In 1972, shortly before the Dow Jones Industrial Average closed above 1,000 for the first time, VLCT Board Director Stuart Hurd moved to Ira, Vermont, to help an old friend with a surveying job. When the work concluded, he looked around for gainful employment in the area but an ad instead attracted him to a position located an hour away: the Town of Bennington was seeking its first full-time zoning administrator. He applied for the position and was hired, beginning a long and satisfying career in town government that has included stints as Bennington’s building inspector, assistant town manager, purchasing agent, school district board member, and, since 1992, its town manager.

Situated in the southwest corner of the state, a two and a half hour drive (in good weather) from Montpelier’s governmental center, Bennington is sometimes considered more a part of New York than of Vermont. But the town faces issues that are oh so familiar to communities throughout this state.

Take economic development. Governor Scott recently signed S.135, a bill that increases the number of public infrastructure financing tools known as tax increment financing (TIF) districts in the state. (The legislation is described in detail in VLCT’s Legislative Wrap-Up for 2017.)

(continued on page 10)
Hardwick and the Guinness World Record

On a partly cloudy afternoon in May, the Town of Hardwick attempted to break the Guinness World Record for the most people washing dishes at the same time. The standing record was 300, set last year in the Philippines. Hardwick was shooting for 400 but gladly settled for 346 industrious sponge wielders, some of whom were innocently passing by Atkins Park and cajoled into joining the throng of cleansers. Guinness officials will review documentation of the event – part of the town’s annual Spring Festival – and decide later this summer if Hardwick’s valiant effort meets the criteria of a world record.

David Gunn
VLCT News Editor
Who is digging in your town?

Dig Safe members know.

Demonstrate your commitment to the safety of your community by protecting your underground utilities from excavation accidents. Dig Safe is a streamlined communication process that notifies you of projects that could potentially damage sewer, water, drainage, fire alarm and traffic control facilities.

- Municipalities with under 100 miles of underground facilities (or street miles) pay only $1.00 per notification. Contact Dig Safe for an estimate.
- No expensive equipment needed - only an email address is required to receive Dig Safe tickets.
- Reduce notices with Dig Safe’s digital mapping system.
- 24/7 notification process.
- Electronic and voice-recorded data stored for your legal protection.
- Dig Safe meets or exceeds all of Common Ground Alliance’s Best Practice recommendations for the nation’s one-call centers.
- Dig Safe’s extensive advertising campaign raises awareness to call 811 before digging.
- Dig Safe’s detailed education program includes on-site safety seminars for excavators to learn damage prevention strategies and the requirements of the “Dig Safe” law.

Call 811 or visit digsafe.com to learn more about membership.
Municipal Conflict of Interest Prohibitions; New Election and Town Meeting Amendments

A new law requires municipalities to adopt conflict of interest prohibitions by July 1, 2019.

Senate Bill 8, “an act relating to establishing the State Ethics Commission and standards of governmental ethical conduct,” received a lot of press this past legislative session. The majority of that attention focused on curtailing the unethical behavior of state government officials by requiring them to file financial disclosures, imposing limited moratoriums on lawmakers for lobbying after leaving office, and prohibiting certain campaign contributors from having no-bid contracts with the state. Municipalities were also included in this bill. Beginning July 1, 2019, every Vermont town, city, and village must have a conflict of interest prohibition in place for its elected and appointed officials.

For municipalities that already have such policies in place, nothing more will be required of them so long as their policies contain the following elements:

1. a definition of “conflict of interest”;
2. a list of elected and appointed officials covered by such prohibition;
3. a method to determine whether a conflict of interest exists;
4. actions that must be taken if a conflict of interest is determined to exist; and
5. a method of enforcement against individuals violating such prohibition.

Municipalities without a conflict of interest policy already in place will have to adopt such a prohibition by majority vote of its registered voters at a duly warned special or annual municipal meeting unless the municipality’s legislative body has already previously adopted them pursuant to the authority granted in 24 V.S.A. § 2291(20).

