Each fall, VLCT holds its annual training and tradeshow event, Town Fair, the location of which alternates between the northern and southern half of the state. This year, Killington played host to both VLCT, as we continue to observe our 50th anniversary, and a panoply of spectacular autumnal color. It’s sometimes hard to believe that VLCT has been around for half a century, but as Town Fair events unfolded, one could see how workshop and the annual meeting topics were already pointing towards VLCT’s next fifty years.

Wednesday commenced with VLCT’s annual meeting, where VLCT members debated the municipal policy that will direct November 2017
send us the names of people who had worked for or volunteered in their towns for fifty or more years. Responses started off slowly, but after some assistance from the Vermont Secretary of State’s Office, we finally tracked down the names of more than fifty people!

These individuals were a mix of appointed, elected, and volunteer officials who served in every imaginable capacity of local government. We invited them all to attend our Town Fair Exhibitor Reception and were fortunate to have twelve individuals join us. (See group photo on page 1.) Both Laura and Lewis Sumner, a married couple from Halifax (photo above), have 50 years of service.

Lewis has served on the selectboard and fire and emergency management departments, and Laura has served as town clerk.

We are grateful to all of these attendees and their families who made the trek from every corner of the state to celebrate VLCT’s 50th anniversary with us, as well as their fifty years of service to our member municipalities.

The full list of Vermonters with at least fifty years of service, including those mentioned posthumously, is posted on our website. But we’re pretty sure that the list is incomplete, so if you know of someone with fifty or more years of service in Vermont local government, please email their information (name, positions held, years served, and municipality) to Jessica Hill at jhill@vlct.org for inclusion in a future VLCT News article. Thanks!

Jessica Hill
Director, Human Resources
Are your employees risk takers?

They are if they don’t know their blood pressure or cholesterol numbers.

Your company depends on a healthy workforce to be productive and sustainable. To ensure that your team stays healthy, it is essential to promote a culture that emphasizes prevention and wellness.

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- Travel vaccines and education for overseas destinations
- BCBS Preferred Provider
PRIVATE BURIAL GROUNDS; MAY MODERATORS VOTE AT TOWN MEETING?

Can towns be forced to take over a private burial ground?

No, but if a “private burial ground” is abandoned, a town could end up with the obligation of at least maintaining it. It appears to be of significance that the law only references a “private burial ground,” which, according to the Vermont Secretary of State is “generally considered a burial ground that is on property that is otherwise dedicated to a non-cemetery use, such as a farm or a homestead.”* Think family members buried on private property. The negative implication would also be that the law (18 V.S.A. § 5321) does not apply to those burial grounds owned and operated by private cemetery associations, a church, or a religious or ecclesiastical society.

The law also states that when three voters of a town make a request to the selectboard or cemetery commissioners (whichever has control over public cemeteries) to maintain a private burial ground that has been abandoned and which has become “unsightly” or has displaced headstones and monuments, the selectboard or board of cemetery commissioners is required to publish a notice in a newspaper of general circulation in the town for three consecutive weeks calling on any person who is interested in the burial grounds to put it in proper condition within three months of the notice. If, after the expiration of the three-month period, no one has come forward to repair and maintain the (continued on next page)

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Questions asked by VLCT members and answered by the League’s legal and research staff

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The “presiding officer” at town meeting is the moderator, who is necessarily a registered voter of the town and therefore is a “member of the assembly” under Robert’s Rules. However, Robert’s Rules is written to protect the impartial position of a presiding officer by setting certain parameters as to when that person may and may not cast a vote.

When voting by paper ballot, the moderator is entitled to vote but must do so at the same time in the same manner as other voters. According to chapter 13, section 44, of Robert’s Rules, “If the presiding officer is a member of the assembly, he can vote as any other member when the vote is by ballot.” RRONR § 44, p. 405. “As any other member” in that phrase means that the moderator’s right to vote is exactly the same as the other members of the assembly. The moderator, just as the other members, must cast his or her paper ballot at the same time as the other paper ballots and may not – without permission of the assembly – wait until the other paper ballots are counted before casting a vote. RRONR § 45, p. 413.

