community level. One common roadblock is a “Not In My Backyard” attitude among community members. The Fair Housing Project of the Champlain Valley Office of Economic Opportunity, a non-profit community action

Not tulips, but rather TULIP, which stands for Tenant User Liability Insurance Policy. This kind of TULIP may not be pretty, but it is pretty useful, especially for summertime events. Here’s how it works: A municipality has a building or property that can be rented for a specific event by any non-municipal individual or group if the individual or group has liability coverage. If a renter, or tenant user, cannot provide liability insurance to protect the municipality from being held responsible if anything untoward occurs during the event, the tenant user can purchase a TULIP, and the municipality can relax and proceed with the rental. TULIP coverage protects both the tenant user and the municipality against claims by third parties who may be injured or have property damage as a result of the activities of the tenant user.

(continued on page 11)
Have you ever had a desire to make a lifestyle change, such as exercising more, but were just not able to turn that goal into a reality? Most of us have been there.

So how do we succeed in our personal improvement goals? Our motivation is the key. Many of us feel some degree of motivation, such as the thought that our goal is a good one and that we’d really like to achieve it. However, that motivation is often fraught with ambivalence. Sure, it would be great to exercise more, but you may also feel you just don’t really have the time, and don’t like that it’s so cold or dark before or after work. Sound familiar?

Motivational counseling may be able to help. Motivational counseling gives people an opportunity to explore their ambivalence about making such changes. Exploring uncertainty has been shown to be a powerful tool for supporting people to transcend conflicting feelings and start making their desired lifestyle changes. It isn’t magic and no one can get you to make changes you’re not ready to make, but motivational counseling can help you sort out your ambivalence and move through it.

Issues and efforts that could benefit from supportive motivational counseling include:

- efforts to reduce use of alcohol, caffeine, or other substances,
- efforts to change risky behaviors, and
- any other desired quality of life improvement.

EAP can help you get started today. All it takes is a phone call, and the service is confidential and free of charge to all employees of Health Trust and PACIF members. The EAP counselor will work with you within the EAP short-term timeframe of up to five sessions. You can expect to clarify your motivation and get a stronger sense of what you have to gain and what you may lose if you don’t make a change. You will get support for your efforts as well as a sounding board to discuss your stumbling blocks. If your EAP counselor identifies that you may benefit from working with a specialist – such as a nutritionist or a medical doctor – he or she can refer you to that professional for ongoing assistance.

If you have struggled with changing an unhealthy or undesirable habit, consider making use of the support and motivational coaching that are available to you through INVEST EAP. It might make all the difference. Contact INVEST EAP toll free at (800) 287-2173, 24 hours a day and seven days a week.

Steve Dickens, Director
Evelyn Erb, Clinical and Program Service Coordinator, INVEST EAP
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**Legal and Regulatory Notes**

**SNOW AND SNOWPLOWING ARE FACTS OF LIFE IN VERMONT**

Vermont Supreme Court: Snow and Snowplowing are Facts of Life in Vermont; Trespass and Takings Claims must be Dismissed.

In a decision very favorable to Vermont municipalities, the Vermont Supreme Court has held that plowing snow onto property adjacent to a public highway is not a trespass or unconstitutional taking of property for public use. Ondovchik Family Limited Partnership v. Agency of Transportation, 2010 VT 35

The plaintiff, Ondovchik Family Limited Partnership (OFLP), is a property owner in Shelburne. As a result of the expansion of State Route 7, a building on the property is located less than eight feet from the highway. OFLP complained that the Vermont Agency of Transportation’s (VTrans’) snowplows propel snow and contaminated water runoff across the sidewalk and onto OFLP’s building and brought suit. The Vermont Supreme Court held that VTrans is under a lawful duty to remove snow from Vermont’s highways and this duty carries with it the privilege to deposit snow on adjacent property so long as this action is reasonably necessary to performance of the duty. VTrans has discretion to choose an efficient method of removing snow, even if the method it chooses causes some intrusion into or incidental damage to adjacent property.

(continued on next page)

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OFLP also asserted that VTrans’ plow- ing activities resulted in a taking of its prop- erty for public use, in violation of the Fifth Amendment of the United States Constitu- tion and Article 2 of the Vermont Constitu- tion. The Supreme Court rejected this argu- ment as well, stating, “When winter road maintenance activities result in intermittent snow throw and water runoff, it is an incidental incursion only and does not represent the kind of invasion that would amount to a taking.” OFLP’s injury was no different than those of other landowners whose property fronts on plowed roads, all of whom benefit from having the roads plowed and who must “deal with the consequential and incidental incursions and damage that snow throw and water runoff may cause.” The Court noted that “snow and snowplowing are facts of life in Vermont, and we do not find a cause of action when defendant had done nothing more than protect public safety by plowing roads that it has an ongoing legal duty to plow.”

Vermont municipalities maintain approximately 11,500 miles of local highways, about five times the number of miles maintained by the state. The Supreme Court’s common sense approach to the inevitable consequence of winter and snowplowing is welcomed by all. A copy of the decision is at http://info.lib- raries.vermont.gov/supct/current/op2009- 182.html.