This law also directs the Vermont Secretary of State to accept complaints regarding municipal governmental ethical conduct and forward those complaints to the applicable municipality as well as to a newly created State Ethics Commission.

On-Site BCA Training – Effective Property Tax Appeals

Staff attorneys from the Municipal Assistance Center will travel to your town office to conduct training for all members of the Board of Civil Authority – selectboard members, town clerks, justices of the peace – as well as listers and hired/appointed appraisers. It will cover:

- the objectives and parameters of the tax appeal process;
- the procedures and timelines that must be followed; and
- tools for managing the entire process appropriately and effectively.

The cost for PACIF members is $415.

Schedule your summer training now!

Contact Abby Friedman at afriedman@vlct.org or 800-649-7915, ext. 1926

(continued on next page)
S.8 was passed by the House and Senate and, as of this writing, awaits the governor’s signature to become law.

Garrett Baxter, Senior Staff Attorney
VLCT Municipal Assistance Center

A potpourri of election and town meeting amendments go into effect July 1, 2017.

H.512 was signed into law on May 30, 2017, though as of this writing, it has not been assigned an act number. At 150 pages, the legislation is a massive document containing many amendments to Vermont’s election recount procedure. Beyond extensive recount changes, there are notable changes to town meeting and Australian ballot statutes, which go into effect on July 1, 2017. A summary of these changes follows.

Campaigning at the Polling Place

- The legislation amends 17 V.S.A. § 2508(a), the statute that prohibits the solicitation of voters. Specifically, it states that the presiding officer at an election shall ensure that “... no candidate, election official, or other person ... solicits voters regarding an item or candidate on the ballot ....” Previously, the law prevented solicitation of voters generally and did not tie the restriction to an “election item or candidate,” posing a difficult question to answer: May an organization, such as the Girl Scouts, set up a baked goods table inside the polling place building on election day to “solicit” voters with tasty treats? With the passage of this legislation, it is clear that individuals and entities may be allowed to speak to voters, sell items, or fundraise within the building where an election is taking place, so long as those activities are not election-related. That being said, it is still up to the presiding officer to decide whether to allow any of these activities, and under what circumstances.

- In addition, section 2508 of Title 17 is amended so that the prohibition against campaigning extends to the town clerk’s office “during any period of early or absentee voting.” 17 V.S.A. § 2508(a)(2). This means that the town clerk and the officer presiding at the election (if such officer is not the clerk) need to ensure that no campaign literature, stickers, buttons, name stamps, information on write-in candidates, or other political materials are displayed, placed, handed out, or allowed to remain in the clerk’s office during early or absentee voting periods.

Town Meeting

- Section 2640 of Title 17 permits public discussion at town meeting of the issues presented on the town meeting warrant “other than election of candidates.” This provision creates a potentially awkward situation for candidates nominated from the floor on the very day of town meeting because voters may be forced into voting for an essentially unknown candidate. With the passage of H.512, section 2640 is amended to allow a candidate for local office nominated from the floor at the annual meeting to “introduce his or her candidacy to the extent permitted by the voters at the meeting.” 17 V.S.A. § 2640(c)(2). This change brings the law into harmony with what is already a common practice at town meeting floor votes.

- The legislation also amends section 2661 of Title 17, which deals with the reconsideration or rescission of town meeting votes. Starting July 1, 2017, voters will no longer be able to petition the town clerk for a vote to reconsider or rescind “nonbinding advisory articles ....” 17 V.S.A. § 2661(g). This amendment effectively overrides the Vermont Supreme Court decision, Wesolow v. Town of Lowell, 2014 VT 3, in which the Court ruled that nonbinding advisory questions that were considered or voted on at town meeting may be petitioned for reconsideration or rescission.