In cases where a paper ballot is not used (e.g., by voice vote or show of hands), the moderator may only vote in cases where his or her vote will change the result. Robert’s Rules states “In all other cases [where paper ballot is not being used] the presiding officer, if a member of the assembly, can (but is not obliged to) vote whenever his vote will affect the result – that is, he can vote either to break or to cause a tie; or, in a case where a two-thirds vote is required, he can vote either to cause or to block the attainment of the necessary two thirds.” RRONR § 44, pp.
Summarized below are two Vermont Supreme Court decisions that were issued this fall.

Taylor v. Town of Cabot, 2017 VT 92. The Town of Cabot received federal grant funds for improving community infrastructure, facilities, and services, and for enhancing the quality of life and character of the town. The town awards grants to local entities once they have been approved by the voters at town meeting. Voters approved a grant to the local United Church of Cabot (UCC) to remodel its church. Some residents sued to stop the town’s disbursement to the UCC, arguing that supporting a religious institution was an improper use of town funds because it violated the Compelled Support Clause of Chapter I, Article Three of the Vermont Constitution. This Clause protects Vermont residents against compelled support for religion.

The town challenged the lawsuit, arguing that the residents lacked standing (the ability to sue in court) and that the grant disbursement is valid. The trial court ruled the residents had standing and also issued a preliminary injunction (a court order temporarily stopping the disbursement to the UCC until all issues of the case had been resolved). The town then brought an interlocutory appeal to the Vermont Supreme Court on the issue of the preliminary injunction. (An interlocutory appeal is an appeal to a higher court on one specific issue – in this case the preliminary injunction – before the trial court’s final ruling on the entire case.)

The Vermont Supreme Court upheld the residents’ standing to continue the lawsuit but overturned the trial court’s preliminary injunction because the residents did not meet the high burden required by law to obtain such an injunction. First, the resident-plaintiffs did not prove that they were likely to succeed on the merits. The funding to the UCC was “only a small fraction” of the cost of the UCC’s total remodel and, additionally, the funds would only go towards repairing the exterior of the church and window sills – sectarian parts of the building as compared to a steeple or altar. The Court also stated that the residents did not prove they would be injured beyond repair because any potential injury to them had a remedy in that the UCC would have to repay the disbursed grant monies if the town lost the case. The Court remanded the case to the trial court for its determination on the issue of whether the town’s use of the federal funds to assist the UCC in its remodel constitutes a violation of the Compelled Support Clause.

Takeaway. A taxpayer may demonstrate standing to sue his or her municipality if he or she can articulate an “improper use” of municipal assets, even if the funds were not tax payments, and even if there is no direct loss, or “injury,” to the taxpayer bringing the suit. The question of whether the Compelled Support Clause...
Clause was violated will be decided by the superior court at a future date.


In re Vermont Gas Systems, Inc. 2017 VT 83. Dora Geprags gave the Town of Hinesburg some land in 1991 to be used as a public park. Ms. Geprag’s will bequeathing the park to the town contained a covenant (i.e., a restriction on the land) stating that the “property decreed hereby shall be used only as a public park or school or for public recreational or educational purposes.” Last year, Vermont Gas petitioned the Public Service Board (now the Public Utility Commission or PUC) to condemn part of the park to obtain an easement through it for installing a natural gas pipeline. Vermont law allows utilities to petition the PUC to condemn land for necessary energy projects. The petition to condemn the land for the pipeline was granted by the trial court. Residents of the town appealed to the Vermont Supreme Court, arguing that the condemnation violated the will’s covenant restrictions on the use of the park.

The Vermont Supreme Court ruled that land dedicated to public use may be condemned for another public use when the new use does not materially interfere with the prior one. The Court ruled that because the easement to install the pipeline was relatively small, compared to the rest of the park, and because the pipeline would be installed underground, the recreational and educational uses of the park would not be materially impaired.

