Local Government Day 2018

Local Government Day in the Legislature is an annual event at the Vermont State House during February where local officials can learn about the status of pending legislation that affects local government, attend legislative hearings, and, most importantly, speak with their representatives and senators. Breaking with our decades-long Wednesday tradition, Local Government Day will take place on Thursday, February 15, this year.

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“Breaking with our decades-long Wednesday tradition, Local Government Day will take place on Thursday, February 15, this year.”

From the Executive Director

From Local Government Day in February to Town Fair in October and beyond, 2017 was a remarkable year for VLCT, our 50th anniversary. It was a time to pause and look back over fifty amazing years, both for VLCT as an organization and for the municipalities we serve. Together, we remembered key milestones. We celebrated our successes. And we marveled at just how much the role of municipal government and the League has evolved, while simultaneously continuing to attract dedicated and enthusiastic volunteers and professionals.

Now that the celebrations are behind us and the first month of 2018 is also in our rear view mirror, it’s time to look ahead and think about the future of local government in

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Vermont. What are the challenges and the opportunities that await us? What should we be doing today to prepare for the next five, ten, or twenty years? What resources, training, and support will help guarantee a future for Vermont’s cities, towns, and villages that is marked by vibrant communities, safe neighborhoods, strong schools, and bustling, diverse local economies?

At VLCT, we really do think about these issues each day. As the only organization in the state dedicated solely to supporting local government, VLCT is committed to providing our members with programs, services, resources, and support that help address those questions. We look forward to the challenges and opportunities the future holds and are eager to move forward.

That’s why I am excited about an upcoming series of meetings that will take place between March and June – the VLCT 2018 Listening Sessions. VLCT staff will travel around the state for 12 Listening Sessions, hosted by members of the VLCT Board of Directors. The purpose of these sessions is simply to have a conversation. We want to hear your perspective about the issues facing local government, understand the opportunities you want to pursue, and make certain that VLCT is properly positioned to support you as we move forward, together, toward our shared goal of creating a healthy and strong future for every Vermont community.

I hope that you will join us for one of the 2018 Listening Sessions and lend your voice and expertise to the discussion. We’ll publicize more information about the exact dates and locations soon.

Maura Carroll
Executive Director, VLCT
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.
When do Town Plans Expire?

The passage of Act 90 in the 2016 legislative session amended the law governing the expiration of town plans. The prior iteration of the law stated that town plans expired every five years unless they were readopted. The new law extends the life of town plans to eight years after the date of adoption or re-adoption. 24 V.S.A. § 4387. However, an amendment to a town plan does not extend the expiration date of the plan.

One point of confusion since the law’s enactment has been the application of the eight-year time period. The statute itself is silent on this matter, but Act 90 is clear on its face. It states that “The eight-year expiration date for municipal plans applies [only] to plans adopted or readopted on or after July 1, 2015. Plans adopted or readopted before July 1, 2015 shall expire in accordance with section 4387 of this title as it existed on the date of adoption or readoption.” This means that the eight-year plan expiration date takes effect retroactively to all plans adopted or readopted on or after July 1, 2015. Any plans adopted or readopted before July 1, 2015, will expire on the five-year anniversary of the date of their adoption.


Municipalities with questions about the town plan adoption, amendment, or re-adoption process should contact their Regional Planning Commission or the Municipal Assistance Center at info@vlct.org or 800-649-7915.

Garrett A. Baxter, Senior Staff Attorney
VLCT Municipal Assistance Center
New Model Policy Regarding Conflicts of Interest and Ethical Conduct

To help members comply with Act 79 of the 2017 Legislative session, we have developed a new Model Policy Regarding Conflicts of Interest and Ethical Conduct to replace our former Model Conflict of Interest Policy. Act 79 requires every municipality in Vermont to adopt a conflict of interest prohibition by July 1, 2019. Such a prohibition must contain at least the following elements (which are found in 24 V.S.A. § 1984):

- a definition of conflict of interest;
- a list of the elected and appointed officials covered by such prohibition;
- a method to determine whether a conflict of interest exists;
- actions that must be taken if a conflict of interest is determined to exist; and
- a method of enforcement against individuals violating such prohibition.

In general terms, a conflict of interest is an incompatibility between the private and public interests of a public official. It is up to each municipality to more specifically articulate the types of situations that constitute a prohibited conflict of interest. In addition, if a municipality wants to set behavioral standards for its public officials, it may adopt a policy that addresses ethical conduct, pursuant to the authority granted by Act 79 and codified in 24 V.S.A. § 2291(20).

The new Model Policy will help municipalities comply with the conflict of interest mandate in 24 V.S.A. § 1984, and take advantage of the authority granted in 24 V.S.A. § 2291 to regulate ethical conduct by public officials. It is up to each municipal legislative body to modify and adopt this model policy to suit local preferences. Please see our guidance document accompanying the model document for additional information.