- When there is a vote to reconsider or rescind a binding town meeting article, newly-added section 2661(d) (2) requires towns to send absentee
**Municipalities may vote to appoint the clerk and/or treasurer**

Until now, if a municipality wanted to appoint its clerk or treasurer, it had to get specific approval (in the form of a governance charter) from the Vermont Legislature. With the passage of Act 27 of the 2017 legislative session, however, a municipality may make the positions of clerk and/or treasurer into appointed rather than elected positions by merely voting at an annual meeting. According to newly-adopted 17 V.S.A. § 2651e, “a municipality may vote at an annual meeting to authorize the legislative body to appoint the municipal clerk.” Seventeen V.S.A. § 2651f uses the same language in regard to the municipal treasurer. Once approved, the authority to appoint remains in effect until rescinded by the voters at a subsequent annual or special town meeting.

The term of office of a clerk or treasurer in office when a municipality votes to make that position into an appointed one will expire either 45 calendar days after the annual meeting vote or on the date upon which the legislative body appoints someone to fill that position, whichever occurs first, unless a petition for reconsideration or rescission is filed.

Please note that the authority granted in 17 V.S.A. §§ 2651e and 2651f does not extend to municipalities with governance charters that articulate how the clerk or treasurer is chosen. Those municipalities may only alter the way by which the clerk or treasurer is chosen by amending their municipal governance charter.


Sarah Jarvis, Staff Attorney II
VLCT Municipal Assistance Center

---

**Meeting the Capital Needs of Vermont’s Municipalities Since 1970**

The VMBB provides bond financing to Vermont Municipalities at low interest rates with a very low cost of issue.

Check out our website at vmbb.org. You can review and print loan schedules of projects that have been financed through VMBB and SRF programs. Or you can request an application for a new project.

---

**For more information contact:**

Vermont Municipal Bond Bank  
Champlain Mill  
20 Winooski Falls Way, Suite 305  
Winooski, VT 05404  
(802) 654-7377 (phone)  
(802) 654-7379 (fax)  
Bond-bank@vtbondagency.org  
www.vmbb.org

---

**Recouping the costs of securing a property subject to tax sale**

Some properties that are brought to tax sale have been abandoned or neglected by their owners. As such, they are sometimes left open to illegal activity and subject to fire hazards. And although municipal officials have sometimes been able to secure such property, any resources expended...
by the municipality were an uncompensated expense. Act 7 of the 2017 legislative session was passed in an effort to address such situations. That act amended 32 V.S.A. § 5258 to allow a town to recoup expenses “actually and reasonably incurred by the town in securing a property… against illegal activity and fire hazard.”

There are two limitations to note here. First, the expenses must be incurred after the warrant and levy for delinquent taxes has been recorded. Second, the amount that the municipality may recoup is limited to 20 percent of the total uncollected delinquent taxes on the property.

When expenses have been incurred in securing a property, the collector of delinquent taxes should be notified so that the collector can add those expenses to the other costs and fees of the tax sale. These sums, along with the delinquent taxes, interest, and penalty that are due on the property, make up the minimum amount that must be bid for that property at tax sale. 32 V.S.A. § 5258. After the sale takes place, the proceeds may be turned over to the municipal treasurer for distribution to pay for the delinquent taxes, penalty, and interest on the property as well as the fees and costs of the sale, which as of May 10, 2017, may now also include the expenses incurred in securing the property.


Sarah Jarvis, Staff Attorney II
VLCT 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 $825, though VLCT PACIF members are eligible for a reduced rate of $415 for many of the topics listed below (except for land use). PACIF members may also be eligible for a PACIF scholarship, which can cover the cost of the training. Please call PACIF Loss Control at 800-649-7915, or visit www.vlct.org/rms/pacif/pacif-scholarships/ for more information on the program. In addition, MAC can develop custom workshops upon request. To discuss or schedule a workshop, please contact Abigail Friedman or call 800-649-7915.