Jim Barlow, Senior Staff Attorney Municipal Assistance Center

On-site Workshops
Let the VLCT MAC Staff Travel to You!

Since 2005, VLCT Municipal Assistance Center staff have been conducting customized on-site workshops in municipal offices across the state.

Each workshop costs $800, except VLCT PACIF members receive a reduced rate of $400. In addition to the program offerings listed below, MAC can, upon request, develop a custom workshop for your specific needs. Please contact Abby Friedman to discuss a possible workshop at (800) 649-7515 or afriedman@vlct.org.

On-site Workshop Program Offerings:

- Improving the Relationship Between Independent Officers and the Selectboard
- Roles and Responsibilities of Town Officers
- Conducting Effective Selectboard Meetings
- Conducting Effective Tax Appeal Grievances and Hearings
- A Field Guide to the Open Meeting Law and Executive Session
- How to Write a Good Hearing Decision
- The Role of the Manager and the Role of the Selectboard
- An Orientation to Local Government for New Selectboard Members
- Leadership and Management Roles of the Selectboard
- Developing and Managing the Town Budget
- Financial Reporting and Management
- Inter-local Agreements
- Municipal Charter Adoption and Amendment

2010 Development Review Volunteers Summer Retreat

Join fellow volunteer local land use decision-makers in the Development Review Volunteers’ Summer Retreat at Ohana Camp on June 18 and 19, 2010. Or sponsor one of your local volunteers to show your appreciation for the time he or she devotes to your community. Inspired by the Vermont Law School Land Use Institute’s 2009 Planning Commissioners’ Retreat, this event will focus on legal and technical training along with a fun celebration of volunteerism.

Workshops will be highly interactive and incorporate feedback with knowledgeable speakers from Vermont Law School, VLCT, and oth- er statewide trainers. The workshops will feature leadership building, timely topics, and best practices in development review. Topics include Promoting More Energy Efficient Communities, Making Decisions Stick Post the JAM Golf Decision, Lessons on Takings from the Direction of the Federal Courts, Basic Ethics in Local Land Use Decisions, The Developers Perspective, and Pushing That Density. Scenarios will be modeled after rural small towns rather than urban settings.

Ohana Camp, located on Lake Fairlee in eastern Vermont, is an ideal place for outdoor recreation and relaxation in addition to the inter- active program. A reasonable fee of $100-120 per person will include locally sourced meals, workshops, and lodging.

This is an opportunity to reward individuals who have provided out- standing public service to their communities! Award certificates are available for sponsors. For workshop details, to register online, or if you have individu- als or spaces you would like to sponsor, please visit www.vermontlaw.edu/Academics/Environmental_Law_Center/Institutes_and_Initiatives/Land_Use_Institute/Events.htm.
Refusal of Site Inspections; Municipalities with Land Use Regulations

The Board of Civil Authority inspection committee met to conduct a site inspection of a property under appeal. The property owner failed to show up. Does this constitute refusal of a site inspection?

In a tax appeal, the site inspection is mandatory and the resulting inspection report must be presented to the Board of Civil Authority (BCA) “within 30 days from the hearing on appeal. ...” The law also states, “[i]f, after notice, the appellant refuses to allow an inspection of the property as required under this subsection, including the interior and exterior of any structure on the property, the appeal shall be deemed withdrawn.” 32 V.S.A.§ 4404 (c).

It is unclear whether failure of an appellant or his or her representative to show up constitutes refusal after notice of a site inspection. An inspection committee’s determination that an applicant “refused” the inspection and therefore withdrew his or her appeal will largely depend on the facts surrounding the unsuccessful site inspection. We recommend that if time allows, the inspection committee schedule another site inspection and provide the requisite notice to the appellant. As a best practice, all notices of site inspections should clearly state the expectations for the inspection and the consequences if the committee is unable to undertake or complete the inspection. If the committee could schedule and notice a second site inspection in a timely fashion and carry it out, then an appeal may be less likely. However, if time is short, then a timely report that includes the facts surrounding the failure of the site inspection and meeting the time-lines in Section 4404 (c), may be more important to prevent rollback of the appraisal.

Stephanie Smith, AICP, Senior Associate VLCT Municipal Assistance Center

In a municipality with land use regulations, does a property owner have the right, under state law, to demolish and reconstruct a nonconforming structure within the same envelope because the building is “grandfathered?”

No. There is no statewide grandfathering of pre-existing nonconforming structures, uses, or lots. Definitions for non-conforming uses:

TRIVIA

Gotcha. No one even hazarded a guess as to May’s trivia question: who or what is Sabagwilha. It’s the Abnaki Indian name for Hathaway Point on the west side of Saint Albans Bay (ahhh, that Sabagwilha), a factoid that even The Google didn’t know.