Takeaway for municipalities. Town land put aside for public use pursuant to a will or deed is not necessarily protected from condemnation for energy-related projects, even if the document conveying the land contains restrictive language on allowable uses of the land. What can a town do then to protect this type of dedicated land? One strategy is to use even more specific restrictive language in the document conveying the land, which not only specifies the uses that are allowed (e.g., recreational or educational), but also articulates what types of uses are not allowed (e.g., commercial or industrial). Even so, this strategy is not a guarantee because the PUC may still decide that a project is necessary, regardless of any restrictive language, if that project will not materially impair the prior public use.


Carl Andeer, Staff Attorney I
VLCT Municipal Assistance Center

Upcoming MAC Workshops and Training

Fall Planning and Zoning Forum
November 1, 2017
Sunset Ballroom, Shelburne Road, South Burlington
This workshop is for all local officials involved in the planning and development review process. Zoning administrators, planning commissioners, DRB/ZBA members, town administrators and managers, municipal planners, and regional planning commission staff are encouraged to attend. The sessions will provide a dynamic mix of legal information, practical solutions, and policy discussions with opportunities to discuss pressing issues in municipal planning and zoning with knowledgeable officials from across the state. 5.0 (1.25 legal) AICP Credits and 5.0 CLE credits are available.

Human Resources Third Thursday Webinar Series
November 16, 12:00-1:00 PM
Session II: Effective Job Descriptions
In this webinar, we will review why you need excellent job descriptions and how to create them. Selectboard members, municipal managers and administrators, department heads, HR directors, and other municipal officials with supervisory and management responsibilities are encouraged to attend.

Free for VLCT PACIF members. Register at www.vlct.org/events and contact blaw@vlct.org for more information.

$30 Special PACIF Member Registration Fee
Municipal Road Management for Decision Makers
Co-sponsored by VLCT PACIF Vermont Local Roads
Wednesday, December 6, Capitol Plaza Hotel and Conference Center
Maintaining municipal roads is complex and expensive for every municipality in Vermont. This workshop will help selectboard members, municipal managers and administrators, highway supervisors, public works directors, and road commissioners learn the important intersections of policy decisions, legal requirements, technical aspects of highway design, and the safety of employees working on roads. Sessions will include how to comply with state and federal laws and regulations, fundamentals in safety, and best management practices. The Vermont Local Roads’ excavator operator simulator will be available for attendees to practice digging skills. VLR Road Scholar Credits Available.

Check www.vlct.org/events for more information on this and other upcoming VLCT training events!
Most members probably choose VLCT PACIF because it is **comprehensive and easy to use.** They – you – understand that PACIF coverage has been specifically tailored over time to meet the needs of Vermont municipalities. You value your close working relationships with our claims, loss control, and underwriting staff, and you have come to expect excellent customer service in every interaction. We are always just a phone call away.

PACIF has been serving municipalities for 30 years, so we understand municipal operations. Whether in claims, loss control, or underwriting, PACIF staff can anticipate your needs, exposures, and risks. This makes us more efficient and effective in serving you.

Beyond that, we hope you value the fact that we partner closely with you and we always act in the best interest of our members. We don’t just give you information and say “do this;” we help you do it. We also constantly review claim trends and services as we look to further assist members that have a pressing need or an emerging risk with innovative ways to control their losses or improve our service delivery. No one provides the level of programming or day-to-day support that PACIF does. This level of service is irreplaceable.

Finally, there is the member factor. PACIF is member-owned and member-governed. We exist to serve our members – not corporate shareholders. Everything we do benefits members. We even return prior contributions in the form of contribution credits, subject to the approval of the PACIF Board of Directors.

It’s no wonder PACIF provides coverage for more than 90 percent of Vermont municipalities. We work for you!

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**PACIF’s Coverage Summary**

**Workers’ Compensation** coverage meets all statutory requirements.

**Property** coverage is comprehensive, with a time-tested coverage design and many limits that go beyond what most carriers will offer. In addition, we typically do not exclude flood-prone buildings from coverage, as commercial carriers often do.

**Liability** coverages have Sovereign Immunity as an available defense, have excellent coverage limits, and are comprehensive: auto, general liability, public officials liability, employment practices liability, pollution liability, and even coverage for a police K-9 that is killed in the line of duty.