**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
- How to Respond to a Public Records Request
- Developing and Managing the Town Budget
- Financial Management, Internal Controls, Fraud Risk Assessment
- Inter-local Agreements
- Municipal Charter Adoption and Amendment
- Many specific topics for local land use boards

---

**Recently Passed HR-Related Laws**

**Social Media Privacy for Applicants and Employees.** Effective January 1, 2018, employers are prohibited from requiring or requesting that an employee or applicant disclose personal social media account information. This means employers cannot require, coerce, or ask an employee to provide a social media account username or password, to provide social media content to the employer, or require being added to the individual’s list of contacts for a social media account.

The law, enacted as Act 37 and codified as 21 V.S.A. § 495k, does not apply to certain activities conducted by law enforcement agencies, nor does it apply to electronic devices provided by the employer. It also allows employers to request specific social media content in order to comply with legal or regulatory requirements or as part of an investigation of unlawful harassment, threats of violence, or unauthorized disclosure of confidential

(continued on page 11)
HRA in 2016? Your PCORI Fee is Due by July 31

One aspect of the Affordable Care Act (ACA) that is still in force involves funding the Patient Centered Outcomes Research Institute (PCORI). Employers that were self-insured, which includes having a Health Reimbursement Arrangement (HRA), in 2016 are required to pay $2.26 for each employee who participated in that insurance or HRA in 2016. These fees must be reported and paid with IRS form 720, “Quarterly Federal Excise Tax Return” by July 31, 2017. Although the 720 is a quarterly form, it is used for many different purposes. For this purpose, it is used just once a year – after the second quarter.

(continued on page 12)
2017 RMS Calendar

Deadline to File and Pay 2016 PCORI Fees. Monday, July 31, 2017. Employers that had a Health Reimbursement Arrangement (HRA) in 2016 must use IRS Form 720 and pay $2.26 for each employee who participated in your HRA last year.

2017 Local Officials Golf Outing. 8:30 a.m. through lunch Wednesday, August 23, Green Mountain National Golf Course, Killington. VLCT’s annual opportunity to get outdoors and enjoy Vermont’s municipally-owned 18-hole golf course with other local officials. This affordable four-person scramble includes shared cart, morning snack, lunch, awards, and prizes. Sponsorships are available immediately; players should register by Thursday, August 3. For information or to register, contact Pam Fecteau at 800-649-7915 or pfecteau@vlct.org. (Photos from last year’s tournament above.)

2017 Vermont Safety and Health Council Expo. Friday, October 13, DoubleTree by Hilton Burlington, 1117 Williston Road, South Burlington. Planning is underway; send thoughts and ideas to Maureen at maureensafe@gmail.com. Watch for developing information at www.vshc.org.

OSHA 511 Occupational Safety and Health Standards for General Industry. 8:00 a.m. to 4:30 p.m. Tuesday, August 1, through Friday, August 4, Windjammer Conference Center, 1076 Williston Road, South Burlington. Presented by the OSHA Training Institute Education Center (OTIEC) of Keene State College, this four-day occupational safety course is an excellent general industry standards program for individuals seeking up-to-date knowledge of OSHA policies, procedures, and standards as well as for general industry safety and health principles. (It is also a prerequisite for the OSHA 501 Trainer Course in Occupational Safety and Health Standards for General Industry.) Topics include the scope and application of the OSHA general industry standards with special emphasis on the most hazardous areas. Each student receives a current Code of Federal Regulations 29 CFR 1910 and materials related to the curriculum. At the conclusion of the course, there is a 50-question closed book knowledge inventory with a passing grade of 80%. 100% attendance is mandatory in order to complete the hourly and course requirements. 2.6 CEUs, TCH; 4.34 CM. Fee is $865; a $150-off coupon for VSHC members must be obtained from Membership Chair Bruce Gray, landrock@verizon.net. For more information and to register, go to http://oshaedne.com/osha-511/.

WHAT?
NO Dental Insurance?