Here’s the July question: A Texan was once bragging to a Vermonter about how huge his ranch was compared to the Vermonter’s little hill farm. “Why, mah ranch is so big,” he said, “ah kin git in mah truck on one side o’ the place, drive all day, an’ still not reach the other side.” What did the Vermonter say in response? Email your answer to dgunn@vlct.org. Then watch this space in July’s decidedly decent issue for the answer.
structures, uses, or lots, which can be found in 24 V.S.A. §§ 4303(13)-(15), are generally those that are no longer in conformance with the local bylaw, but were at one time, including development “improperly authorized by the administrative officer.” State law enables municipalities to “regulate or prohibit expansion or perpetuation of nonconformities,” and provides guidelines for what must be addressed. 24 V.S.A. § 4412 (7). Whether the property can reconstruct or resume a non-conformity after demolition, discontinuance, or destruction depends on how a municipality addresses nonconformities in its local zoning bylaws.

A municipality that adopts land use bylaws, as enabled in Chapter 117, must include provisions addressing specific issues outlined in 24 V.S.A. § 4412, and then only to the extent as authorized by law (or a charter.) “A municipality has zoning authority only in accordance with, and subject to, the terms and conditions imposed by the state in making the power grant.” Flanders Lumber & Building Supply Co. v. Town of Milton, 128 Vt. 38, at 45 (1969). Of these “required provisions and prohibited effects” in Section 4412 (which include existing small lots, protection of home occupations, and heights of renewable energy resources), a municipality must outline how it will address nonconformities. “All bylaws shall define how nonconformities will be addressed, including standards for nonconforming uses, nonconforming structures, and nonconforming lots.” 24 V.S.A. § 4412(7).

This enabling legislation gives discretion to municipalities for how they will address nonconformities, whether they will allow grandfatherted of building envelopes, or allow an expansion of a nonconforming use, and what standards may be considered in granting approval.

Stephanie Smith, AICP, Senior Associate VLCT Municipal Assistance Center

**VLCT Financial Consulting Available**

VLCT’s Senior Financial Consultant, Bill Hall, is available to assist towns and cities on a wide range of financial topics, including:

- Basic governmental accounting
- Preparing for an outside audit
- Internal fraud risk assessment/internal control review
- Financial reporting
- Implementing VLCT’s Model Financial Policies
- Debt management
- Complying with audit recommendations
- Management of cash and investments
- Capital improvement program planning
- GASB 34 implementation

For more information on financial consulting and possible discounts for PACIF members, please call Abby Friedman at 1-800-649-7915.

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The VLCT Health Trust is pleased to announce that next year’s Northeast Delta Dental rates will remain the same as the current rates! VLCT offers six dental plans for municipalities to choose from to provide coverage for their employees. If you’re not currently enrolled in Northeast Delta Dental (Delta), now is the time to sign up to start taking advantage of this great benefit. The Delta “year” is from July 1 to June 30; you need to sign up during Open Enrollment – by Tuesday, June 22 – to have coverage effective on July 1, 2010.

Open Enrollment presents opportunities for employers (“municipalities”) and employees (“subscribers”).

**Employers**

- Health Trust municipalities that are already with Delta can change their existing coverage options (for example, choosing a different Delta/VLCT plan, changing the funding method, or adding or dropping orthodontic coverage). Note: orthodontic coverage is available only to members with ten or more employees and must be taken by all employees.
- Health Trust municipalities that are not yet with Delta can submit the proper paperwork in time for an effective date of July 1. If they join later in the year, the effective date will be the first day of the calendar month after they file. (For example, an application filed on September 25 will provide coverage effective on October 1.)
- For municipalities that are changing or initiating coverage, their benefits coordinator needs to complete a Contract Application form and submit it directly to Delta.
- For municipalities that are satisfied with their current dental plan, no action is required. The contract that’s on file will remain in effect for the next coverage year.

**Employees**

- Current subscribers can add or drop dependents.
- Anyone who isn’t currently a dental subscriber can sign up for Delta coverage.
- To do either of these actions, the employee should complete Delta’s Enrollment/Change Form and let the municipality’s benefits coordinator submit it to Delta.

Keep in mind that to make changes during Open Enrollment, the appropriate form must be submitted by June 22, and coverage will be effective July 1. Please also note that outside of the Open Enrollment period, certain qualifying events – such as marriage; the birth, adoption, or 19th birthday of a dependent; divorce; or death – permit employees to add or delete coverage.

Everything you need relating to Delta Dental coverage through the VLCT Health Trust is posted at [www.vlct.org/insurance-riskservices/programs/dental/](http://www.vlct.org/insurance-riskservices/programs/dental/). This page features VLCT plan descriptions and rates, Delta’s Contract Application and information on how to fill it out (for employers), and Delta’s Enrollment/Change Form (for employees). If you have any questions, please feel free to call our Member Relations Department at (802) 229-9111 or email Susan Benoit, Inside Member Relations Representative, at sbenoit@vlct.org.