Public Records Act FAQs

Vermont’s Public Records Act establishes timeframes for responding to requests for public records. The definition of “public record” is very broad and includes “any written or recorded information, regardless of physical form or characteristics, which is produced or acquired” in the course of municipal business. 1 V.S.A. § 317(b). However, there are many types of records that are exempt from (not subject to) inspection and copying. The public’s right to access public records is not unlimited, but the Act imposes strict requirements for responding to a request for records.

Find these Online

- Public Records Act FAQs
  https://www.vlct.org/resource/public-records-act-faq

- Model Policy Regarding Conflicts of Interest and Ethical Conduct
  https://www.vlct.org/resource/conflict-interest-andethical-conduct-model-policy
When the meaning of an important term in a legal document is ambiguous or undefined, the ambiguity creates disagreement regarding the “correct” meaning of the term, especially between those who apply the term and those to whom the term applies. In turn, this disagreement often results in a lawsuit where the court is tasked with deciding that term’s true meaning.

Ambiguity, and then disagreement, is what led to In re Confluence Behavioral Health, LLC, 2017 VT 112. In this case, Confluence Behavioral Health (Confluence) proposed a community therapeutic residence in the Town of Thetford, arguing that the residence was a health care facility under the town’s zoning bylaws. A health care facility is a conditional land use in the town.

Unfortunately, the town’s zoning bylaws did not define the term “health care facility.” With no guiding language for communicating the meaning of the term, a disagreement about the correct definition arose among the applicant, its abutting neighbors, and the town’s development review board (DRB). The DRB – and, subsequently, the Environmental Court – permitted the residence and, in doing so, concluded that it met the definition of a health care facility within the town’s zoning bylaws. Abutting neighbors appealed the decision to the Vermont Supreme Court, which ultimately affirmed the lower court’s decision, but not before it spent nine pages considering the correct definition of health care facility.

Although the Court’s decision to permit Confluence’s project aligned with the DRB’s decision, the outcome could have easily been the opposite, with the town taking the place of the abutting neighbors, fighting to prevent the project. Thus, this case underscores the importance of including clear and unambiguous definitions for each type of land use allowed in your town’s zoning bylaws.

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Having articulate and specific definitions will help your town's land use program in many ways. It will aid and guide all the players involved, including the zoning administrator, the DRB, the applicant, and interested persons (as defined in 24 V.S.A. 4465(b)), because all parties will know when and how a type of land use is allowed and in which zoning districts. Having unambiguous definitions will also reduce liability – if parties know what a term means they will be less likely to litigate its meaning. When there are sufficient and specific land use definitions, those planning the future development of the town can anticipate where different types of development will be located in town, rather than being caught off-guard by a type of land use development that is unaddressed in the zoning bylaws. (Incidentally, many towns are appropriately adopting or amending their short-term rental definitions to address properties used as Airbnb rentals.) Lastly, and most importantly, a town is more likely to prevail in litigation when zoning bylaws are specific and unambiguous, because ambiguity in a zoning ordinance is resolved in favor of the proposed land development. The Supreme Court has made it clear that zoning ordinances “are in derogation of private property rights,” and therefore they must be “construed narrowly in favor of the property owner.” In re Lathrop Ltd. P’ship., 2015 VT 49.


Carl Andeer, Staff Attorney I
VLCT Municipal Assistance Center

Free!
Employers and the Vermont Department of Labor (VDOL) share in both the responsibility and the administration of the state’s unemployment insurance (UI) program. For members of VERB’s UI Program, Equifax Workforce Solutions – the Trust’s third-party UI administrator – does much of the work involved in meeting the employer’s responsibilities by administering and tracking UI benefits and helping members fulfill the VDOL’s requests for information. VDOL must ensure that claimants meet eligibility requirements in order to receive unemployment benefits, and, to make accurate determinations, VDOL needs employers to provide accurate separation information when it is first requested. Late, incomplete, or inaccurate responses to the state’s requests for UI information can result in inaccurate UI benefit payments and expensive penalties.

Years ago, some employers felt they could choose whether and when to respond to VDOL’s requests for employees’ separation information. But in 2011, a federal regulation derived from the Unemployment Tax Act and commonly referred to as “UI Integrity” was implemented. It prohibits state UI agencies from relieving employers of unemployment benefit charges when either UI benefits are improperly paid due to an employer’s failure to respond to state agency requests in a timely or adequate manner or when the employer has a pattern of untimely or inadequate responses to these requests. The federal mandate of UI Integrity prompts employers to improve the quality of information they provide to the state at the initial level – rather than waiting until the claim determination or appeal process to comply fully.