With VLCT’s new Individual Direct Dental, ANYONE who can’t get dental through work can now buy excellent coverage at low rates directly from Delta Dental just by using this link: http://bit.ly/1SD0sMQ

For more information contact Larry Smith at lsmith@vlct.org or 802-229-9111
Bennington has long been interested in a TIF district. “A group of local, private investors is attempting to purchase, rehabilitate, and develop the Putnam Hotel Complex and adjoining properties, a seven-acre parcel smack in the middle of our downtown,” says Stu. “It is by far the most significant downtown project contemplated in my 45 years with the town.” Creating a TIF district will allow Bennington to invest in infrastructure improvements that support those private investments.

Another issue that Stu grapples with is Bennington’s desire to apply a one-percent sales tax, a move that the state legislature blocks every year because Bennington is a receiving town. (The sometimes mystifying specifics are spelled out in Act 60, Vermont’s “Equal Educational Opportunity Act.”) “We are a regional shopping center serving surrounding Vermont, Massachusetts, and New York residents,” says Stu. However, the town has to maintain the infrastructure without the help that a sales tax could provide. “The burden is borne by the taxpayers of Bennington,” he says.

Stu, who is also a member of VLCT PACIF’s Board of Directors, joined the VLCT Board to discuss these and other issues that are common to other towns and cities around the state. Although Vermont features close-knit communities, areas within the state vary—in some ways, dramatically. “I look forward to working with my fellow board members to identify the things that bind us and the things upon which we differ, hoping to find common ground,” he says. Having served on many boards during his career, he says he finds that they succeed best “when the individual members are willing to leave their titles and agendas at the door.”

When asked to name a problem that he was able to resolve while working for Bennington, Stu mentions two. While serving as Bennington’s purchasing agent, he worked closely with the town’s fire department to develop truck specifications and oversee the formal bid and vendor selection process. And in 1992, when he was town manager, the Environmental Protection Agency labeled Bennington’s municipal landfill a Superfund site. That issue took seven years to resolve and involved 38 potentially responsible parties (i.e., entities that may have contributed waste to the site and could be held liable for paying to clean up the pollution). Expenses rose to $1.2 million before the town brought in an insurer. In the end, Stu’s negotiation skills helped Bennington recover all of its expenditures from three different insurers.

If serving on two boards as well as playing the multitasking role of a town manager weren’t enough, Stu also finds the time and energy to be a member of the Green Mountain Community Network, Bennington County’s local public transit provider, as well as serving as Second Vice President of the Bennington Area Chamber of Commerce.

Then there is the issue of perfluorooctanic acid (PFOA) contamination in both municipal and private potable water wells in the area. The state says Saint-Gobain, the company suspected of polluting the water, should pay for a $30 million municipal waterline extension to the homes with contaminated wells. But a settlement has not yet been reached. “A long-term solution, if not funded by others, would pretty much bankrupt Bennington,” Stu says. “My goal is to ensure we provide a solution that does not cost the town.”

Expenses rose to $1.2 million before the town brought in an insurer. In the end, Stu’s negotiation skills helped Bennington recover all of its expenditures from three different insurers.

And in 1992, when he was town manager, the Environmental Protection Agency labeled Bennington’s municipal landfill a Superfund site. That issue took seven years to resolve and involved 38 potentially responsible parties (i.e., entities that may have contributed waste to the site and could be held liable for paying to clean up the pollution). Expenses rose to $1.2 million before the town brought in an insurer. In the end, Stu’s negotiation skills helped Bennington recover all of its expenditures from three different insurers.

Although Vermont features close-knit communities, areas within the state vary—in some ways, dramatically. “I look forward to working with my fellow board members to identify the things that bind us and the things upon which we differ, hoping to find common ground,” he says. Having served on many boards during his career, he says he finds that they succeed best “when the individual members are willing to leave their titles and agendas at the door.”

When asked to name a problem that he was able to resolve while working for Bennington, Stu mentions two. While serving as Bennington’s purchasing agent, he worked closely with the town’s fire department to develop truck specifications and oversee the formal bid and vendor selection process. And in 1992, when he was town manager, the Environmental Protection Agency labeled Bennington’s municipal landfill a Superfund site. That issue took seven years to resolve and involved 38 potentially responsible parties (i.e., entities that may have contributed waste to the site and could be held liable for paying to clean up the pollution). Expenses rose to $1.2 million before the town brought in an insurer. In the end, Stu’s negotiation skills helped Bennington recover all of its expenditures from three different insurers.