*Larry Smith, Manager, Member Relations, VLCT Risk Management Services*

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**2010 RMS Calendar**


**National Safety Council Defensive Driving Course.** Wednesday, June 16, 8:00 a.m. to noon, Windsor Town Office. Learn practical strategies for reducing collision-related injuries, fatalities, and costly repairs. This course stresses the importance of attitude in crash prevention and demonstrates the consequences of poor driving choices. Learn more and register online at [www.vlct.org/eventscalendar/](http://www.vlct.org/eventscalendar/). Presented free of charge to VLCT PACIF members; there is a $25 fee for anyone who registers but doesn’t attend.

**Stevens Advanced Driver Training.** June 21-25, 8:15 a.m. to 4:30 p.m., Stowe Mountain Resort. In each one-day training, participants will receive instruction and hands-on practice to become more cautious and aware of their vehicle’s limitations, reducing the potential of an incident or accident. Presented free of charge to VLCT PACIF member employees who drive non-CDL vehicles as part of their job, administrators, and selectboard members. Space is limited, so register soon by calling Shawna O’Neill at (800) 649-7915, ext. 1935.

**Work Related Injuries and Modified Duty Programs.** Wednesday, June 23, 8:00 to 9:00 a.m., 136 James Brown Drive, Williston (off Route 2A south of Agway). Breakfast with the Experts, presented by Vermont Home Builders and Remodelers. This program will detail the elements of a Modified Duty Program and establish what needs to be done to maintain communication among employers and medical providers. Please register by calling Connie Brigham at 876-6200 ext. 11.
CIgna’s mid-year open enrollment ends soon!

Health Trust members: do you know that CIGNA has a mid-year Open Enrollment that allows subscribers to add dependents and allows non-subscribers to sign up and become subscribers? It’s true, but the enrollment deadline is June 1! Health Trust contacts should have received an email with this information from Kelley Avery in early May, and we apologize for neglecting to announce it in last month’s VLCT News. If you haven’t already done so, tell your employees that they have the opportunity now to enroll themselves or their dependents for medical insurance through CIGNA.

Three important notes:

1. The enrollment period ends on June 1st and coverage is effective July 1st.
2. Enrollment forms must be submitted by June 1, 2010 to our eligibility processing center – not to the VLCT offices. Please fax completed forms to 802-223-4257 or mail them to PO Box 39, Montpelier, VT 05601-0039.
3. This open enrollment does not include letting current members or subscribers change plans. Changes must wait until the start-of-year Health Trust Renewal/Open Enrollment period in December (for an effective date of January 1st) of each year.

Employees who want to enroll themselves or add dependents must complete their Enrollment/Change Forms immediately so members can submit them to our eligibility processing center as soon as possible. The blank form is posted in both Acrobat and Excel formats on the VLCT website’s UI Trust page, www.vlct.org/insuranceriskservices/programs/unemployment/. Please don’t hesitate! If you have any questions about completing this report, call Kelley at 800-649-7915, ext. 1965.

UI TRUST

2009 UI WAGE REPORT REMINDERS

This is a gentle (yet urgent) reminder to all of our Unemployment Insurance (UI) Trust members that all 2009 UI Wage Reports should already have been returned to Kelley Avery. The UI Trust needs them to begin the complex process of setting rates for next year’s renewal.

If you have not already done so, please return your municipality’s UI Wage Report to Kelley as soon as possible. The blank form is posted in both Acrobat and Excel formats on the VLCT website’s UI Trust page, www.vlct.org/insuranceriskservices/programs/unemployment/. Please don’t hesitate! If you have any questions about completing this report, call Kelley at 800-649-7915, ext. 1965.

Sloppy unemployment Reporting could cost you

The drastic deficit in the State of Vermont’s unemployment fund has recently been a topic of many lengthy discussions at the State House. One of the proposed reforms is to increase the penalty fees imposed on employers. The state currently assesses a penalty of $35 for each instance of a late report, an error in health care contribution reporting, an error in wage reporting, or a missing report or piece of information. The penalty may increase to $100, $500, or even $5,000, depending on the type of delinquency, if the legislature passes the changes as proposed.

Therefore, it is more important than ever to thoroughly satisfy all state reporting requirements and to promptly pay any penalty fees assessed on your municipality. This includes submitting the Wage Report for the year 2009 to Kelley Avery. If you haven’t already done so, please return your municipality’s UI Wage Report to Kelley as soon as possible. The blank form is posted in both Acrobat and Excel formats on the VLCT website’s UI Trust page, www.vlct.org/insuranceriskservices/programs/unemployment/.

Try it yourself! Call VLCT at 800-649-7915 for help getting started.

Well-trained employees help avoid the distress and costs that come with on-the-job accidents and work-related health problems.

With PACIF Online University, employees of PACIF members can train themselves — any time, any place, any pace.

Courses use clear sound, meaningful images, mid-course quizzes, and final tests. Students can review content. Employers can assign curricula, track students’ progress, and print records of results.