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**2017-2018 RMS Calendar**

**Open Enrollment for 2018 Health Insurance.** November 1 to December 15, 2017. See related story on page 9.

**Vermont Highway Safety Alliance (VHSA) 5th Annual Conference.** 8:00 a.m. to 5:00 p.m. Wednesday, November 8, Hilton Burlington Hotel, 60 Battery Street, Burlington. This year’s theme is *The Road to Highway Safety is Paved with Technology,* and topics include The 24/7 Program for holding DUI defendants accountable in South Dakota, Automated Speed Enforcement using cameras to ticket registered owners of speeding vehicles, and the potential effect of Automated Vehicles in Vermont. Lunch will feature the Governor’s Highway Safety Program Life-savers Award, and the day will close with an Automated Vehicle Stakeholders Symposium. For information, visit vermonthighwaysafety.org/event/vsha-5th-annual-conference-road-safety-paved-technology. To register, email the name, title, and email address of the attendee to Evelyn McFarlane at evelyn.mcfarlane@vermont.gov.

**Update on Changes to VOSHA’s Walking Working Surfaces Standard.** 8:30 a.m. to 11:30 a.m. Thursday November 30, Newshank Conference Center/Training Building, 352 Main Street, Chester. Presenter: Dan Whipple, VOSHA Program Manager. Includes breakfast and a Q & A after the presentation. **Brought to you by Southern Vermont Chapter of VSHC. Free** to members of the Vermont Safety & Health Council; $25.00 for non-members. Register online at vshc.org/events/walking-working-surfaces-standard-update-vsha-q-a-chester by November 22 and pay through PayPal or mail check to VSHC to PO Box 9495, South Burlington, VT 05407-9495. If not registering online, contact Chip Siler at csiler@chroma.com or 802-428-2595. Become a member and the price of the workshop will be credited toward membership.

**Deadlines for PACIF Members with Volunteer Fire Departments to submit their 2017 Roster and Payroll Information** as required for fire personnel’s annual Workers’ Compensation audit.

- **Monday, January 1, 2018,** for all-volunteer departments (that is, no one receives any pay for any fire department activities).
- **Wednesday, January 10, 2018,** for departments that have any personnel who receive pay, regardless of whether it is per-call, per-training, a stipend, or wages.

The person at the fire department whose name was returned to Susan Benoit in response to her October mailing will receive an email in early December with complete instructions and the 2017 Excel file to use when reporting the roster information for the department’s 2017 workers (both paid and not paid). Questions? Contact Susan at 800-649-7915 or sbenoit@vlct.org.
PACIF Services: Second to None

An FMCSA-compliant Drug and Alcohol testing program for your commercial motor vehicle operators to make a complicated process easier for you.

Discounts on VLCT Municipal Assistance Center workshops and consulting services.

A wide range of Loss Control programs that provide evaluation, consultation, training, and resources.

Focused guidance on implementing Workers’ Compensation best practices, including Transitional Return To Work (TRTW) program design and support, Internal Incident Review, Establishing a relationship with a Designated Medical provider, and more.

Standard and custom safety trainings, such as Permit Required Confined Space Entry, Traffic Work Zone Safety, and Risk Management for Highway Supervisors.

Information and guidance on VOSHA compliance and after VOSHA inspections.

PACIF Scholarships for preapproved third-party trainings related to public entity risk management.

PACIF Grants (50/50 matching funds) for pre-approved purchases that are primarily focused on reducing the potential for a claim or loss.

PACIF Online University has free classes for employees and versatile tracking tool for administrators.

Forty model law enforcement policies kept up to date and posted online for member police departments.

Employment Practices Liability (EPL) Referral Program for qualified legal consultation when you need it.

Vermont-based staff dedicated to identifying risks and helping to reduce claims.

In-house Underwriting and Claims teams provide member-focused service.

In-person visits and follow-up from VLCT’s Member Relations Manager.

Access to a Vermont-based Employee Assistance Program (EAP) for all employees and their household members. (See more in our December issue.)

Protection from third-party liability suits via easy online access to Tenant User Liability Insurance Policy (TULIP) (paid by tenants).