If serving on two boards as well as playing the multitasking role of a town manager weren’t enough, Stu also finds the time and energy to be a member of the Green Mountain Community Network, Bennington County’s local public transit provider, as well as serving as Second Vice President of the Bennington Area Chamber of Commerce.

Then there is the issue of perfluorooctanoic acid (PFOA) contamination in both municipal and private potable water wells in the area. The state says Saint-Gobain, the company suspected of polluting the water, should pay for a $30 million municipal waterline extension to the homes with contaminated wells. But a settlement has not yet been reached. “A long-term solution, if not funded by others, would pretty much bankrupt Bennington,” Stu says. “My goal is to ensure we provide a solution that does not cost the town.”

Despite these challenges, Stu is optimistic about Bennington’s future. He says he is “very glad he chose to settle here and be a vital part of Bennington.”

David Gunn
Editor, VLCT News
**HR-Related Laws**

(continued from page 7)


**Accommodation for Pregnant Employees.** Act 21 of the 2017 legislative session requires employers to provide a reasonable accommodation for an employee’s pregnancy-related condition effective January 1, 2018. The employer does not have to provide an accommodation that would impose an undue hardship on the employer. The term “pregnancy-related condition” refers to a limitation in the employee’s ability to perform the job functions due to pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Although the law mandates that an employee with a pregnancy-related condition is entitled to the same rights as those afforded a qualified individual with a disability, a pregnancy-related condition is not in and of itself considered a disability.

A workplace poster, to be provided by the Department of Labor, must be posted by employers in a place that is conspicuous to employees. Act 21 is archived at http://legislature.vermont.gov/assets/Documents/2018/Docs/ACTS/ACT021/ACT021%20As%20Enacted.pdf.

Jill Muhr
VLCT Human Resources Consultant

---

**Trivia**

Our regular panel of triviaologists apparently took another month off because, once again, no one knew the answer to the June trivia query, i.e., that the numbers 187, 200, 257, 1704, 202, 469, and 7215 relate to the 1927 flood in which, according to the 1928 farm report of the Vermont Commissioner of Agriculture, 187 houses, 200 barns, and 257 other outbuildings were swept away and 1,704 head of cattle, 202 sheep, 469 swine, and 7,215 chickens drowned. It’s pretty obvious now, right?

Did you know that Vermont has a State Tartan? It’s true. The Vermont General Assembly passed a joint resolution that whereas “the greens of spring and summer, the reds and golds of fall, the white snow, and the dark blue of the moonlit sky ...” Okay, so Rob Frost didn’t have a hand in the final text, but still.

When was the resolution passed?

To the right are examples of the tartan to jog your memory, lads and lassies. (View them in full color at www.vlct.org/newsletter.)

When you remember the answer, email it to dgunn@vlct.org. My answer will appear in the awfully special August-September issue.

---

**VLCT News Online**

If you are ready to switch to accessing the VLCT News completely online, please email us so we can remove you from our postal mailing list and make sure that your correct email address is on our News email list.

To view the current VLCT News or the archives, please go to www.vlct.org/newsletter.
You will need to complete the form according to the PCORI filing instructions and submit it along with your full payment payable to the “United States Treasury” before July 31, 2017. The form and instructions may be obtained at https://www.irs.gov/pub/irs-pdf/f720.pdf and https://www.irs.gov/pub/irs-pdf/i720.pdf, respectively.

VHC HEALTH INSURERS SEEK HIGHER RATES FOR 2018

On May 12th, the Green Mountain Care Board (GMCB) announced that MVP and Blue Cross Blue Shield of Vermont (BCBSVT) had filed their proposed rates for 2018 Vermont Health Connect (VHC) health insurance plans. BCBSVT requested a 12.7 percent average rate increase and MVP requested a 6.7 percent average rate increase. The increases for individual plans vary from these “averages,” which are calculated from all of the insurer’s VHC plans.