(continued on next page)
SPOTLIGHT ON SAFETY

SEASONAL SUMMER EMPLOYEES: THE PACIF PERSPECTIVE

Summer is fast upon us, with warm weather, long days, and children out of school. For all of summer’s allures (lush grass, outdoor projects, days at the park), this season also requires extra municipal staff to mow, construct, organize, facilitate, etc. Seasonal employees are a great asset, but they can present an extra level of concern in summer because work that tends to be dangerous – e.g., that involves traffic, construction sites, heavy machinery, intense heat, or supervising groups of children – is often being performed by less experienced people. By its very nature, hiring seasonal employees introduces inexperienced workers into the work force, because they are either brand new to the work or have not been utilized for nearly a year. Statistically, younger workers and those who are new or relatively new to the job are more inclined to be injured at work. While PACIF members are insured for seasonal employees, all municipalities should keep in mind that the work and seasonal employees of summer deserve extra safety measures.

Insuring Municipal Workers. The State of Vermont requires employers to provide workers’ compensation coverage for all seasonal employees. For this reason, all VLCT PACIF member contracts automatically include workers’ comp for seasonal employees. In addition, all employees of the municipality, while acting within the scope of their duties, are covered under PACIF’s Property and Casualty coverage.

Safety. The most important principle to remember with seasonal workers is “Safety First.” Employers should plan to spend time providing refresher training to seasonal workers. This will significantly reduce work-related incidents and injuries. Also have all personal protective equipment (PPE) necessary for the job – hats, gloves, sunscreen, etc. – readily available, and demonstrate the proper use of all equipment and tools. Lastly, monitor employees and provide incentives for adhering to good safety practices. Acknowledge workers who follow safety procedures or who notice and report hazards.

Cindy W. Bouchard, CPCU, CIC, ARM, AU
Manager, Underwriting,
VLCT Risk Management Services

Health Trust’s New Broker for Life and Disability Insurances

VLCT is pleased to announce that we have entered into a partnership with Hickok & Boardman Group Benefits (HBGB) to assist our Health Trust members with their Unum life and disability insurance coverage. HBGB is one of the largest employee benefit consulting firms in Vermont, and it specializes in group life and disability coverage.

There will be no change to your current Unum coverage or rates with this new partnership, but we believe there will be significant added value to Health Trust members. HBGB brings depth in resources, expertise, and services that VLCT members can take advantage of. For instance, HBGB publishes an annual Vermont Employee Benefits Survey that provides benefit benchmarks for Vermont organizations and will help VLCT and its members when making benefit decisions in the future.

HBGB will provide a team of four people to assist with the planning, implementation, and service of the Health Trust’s life and disability insurance coverage. In the coming weeks, Health Trust contacts will receive a new contact sheet and will be introduced to HBGB staff. (Your VLCT resources will, of course, remain intact.) In the meantime, meet the HBGB team that will serve VLCT’s members:

Dan Johnson, Principal, Account Executive, djohnson@hbbenefits.com, (802) 488-8729 (overall responsibility for VLCT coverage and benefit planning and design);

Michael Kilfoyle, Principal, Account Executive, mkilfoyle@hbbenefits.com, (802) 488-8713 (benefit planning and design);

Sally McKenzie, Senior Client Service Specialist, smckenzie@hbbenefits.com, (802) 488-8733 (member support for claims, employee education, administration, and billing issues); and

Kelley Allen, Client Service Specialist, kekallen@hbbenefits.com, (802) 488-8733 (member support for claims, employee education, administration, and billing issues).

Sloppy Reporting

(continued from previous page)

mitting accurate quarterly C101s (Employer’s Wage and Contribution Reports) on time, responding quickly to requests for information on wages or separation, and reporting all health care contributions. Although the VLCT UI Trust pays all unemployment claims charges on behalf of its members, the Trust does not pay for any member delinquency penalty fees.

If you have any questions regarding Vermont’s unemployment reporting requirements, please feel free to call Kelley Avery at 800-649-7915, ext. 1965.
This Healthy Lifestyle Earned a Really Fun Reward!

When Nathan “Putt” Cowens won the VLCT Health Trust Healthy Lifestyle Rewards raffle last December, he said “I’ve never won anything before in my life!” He might not even have realized he entered the raffle, because his main intent was to earn a $50 check by satisfying the requirements of the 2009 Healthy Lifestyle Rewards program.

Putt Cowens held his 50th birthday party on a beach in the Mayan Riviera, where he was serenaded by a mariachi band. Ole!

The choices of how, where, and when to travel were up to Putt and his wife Kathy, with assistance from MacPherson Travel in Montpelier. Putt and Kathy wanted a wintertime warm-weather getaway so they selected a six-day all-expenses-paid trip to a five-star beachfront resort near Playa del Carmen in Mexico.

But that’s enough luck from the VLCT Health Trust for the Cowens this year. Some other fortunate Healthy Lifestyle Rewards participant will have his or her name selected in this year’s grand trip prize drawing – during Town Fair on October 7 at the Champlain Valley Expo.