**Trust Matters**

_Noteworthy and timely information from VLCT’s non-profit risk-sharing trusts._

**Exhaust and CO Can Get into Cabin of Certain Ford Police Vehicles**

In response to carbon monoxide exposures experienced by police around the nation and an ongoing investigation by the National Highway Traffic Safety Administration, the Ford Motor Company announced in August that some Interceptor Utility Vehicles can, if altered by the addition of lights, radios, and other equipment, be damaged in a way that allows exhaust to enter the passenger compartment. The affected vehicles are from model years 2011 to 2017. While we expect that all Vermont municipal police, fire, and rescue departments have already been alerted to and acted on this matter, we think it’s a good idea for town managers and officials to confirm that any affected vehicles in their municipality have been checked and appropriate corrective actions have been taken.

You can learn more about this situation by searching for “Ford Police Interceptor Exhaust” on the internet. Ford has posted a news release and video at https://media.ford.com/content/fordmedia/fna/us/en/news/2017/08/08/ford-working-with-law-enforcement-nationwide.html, and more of Ford’s information on the problem and the procedures for solving it are available through the League’s website. David Tiff, Fleet Administrator for the Vermont Department of Public Safety, has volunteered to be a source of information for any municipality that has further questions. He can be reached at David.Tiff@Vermont.gov, 802-655-0748, or 802-655-7902.

**Health Insurance Open Enrollment**

With November 1st through December 15th being the open enrollment period for health insurance that takes effect on January 1, 2018, all groups enrolled in Vermont Health Connect (“Exchange”) health insurance plans should by now have received their renewal packets and 2018 rate information from their current carrier. Both carriers’ rates for all their plans are posted on their respective websites: BlueCross BlueShield of Vermont at www.bcbvermont.com and MVP at www.mvhealthcare.com. It’s interesting to note that the pendulum of medical insurance pricing has swung for the first time since Vermont’s Exchange began: the MVP plans are now priced lower than the Blue Cross plans.

Groups enrolled in the VERB Trust Health Insurance Advisory Services (HIAS) program can look forward to receiving customized help from VLCT staff on renewals, plan changes, carrier migrations, employee educational sessions, and budget planning for 2018. Groups not enrolled in the HIAS program can sign up for assistance with all of these if they act quickly! Learn the details and costs associated with the HIAS program by contacting Larry Smith (lsmith@vlct.org) or Kelley Avery (kavery@vlct.org) at 800-649-7915.

**UI Program Renewal**

In mid-November, groups participating in the VERB Trust’s Unemployment Insurance program will receive their 2018 Rate Assessment and first-quarter invoice. Payment of this invoice is due by January 1st. Please direct any questions regarding this to Kelley Avery at kavery@vlct.org or 800-649-7915.

**Get Ready for Volunteer FD Rosters**

This is a gentle reminder that, at the end of December, fire departments that obtain their workers’ compensation through PACIF will need to provide VLCT’s Susan Benoit with a roster that lists all FD personnel and volunteers by name with their FD role(s) and any pay they received in 2017. In early December, Susan will email all the details and the correct electronic form to use to each department’s Assigned Risk Contact(s). Your accurate roster and pay information is crucial for calculating your Assigned Risk workers’ compensation fees for 2018 as accurately as possible. The exact deadline for submitting this information varies depending on whether anyone on the roster receives pay of any kind, but meeting the appropriate deadline is important to avoid cancellation and assure timely billing. Please pose advance questions to Susan Benoit at 800-649-7915 or sbenoit@vlct.org.
the agenda of VLCT Advocacy during the 2018 legislature. Following two hours of lively discussion, the meeting recessed briefly to listen to remarks from Governor Phil Scott, who congratulated VLCT on its 50 years of service.

Following the meeting, Town Fair morphed into Entertainment Mode in spectacular fashion with a reception that included a catered spread of delectable comestibles along with music from the Chad Hollister Band (sponsored by BlueCross BlueShield of Vermont), a get-your-picture-taken-in-costume-for-posterity photo booth (sponsored by Delta Dental), and, after sunset, a ginormous fireworks display (sponsored by Northstar Fireworks). The generous support of these sponsors helped to sustain a fun-filled afternoon and evening that was free for members to attend.