Note that these increases are only proposed; the GMBC will make any adjustments it deems necessary and announce the final rates for all plans on August 10th. The final rates will affect every Vermont employer with fewer than 100 employees – the vast majority of VLCT members – because although employers arrange coverage directly with the insurers, all of the plans are part of VHC.

For more information about how the GMCB reviews health insurance rates and to read the BCBSVT and MVP Vermont Health Connect rate decisions, see the rate review website, http://ratereview.vermont.gov/. Members of the public are encouraged to submit written comments on the proposed rates through July 26, 2017, in one of four ways: via the rate review website at www.ratereview.vermont.gov/public_comment/comment; by email at GMCB.Board@vermont.gov; by U.S. mail at 89 Main Street, 3rd Floor Montpelier, VT 05062; or by phone at 802-828-2177.

We expect to announce the final 2018 rates in the October VLCT News.
HELP WANTED

Chief Executive Officer. The Vermont Municipal Bond Bank and Vermont Educational and Health Buildings Financing Agency are seeking a highly qualified individual to serve as a joint Chief Executive Officer. The CEO should successfully promote the mission of the organizations, be committed to driving change, have a passion for excellence, and have a genuine desire to serve the public. The VMBB is an instrumentality of the State of Vermont. Its mission is to support access to readily available, low-cost financing options for Vermont’s governmental units. VMBB provides loan financing through publically issued bonds and through Vermont’s State Revolving Fund, with loan portfolios of $570 million and $320 million, respectively. VEHBFA is also an instrumentality of the State of Vermont. As a conduit issuer, VEHBFA issues tax-exempt/taxable bonds and lease financing on behalf of non-profit healthcare and educational institutions. The agency has a loan portfolio of just under $1.1 billion. For job information, position requirements, and an employment application, please contact VMBB/VEHBFA at 802-654-7377, debbief@vrbondagency.org, or at VMBB/VEHBFA, 20 Winooski Falls Way, Winooski, VT 05408. We offer a competitive salary and benefits. Position open until filled. EOE. (03-15)

REQUEST FOR PROPOSALS

Structural and Remodeling Work. The Town of Guilford, Vermont (pop. 2,121) is seeking Request for Proposals (RFPs) for work on the Town Office. A range of structural and remodeling changes are needed on the Town Office to update, modernize, and ensure the use of the building over the next 20 years, based upon the observed current physical conditions of the property. This RFP will determine the exact needs and costs of the work required to bring the structure up to date, to meet the needs of a diverse community, and to continue to serve the community in the decades to come and as green and energy-efficient a manner as possible. For more information and to read or download the RFP, please visit the Town’s website, http://www.guilfordvt.net/, or contact Peder Rude, Town Administrator, at pederrude@guilfordvt.net, or 802-828-JOBS.

(continued on next page)

VERMONT STATE INFRASTRUCTURE BANK (SIB) LOAN FUND

Jointly operated by VEDA and VTrans, the Vermont State Infrastructure Bank (SIB) has low-interest loan funds available for transportation-related projects that enhance economic opportunity and help create jobs. Municipalities, RDCs, and certain private sector companies may qualify for financing to:

- Construct or reconstruct roads, bridges, sidewalks and bike paths;
- Make safety improvements such as highway signing and pavement marking;
- Make operational improvements such as traffic control and signal systems;
- Construct rail freight and intermodal facilities, and public transit facilities; and
- In certain cases, electric vehicle charging stations and natural gas refueling stations that are available for public use.

www.veda.org
802-828-JOBS
guilfordvt.net or 802-254-6857, ext. 105. The deadline to submit an RFP is Friday, June 30, 2017. (05-04)