If you are covered by CIGNA health insurance through VLCT, completing Steps 1 and 2 in the Healthy Lifestyle Rewards program will get you one entry in the 2010 Grand Prize Drawing; completing Step 3 will get you a second entry. To learn how, talk to your municipality’s Wellness Coordinator or read the 2010 Healthy Lifestyle Rewards Instructions brochure. To find it on the web, go to www.vlct.org, scroll down and click on the Wellness Initiatives link just above the quilt square, and then select the second link under Resources. But be quick! Time is running out.

Fair Housing

(continued from Page 1)

agency, recently completed a brief video that offers strategies to overcome NIMBYism and increase the stock of fair and affordable housing. You can view the video at www.cctv.org/watch-tv/programs/reducing-political-and-social-barriers-fair-housing

Copies of the video, information about upcoming trainings, and other resources are available by contacting the Fair Housing Project at (802) 864-3334 x 102.

T.U.L.I.P

(continued from Page 1)

In many cases, tenant users are covered by an existing insurance policy. For example, an individual hosting a large party in a town hall might find that his or her homeowner’s insurance policy already covers liability for the party, or that coverage can be added as a rider for a small fee. In this case, the tenant can provide the town with proof of coverage, and a TULIP will not be needed. But if the municipality is a PACIF member, any tenant user that cannot provide other proof of liability coverage can obtain liability coverage by purchasing a TULIP through PACIF’s TULIP broker.

Covered events range from very low risk activities, such as seminars, receptions, and weddings, to higher risk events, including camps, sporting events, parades, festivals, and concerts. Some very high risk activities – such as fireworks and inflatable bounce houses – are excluded. The premium is based on a combination of factors, including the risk associated with the event or activity, the duration of the event, the number of participants, and whether there are any special requirements such as alcohol liability or food service.

TULIP coverage can be the difference between holding an event and not holding it. The choice of where to obtain liability coverage remains with the tenant user; the good news is that PACIF member municipalities are able to offer TULIP as an option.

For more information on when TULIP coverage is appropriate and how it works, please call (800) 649-7915 and speak with a member of our Underwriting team.

Cindy W. Bouchard, CPCU, CIC, ARM, AU
Manager, Underwriting,
VLCT Risk Management Services

2010 Driving Safety Classes Still Open

National Safety Council
Defensive Driving
Windsor, June 16
• Certified classroom instruction (4 hours)
• Gain the attitude that prevents crashes
• Learn more and register online at www.vlct.org/eventscalendar/

Stevens Advanced Training
Skid School
Stowe, June 21-25
• Hands-on practice on a closed course
• Feel the vehicle’s limitations
• Call Shawna, 800-649-7915, ext. 1935

VLCT PACIF ... always looking out for your safety.
resources that we have here in Vermont for a specific theme; and the other half introducing these resources to our international visitors. Or, as we like to say, “bringing the world to Vermont and Vermont to the world.”

These programs are arranged by theme and many times represent larger foreign policy initiatives trickled down to the grassroots level. An example: after 9/11, the State Department started ramping up international visitor programs with themes such as investigative journalism, promoting inter-faith dialogue, border security, and women in leadership. Delegates cannot apply for the programs, but instead are hand-selected by the U.S. embassies in respective countries after being identified as emerging and influential leaders in their respective fields. To that end, the alumni list of this program (called the International Visitor Leadership Program) includes more than 290 current or former Chiefs of State or Heads of Government. Nicholas Sarkozy, Hamid Karzai, and Tony Blair are but a few of the most recent.

With such diversity in program topics, it makes sense that different cities and states would have different strengths and weaknesses based on their resources in all sectors. One can understand why, here in Vermont, we’re a natural fit for programs such as NGO management, tourism development, energy efficiency and renewable energy, environmental conservation, border security, and higher education.

There is another area, however, in which Vermont ranks higher than anywhere else in the country with regard to hosting international visitors: state and local governance and civic engagement. A bold statement, indeed, but one in which VLCT staff and members should take pride and notice. Perhaps we’re jaded because of Vermont’s traditional emphasis on local power and control, but I’d be hard-pressed to think of another place in the U.S. that enjoys the same impressive level of citizen engagement and interaction with policy-makers on all levels.

For our visitors, Vermont serves as an international model for direct democracy and citizen engagement – and nowhere is this better displayed than at the local level. As an organization that supports municipalities in Vermont, VLCT has been, and will continue to be, a great resource for our delegates. How better to support democracy in a developing country than to learn from an organization that directly educates the public about how to best understand and participate in local governance?

In a global context, there’s an even broader reason to create connections with VLCT as an organization. Non-governmental organizations (also commonly called NPOs, or non-profit organizations) and associations of governments such as VLCT have grown exponentially in volume, scope of work, and importance all around the globe. This is especially true in developing countries, where NGOs can provide services that international agencies, governments, and private companies are either unwilling or unable to provide. They may focus on poverty reduction, environmental issues or, increasingly, building democratic institutions and strengthening communities.