(continued on next page)
Town Fair 2017
(continued from previous page)

On Thursday, Town Fair attendees flocked to more than twenty training sessions to learn about hot-button issues as diverse as Vermont’s Open Meeting Law, computer security, managing a town’s social media, emerging trends in law enforcement, and maneuvering the complex world of Medicare, which was particularly relevant given Vermont’s aging workforce. Matt Thornhill, managing partner of Institute for Tomorrow, delivered an engaging keynote address to a packed audience about what the future holds for local government in Vermont.

The tradeshow portion of the event was an unqualified success. The exhibit hall had been moved into the hotel where foot traffic from attendees increased like gangbusters. Everyone – and we mean everyone – commented that the new location made networking much easier. (Exhibitors were previously sequestered in the borderline out-of-the-way Snowshed building a golf cart’s ride away.) As always, vendor raffles remained a popular feature. New this year were five $100 cash prizes, available only to those who stayed until the very end of the conference.

Already we are looking forward to Town Fair 2018, which for the first time will take place at the Sheraton in South Burlington. You know, it’s never too early to mark your calendars, so please save the dates: Wednesday and Thursday, October 3 and 4, 2018. In the weeks to come, we’ll be soliciting you for suggestions on what training topics to offer.

Thanks to everyone involved for making Town Fair 2017 a roaring success!

Lisa Goodell, Conference Coordinator
David Gunn, VLCT News Editor
Middle Vermont experienced a fairly damp summer this year, but not a particularly hot one. For a real scorcher, you’ll have to go back a few years. Remember? Well, some of the locals sure do!

“It was so hot,” said the farmer in Moretown, “that one day – it was right in the middle of corn season and the corn was ripe for pickin’ – it got so hot that the corn started to pop. Yessir, right there on the stalks! It popped all over the place. And my neighbor, he had a herd o’ cows, they was out in the pasture next to the cornfield, and they looked up and saw all that corn comin’ down like that. And cows, of course, they ain’t too bright. They thought it was snow. And every one o’ them idiot cows stood there and froze to death. Yessir, that’s the truth!”

“For a whole week, it was so hot here [in Halifax] that my neighbor could take a frozen hamburger patty out of his freezer, toss it up in the air, and when it came down, it was cooked all the way through. He got pretty good at this. Depending on how high he pitched it, he could cook it medium rare all the way up to well done. But one day he must’ve lost his focus because he tossed his hamburger patty up so high that when it finally came down it was burnt to a crisp.”

Three stories from the Northeast Kingdom illustrate how cold it sometimes gets there.

“It was so cold in my cabin last winter,” the hunter from Bloomfield said, “that the flame froze on my candle. When I was ready for bed, I had to take the dadblasted thing outside and bury it so it would be dark enough in the cabin for me t’ sleep!”

The Brunswick Selectboard recently voted to abolish winter in 2019. “We have had a lot of complaints about the cold weather, particularly from senior citizens,” wrote a selectboard member, “and we decided to do something about it. It will take us a while to establish the proper procedures so we can’t do it this year. But people here in town can look forward to a year without winter next year.”

And from Morgan: “It was so cold that one New Year’s Eve that the second I opened my mouth, the words froze! I had to wait till the January Thaw to find out what I was about to say!”

Occasionally, other weather events make the news.

“Here in Barre, we had a storm last March where the wind blew all night long. It blew so hard that the telephone poles bent over, stretching the overhead wires so much that when I called my neighbor the next day, Fairpoint charged me for a long-distance call.”

“Last month, it rained so much that the chia pets that the Bennington Elementary School students had cultivated and then tossed out are now blocking the school’s driveway.”

Do you have a similar weather tale that borders on the mindboggling? Please share it with your fellow Vermonters! Send it to dgunn@vlct.org. When I’ve collected a goodly assortment, I’ll include them in a future Everybody Talks about the Weather article.