Town Administrator. The Town of Bristol is seeking highly motivated candidates for the position of Town Administrator. Bristol (pop. 3,894) is a steadily growing, vibrant community located in Central Vermont’s Addison County. The selectboard is seeking an individual with strong business and financial management skills to oversee 11 full-time and four part-time employees plus 35 paid on-call firefighters. The Town Administrator also administers approximately $3.27 million in general operating and other funds. Requirements include experience in economic development, grant writing, and growth and planning issues. Knowledge of the municipal process is a must. At least four years of municipal experience, Incident Command System training and a degree, preferably in business or finance, are preferred. Salary is commensurate with experience and comparable with towns of similar size. A detailed job description is available at www.bristolvt.org. To apply, please send a confidential cover letter, resume, and three references by Monday, July 31, 2017, to Bristol Town Administrator Search, PO Box 249, Bristol, VT 05443. The Town of Bristol is an equal opportunity provider and employer. (06-13)

MUNICIPAL ROADS GRANTS-IN-AID PILOT PROJECT

In partnership with Vermont’s regional planning commissions, the Vermont Department of Environmental Conservation’s Clean Water Initiative Program is offering approximately $2.1 million to help municipalities implement best management practices on municipal roads to improve water quality. Eligible projects include drainage ditch installation and upgrades, turnouts, removal of grader berms, stabilization of drainage culverts and catch basin outlets, and stabilization of gully erosion on Class 4 roads. The pilot project targets those sections of roads that are “hydrologically-connected” — that is, road segments next to or that cross streams, wetlands, lakes, or ponds. The amount of funding awarded to each participating municipality will be based on their number of hydrologically connected road miles. Contact your local regional planning commission (https://www.vapda.org/) for more information and to sign up. The deadline to apply is Thursday, July 6, 2017.


The application deadline is Thursday, July 6, 2017.

For life beyond the pavement.

Helping you anticipate and avoid legal problems.

James W. Barlow

VERMONT LOCAL GOVERNMENT LAW

Ask about free on-site Open Meeting Law and Public Records Act training workshops for your municipality or organization.

802.274.6439

Live Local.

Attorney Jim Barlow
jim@vtlocalgovlaw.com

www.vtlocalgovlaw.com
Get Help Getting Trim
Recent research suggests that it does not matter which fad diet you choose to lose weight. Dropping pounds comes down to two actions: daily exercise — preferably an aerobic activity like walking to burn calories — and making healthy food choices like switching to low-fat fare.

We Can Help You Tweak Your Diet
There are many ways to change how you eat, from reading labels to smaller portions. Here are some other ways:

- **Slim down your milk.** Switch from whole milk to low fat the first week, then to skim the next week. A daily cup of the high octane could add seven pounds a year.
- **Slather on mustard instead of mayo.** The white condiment can put on nine pounds of pudge a year.
- **Trade candy bars for fruit.** A daily candy bar could add up to 26 pounds a year.
- **Snack on nuts, not nachos.** Chips are carbohydrates and carb-rich diets add fat around the middle.
- **Pick diet over regular soda.** One can a day can add 15 pounds a year. *(New England Journal of Medicine)*

Two-Way Support Any Time
Your Health Advocate benefit, paid by your employer or plan sponsor, offers you healthcare help. When you need help with a healthcare or insurance-related issue, just call a Personal Health Advocate for help. Your PHA, typically a registered nurse, supported by medical directors and benefits and claims specialists, can help you find the right doctor, explain nutritional supplements, clarify coverage and more.

Contact Us for HELP!

- **866.695.8622**
- **Email:** answers@HealthAdvocate.com
- **Web:** www.HealthAdvocate.com/members

Our normal business hours are 8 am to 9 pm Eastern Time, Monday through Friday. After hours and during weekends, staff is available for assistance with issues that need to be addressed during non-business hours.
Check out all of the upcoming MAC workshops online at www.vlct.org/eventscalendar!

Questions? Visit www.vlct.org/eventscalendar to register and for the most updated information and events.