The global rise in NGOs that empower citizens to affect change in their own lives rings true with VLCT and its mission. As we see in Vermont, this empowerment turns citizens into stakeholders, especially in relation to participation in local governance. This desire to improve one’s surroundings and community is a universal, global trait and the reason why the connection between the Vermont Council on World Affairs and the Vermont League of Cities and Towns is so important.

Through building our relationship, we hope that VLCT and its members will continue to serve as exemplary resources for our international visitors – not only to meet and engage our visitors during their time in Vermont, but to create meaningful and sustained connections that last long after the handshakes and smiles fade.

While the images of Russian and Vermont municipal officials walking together down Montpelier’s snow-covered streets will not be forgotten, we hope to create many more.

Eli Harrington, Director
International Visitor Leadership Program
Vermont Council on World Affairs

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**VLCT NEWS 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.

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

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

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

For more information on placing classified ads in the **VLCT News**, contact classifieds@vlct.org. For details on display advertising, email vlctnews@vlct.org. Information on ad requirements may also be downloaded at www.vlct.org/aboutvlct/vlctnewsletter/advertisinginformation/.

**HELP WANTED**

**Chief Financial Officer.** The City of Nashua, N.H. seeks a qualified individual to provide leadership and oversight to all financial operations and activities of the City. The CFO reports directly to the Mayor. Total combined annual budget: $250M++. Requirements: 8 years of experience in governmental accounting and finance at an administrative level, or public accounting experience with governmental clients and two years investment and audit experience; ERP project experience desired; Bachelor's degree in Accounting, Finance, Business Management, or related field; municipal experience and CPA, MPA or equivalent preferred. A combination of equivalent education and experience will be considered. Salary: mid to upper 90s, DOQ. For more information including how to apply, please visit www.gonashua.com. (5-12)

**Economic Development Planner.** Two small, rural, resort, southern Vermont communities are jointly hiring a full-time economic development planner. Following three years of community involvement, including developing a strategic economic development plan, Dover and Wilmington are seeking an experienced, proactive leader to invigorate and transform the Deerfield Valley economy and show tangible benefits to both towns. Requirements: degree in planning, public administration, resource management, or a related field; 5+ years of progressively responsible economic planning experience in a similar situation; or any equivalent combination of education, training, and experience. Detailed information and requirements are at www.doververmont.com or www.wiltonvermont.us. To apply, send cover letter, resume, and salary requirements by June 11, 2010 to Town of Wilmington, 2 East Main Street, PO Box 217, Wilmington, VT 05363. For questions, contact the Wilmington Town Manager at 464-8591 or wilmbob@sover.net. E.O.E.

**Finance Director.** The Town of Hartford, Vermont (pop. 10,366) is seeking qualified candidates for the key management position of Finance Director. This full-time position is responsible for managing the financial, accounting, personnel and administrative activities of the Finance Department. Requirements: Bachelor’s degree in finance or accounting (CPA preferred); 5 years of progressive municipal or governmental accounting experience at a supervisory level; knowledge of fund accounting, local, state and federal laws pertaining to finance; demonstrated supervisory skills; must be accomplished in budgeting and purchasing and have extensive knowledge of computers and computerized municipal or fund accounting systems; must be organized, able to work under pressure and meet deadlines; should be a team player, and be able to establish and maintain excellent working relationships with employees, elected officials and the public. Salary negotiable based on experience and training. Very competitive benefits package. To apply, submit letter of interest and resume by June 4, 2010 to Town of Hartford, 171 Bridge Street, White River Junction, VT 05001, or email hriesenberg@h hartford-vt.org. (4-30)

**Water Supply System Operator.** Websterville Fire District No. 3 is looking for a Class 4 operator for a small water supply system. Familiarity with the Water Supply Rule is necessary. Approximately 10-20 hour weeks are needed for oversight as the actual testing schedule is currently done by a Class 2 operator. To apply, please send letter of intent and salary requirements to Georgette Coleman, Chair, WFD #3 Prudential Committee, PO Box 155, Websterville, VT 05678, or call 802-522-8083. (4-30)

**Assistant Chief Administrative Officer, Finance.** This full-time position in the Burlington Clerk/Treasurer’s Office is responsible for managing the financial, accounting, personnel, and administrative activities of the City Clerk/Treasurer’s office. Responsibilities include coordinating all City accounting functions, central payroll, investments, and administering the City’s budget program. Requirements: Bachelor’s degree in Business Administration, with a major in accounting, finance or a related field (Master’s preferred), a minimum of five years of relevant experience in accounting, finance and personnel administration with at least two years of supervisory and fund accounting experience. For a complete description and a City of Burlington application, visit www.hrjobs.ci.burlington.vt.us or contact Human Resources 802-865-7145. To apply, send resume, cover letter, and City of Burlington application to HR Department, 131 Church Street, Burlington, VT 05401. EOE. Women, minorities, and persons with disabilities are encouraged to apply. (4-13)

**Assistant Chief Administrative Officer, Management and Administration.** This full-time position in the Burlington Clerk/
Recovery Zone Economic Development Bonds
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The VMBB has been authorized to issue Recovery Zone Economic Development Bonds. RZEDB are between 15% and 20% cheaper than tax-exempt municipal bonds. Projects that can be financed with RZEDB’s are the same as those with tax-exempt bonds. Davis Bacon wage rules apply to RZEDBs.