David Gunn
VLCT News Editor
HELP WANTED

Public Works Director. The City of Winooski is seeking a dynamic leader for our Public Works Team. The Public Works Director oversees the water, wastewater, stormwater, streets, building, grounds, and parks of our growing and vibrant city. The Director also plays a vital role on the City’s leadership team, provides staff support to the Public Works Commission, and serves as a liaison between operational staff and leadership. The successful candidate will understand multiple public works competencies, is capable of building relationships across City functions and departments to accomplish shared goals, and is a highly skilled communicator and team motivator with a demonstrated commitment to diversity, equity, and inclusion. A complete job description is posted at www.vlct.org/classified/public-works-director-1. For additional information, please visit www.winooskivt.org or contact Human Resources Manager Julie Hulburd at 802-655-6410 or jhulburd@winooskivt.org. (10-10)

Equipment Operator II (Maintenance Technician). The City of Winooski seeks an Equipment Operator II (Maintenance Technician). This full-time position is responsible for a wide range of general labor work associated with maintaining city streets, water, sewer, and stormwater systems, sidewalks, parking garage, buildings and grounds, and all other duties as assigned. He or she will operate all vehicles including dump trucks with air brakes, plows with wings, Vactor, loader, backhoe, Bobcat, street sweeper, sidewalk plow, truck with trailer, and other equipment involving plowing, salting and sanding in winter, and general highway maintenance and construction work in other seasons, and all special projects as assigned. Requirements: high school diploma or equivalent level of education, two years of experience, and a valid Commercial Driver’s License Class B. Salary, $18.49/hour. More information, including how to apply, is at http://www.winooskivt.org/employment/. (10-06)

Equipment Operator II (Facilities). The City of Winooski seeks an Equipment Operator II (Facilities) to provides essential services associated with maintaining the city’s facilities including the O’Brien Community Center, Winooski Senior Center, Dog Parks and occasionally other facilities. The individual in this full-time position performs routine building maintenance, maintains the common areas city buildings and coordinates or executes the maintenance and repair of the city’s physical environment.

(continued on next page)

AVAILABLE VOCA GRANTS

The Vermont Old Cemetery Association (VOCA) offers grants for restoring abandoned or neglected cemeteries. VOCA currently awards two-to-one matching grants (that is, for every two dollars that VOCA gives, the applying organization must contribute one dollar) up to $750 – and with special approval, may make additional funds available. Although $750 doesn’t go far when professionals perform the restoration, it can go a long way when a few volunteers do the work. Also, VOCA members conduct work days and training sessions throughout the state, in cemeteries large and small, righting and cleaning grave markers, clearing brush, fixing fences, repairing damaged markers, and recording inscriptions. There are burial grounds throughout the state that truly meet the “abandoned and neglected” criteria that VOCA was formed to address. We encourage all Vermonters who have cemeteries in need of preservation or restoration to contact the proper town official – such as cemetery commissioner or selectboard member – and request that they provide funds (or in-kind goods and services) for this purpose. The grant application is available at www.VOCAS8.org under the “Restoration” tab.

For more information, contact Dianne Leary, 1st Vice President and Grants Administrator, at dleary123@yahoo.com or 802-881-2754. Her mailing address is 4670 Greenbush Road, Charlotte, VT 05445.
**Sustainable Energy Solutions for Vermont Communities**

Encore Renewable Energy is dedicated to sustainably harvesting today’s renewable resources by bringing community-scale solar projects to underutilized municipal properties such as landfills, brownfields, and rooftops.

Deeply experienced in the development, financing, and construction of renewable energy projects in Vermont, Encore has developed a range of projects which have lowered electricity bills for towns, reduced the cost of electricity generation for municipal utilities and expanded the State’s clean energy portfolio.


**Finance Director.** The Town of Weathersfield seeks qualified applicants for the position of Finance Director. This exempt, salaried position is expected to work 40 hours per week. The normal work week is Monday to Thursday from 6 a.m. to 4 p.m., however hours will vary depending upon weather conditions and the needs of the municipality. Wynter weather conditions and certain projects will also require extra hours. Under the direction of the Town Manager, this position is a working supervisor role that plans and manages all municipal highway and transfer station operations in order to advance the safe and effective functioning of both departments. The position requires experience with personnel management and reporting, all aspects of highway and bridge construction and maintenance, contractor oversight, equipment operation and maintenance, job safety, mechanical ability, record keeping, communication skills, planning, and budget development. Salary based on qualifications and experience. A complete job description, recruitment brochure, and application for employment are available at www.weathersfieldvt.org. To apply, email a letter of interest, resume, and completed employment application to Weathersfield Town Manager Ed Morris at weathersfield@weathersfield.org. Position open until filled. The proposed review and interview process is detailed on the recruitment brochure. (10-04)
Mechanic/Truck Driver. The Town of Shelburne’s Highway Department is seeking a full-time Mechanic/Truck Driver to be responsible for the maintenance of all Town vehicles, machinery and equipment. He or she will also operate trucks and other equipment when necessary. Requirements: high school diploma or equivalent and five years of experience; CDL or the ability to obtain one; Vermont State Vehicle Inspection License; drug and alcohol test and background check. A full job description is posted at http://www.shelburnevt.org/237/Human-Resources. Hourly salary range, $20.00-$27.00, plus benefits. Email resume or application to Human Resource Coordinator Susan Cazznizaro at scannizzaro@shelburnevt.org or send to Susan Cazznizaro, Human Resource Coordinator, Town of Shelburne, PO Box 88, Shelburne, VT 05482. Position open until filled. First review of applications begins October 23, 2017. Equal Opportunity Employer. (10-04)

City Engineer. The City of Somersworth, located in the Seacoast region of New Hampshire, is seeking a full-time City Engineer to provide highly responsible administrative, planning, and professional work in directing the investigation, design, maintenance, and construction of public works projects. This is an exciting opportunity to work with a growing community involved in public infrastructure projects including transportation, water, sewer, and stormwater improvements. Work is performed under the administrative direction of the Public Works and Utilities Director. Requirements: Bachelor’s degree in civil engineering and experience in the engineering profession or a related field; an equivalent combination of training and experience may be considered. NH Professional Engineer license or ability to obtain within one year of date of hire and valid driver’s license. Salary is negotiable depending on qualifications (present range, $74,467-$94,249). The City of Somersworth offers a competitive leave and benefits plan, including NH Retirement System participation. Details and an employment application are available at www.somersworth.com/employment/employment-opportunities/. To apply: Email a cover letter, resume and completed application to Linda Corriveau, Human Resources Manager, at lcorriveau@somersworth.com, or mail to Linda Corriveau, Human Resources Manager, City of Somersworth, Human Resources, One Government Way, Somersworth, NH 03878. Applications reviewed as received and accepted until filled. Position open until filled. EOE. (09-19)

REQUST FOR PROPOSALS

Shower Installation. The Central Vermont Solid Waste Management District (CVSWMD) is seeking proposals from qualified contractors for the installation of a shower at 137 Barre Street in Montpelier, Vermont. This Request for Quotations provides a competitive process to compare qualifications of firms and to select a firm that best meets the needs of CVSWMD. The full request is posted at www.cvswmd.org/employment--rfps.html. Contact Office Manager Barb Baird at Administration@cvswmd.org with any questions. Written proposals must be submitted by 4 p.m. on Wednesday, November 15, 2017. (10-05)

Replacement of Windows. The Central Vermont Solid Waste Management District (CVSWMD) is seeking proposals from qualified contractors for the replacement of some or all of 24 existing windows with energy-efficient ones at the District’s premises at 137 Barre Street in Montpelier, Vermont. This Request for Quotations provides a competitive process to compare qualifications of firms and to select a firm that best meets the needs of CVSWMD. The full request is posted at www.cvswmd.org/employment--rfps.html. Contact Office Manager Barb Baird at Administration@cvswmd.org with any questions. Written proposals must be submitted by 4 p.m. on Wednesday, November 15, 2017. (10-05)
Check out all of the upcoming MAC workshops online at www.vlct.org/training-events

Save the Date for next year!

Vermont League of Cities & Towns
TOWNFAIR 2018
October 3-4, Sheraton Burlington Hotel

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