To request an estimated debt amortization schedule or for more information contact Bob Giroux, Executive Director at:

Vermont Municipal Bond Bank
Champlain Mill
20 Winooski Falls Way, Suite 305
Winooski, VT 05404
(802) 654-7377 (phone)
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Bond-bank@vtbondagency.org
www.vtbondagency.org

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Classifieds
(continued from page 13)

Treasurer's Office is responsible for managing the information technology, management, personnel, and administrative activities of the City Clerk/Treasurer's Office. Responsibilities include management and oversight of the information technology resources of the City, the elections and records functions of the Clerk/Treasurer's Office. Requirements: Bachelor's degree in Business Administration or a related field, and a minimum of five years of relevant experience in finance, management, and/or administration with at least five years of supervisory and managerial experience. For a complete description and a City of Burlington application, visit www.hrjobs.ci.burlington.vt.us or contact Human Resources 802-865-7145. To apply, send resume, cover letter, and City of Burlington application to HR Department, 131 Church Street, Burlington, VT 05401. EOE. Women, minorities, and persons with disabilities are encouraged to apply. (4-13)

Senior Distribution Engineer. The Burlington Electric Department (BED) seeks a full-time engineer to be responsible for the design of distribution system upgrades, improvements, and expansions to ensure the efficiency, cost-effectiveness, and reliability of the distribution system. BED, Vermont's largest municipally owned electric utility, serves more than 19,600 customers and is the exclusive provider of electric service to the City of Burlington, an area of 16 square miles, and the Burlington International Airport in South Burlington. The ideal candidate will possess a Bachelor's degree in Electrical Engineering, have at least 10 years of experience in electrical utility engineering, and be able to obtain a Professional Engineer (PE) certification by the State of Vermont. Salary, $70,000 to $115,000, DOE. For a complete job description and application, visit www.hrjobs.ci.burlington.vt.us, or call Human Resources at (802) 865-7145. To apply, send resume, cover letter, and City of Burlington application to Human Resources Department, 131 Church Street, Burlington, VT 05401. E.O.E. Women, minorities and persons with disabilities are encouraged to apply. (4-22)

For Sale
Street Sweeper + parts. The City of Rutland invites bids on (1) a 1994 Elgin Pelican street sweeper and (2) parts for the sweeper (minimum bid, $500). The parts include 3 dirt shield springs, 1 LH broom shoe, 1 front tire, 5 Elgin shear pins, 1 RH bubble window, 3 dirt shoes short, 3 dirt shoes long, 4 shear pin stop screws, 4 strip main brooms, 5 gutter brooms (43 in), and 1 core tube. Sealed bids will be accepted at the Office of Purchasing until Friday, June 25, 2010, and will be opened by the Board of Finance at 3 p.m. on June 28, 2010. For more information, call Lew Hotaling at (802) 773-1813. Obtain bid documents from Sara Magro, Purchasing Agent, Rutland City Hall, 1 Strongs Avenue, Rutland, Vermont 05701. (5-11)

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Municipal Attorneys Forum. Thursday, June 3, Capitol Plaza, Montpelier. Sponsored by the VLCT Municipal Assistance Center. Vermont municipalities are created by laws, they function according to laws, and they can even enact and enforce laws. This workshop is designed for the attorneys and paralegals who assist Vermont municipalities in navigating this complex legal universe. Topics may include best practices for municipal ordinance drafting and enforcement, delinquent property tax collection, and managing conflicts of interest in local government. Continuing legal education credit will be offered.

Finance Symposium. Tuesday, June 22, Capitol Plaza, Montpelier. Sponsored by the VLCT Municipal Assistance Center, the Office of the Vermont State Auditor, the Vermont Government Finance Officers Association, and the Vermont Association of School Business Officials. A comprehensive series of educational sessions about governmental accounting and auditing presented by certified public accountants (CPAs) and state and local government officials. Continuing professional education hours are available for CPAs who attend this annual symposium.

Town Fair. Thursday, October 7, Champlain Valley Expo, Essex Junction. Sponsored by VLCT, VLCT PACIF, VLCT Health and Unemployment Insurance Trusts. Information will be posted on our website as it becomes available. The complete attendee registration packet will be sent in early August. We look forward to seeing you at Town Fair 2010!

Visit our website www.vlct.org/events/calendar/upcomingevents/ for the most up to date list of events.

For more information about the following workshops or events, please contact Jessica Hill, Manager, VLCT Administrative Services, tel. (800) 649-7915, or email jhill@vlct.org. Or visit www.vlct.org’s Events Calendar and select a workshop for more information or to register online. For non-VLCT events listed below, please contact the individuals directly. (The online registration option is available for VLCT workshops and events only.)