Many states now impose financial penalties on employers that fail to reply quickly and completely to their UI agency’s requests for separation information. Vermont’s penalty is $100 for each untimely or inadequate response to a VDOL UI request. If requests are repeated, penalties can really add up! Employers that don’t want to waste money will respond to separation requests from VDOL by providing all the requested information before the stated deadline. This is especially important for VERB UI Program members who will receive the VDOL request through Equifax Workforce Solutions and need to make sure Equifax has time to do their part of the job. Adherence to the UI Integrity guidelines will also reduce employers’ benefit overpayments and help improve the state’s efficiency in administering the UI program.

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Trust Matters
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If your municipality is in VERB’s UI Program, we encourage you to contact Kelley Avery (kavery@vlct.org; 800-649-7915, ext. 1965), VLCT’s Unemployment Insurance Underwriter, with any questions you have regarding requests from Equifax Workforce Solutions for separation information. If your municipality is not in VERB’s UI Program, please consider its advantages: predictable budgeting and far fewer administration tasks.

Don’t you want employees to be able to focus on their work?

If your group is in any VERB program* but isn’t on board with Health Advocate yet, contact Kelley Avery to enroll your employees ASAP!

Once your employees are signed up, they can get professional help in resolving issues related to billing, covered services, treatment options, getting appointments with busy specialists, coordinating care among multiple providers, and much more.

Trained advocates are available 24/7 and work on these issues during the work day so your employees can be less distracted at work.

The sooner you contact us, the sooner we’ll create your employees’ accounts and the sooner they can call for free help with getting the most from their health insurance!

To enroll employees or for more information, call or email Kelley Avery at 800-649-7915 or kavery@vlct.org

Health Advocate™

* VERB currently offers Health Insurance Advisory Services, Dental Insurance, Vision Insurance, and Life & Disability Insurance.
PACIF’s First Sign of Spring

PACIF members will soon get an email from a VLCT staff member to schedule your annual Workers’ Compensation Audit. Larry Smith, Pam Fecteau, Vicky Abare, or Susan Benoit will send a specific list of reports and information that we ask you to compile before we visit your office – so we can receive and, ideally, review your complete 2017 payroll records during that visit. Having all the information in hand is necessary for us to identify any differences between your estimated and actual payroll for the 2017 calendar year, so we can send you an accurate refund or invoice to “true up” your municipality’s 2017 contribution.

These visits and any necessary follow-up calls will take place from February into May – PACIF has a lot of members! – and we sincerely hope you will respond to this audit request in a timely manner. We appreciate your help in working through this process efficiently. If you have any questions about this workers’ comp audit process, please call 800-649-7915 and ask to speak with an Underwriter.

Every day, 156 million phishing emails are sent. 16 million of them get through security filters, 8 million are opened, and 800,000 are clicked!

Cyber crime is real – even in Vermont

EXPLAIN and TRAIN to engage the BRAIN

Cyber courses: Responsible Use of Social Media, Security Awareness, Preventing Phishing, Records Management, Privacy Awareness

PACIF member officials and employees can log on to PACIF Online University and train themselves in many topics at any time, on any computer, at their own pace. Try it!

Visit www.vlct.org/pacif-online-university or call Adam Davis at 802-649-7915, ext. 1921

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
Jon Dodd, Carol Hammond, Deborah Lee Luskin, Louise Luring, and Tasha Wallis from West Haven, Vernon, Newfane, Saxtons River, and the Lamoille County Planning Commission, respectively, knew that on September 16, 1941, the Vermont Legislature reinterpreted a military order issued by President Roosevelt five days earlier to establish a state of armed conflict with Germany. They redefined “armed conflict” to call it a state of national emergency in which the president “orders armed force to protect lives or property that may be endangered by any hostile foreign power.” In other words, Vermont declared war on Nazi Germany three months before the rest of the U.S. did. How forward thinking was that?!

Anyway, congrats, trivialogists!

A contributor to the December 1919 California Poultry Journal wrote, “Some forty years or so ago when I was a boy on a New England farm I had the opportunity to observe the gradual working out of one of those economical problems that sometimes come to a community. The farmers – and my father was one – had been raising Merino sheep, Morgan horses and making maple sugar. One of our Green Mountain poets along about that time said that ‘Vermont was famous for four things …’” What were the four things (Hint: the writer named two of ’em), who was the poet, and what caused him to vacate Vermont?

Assuming you discover the answer, email it to dgunn@vlct.org. Like magic will my answer appear in the merely merry March issue.

Anyway, congrats, trivialists!
The day begins at the Capitol Plaza Hotel with roundtable break-out sessions on topics, still in the planning stage, important to local officials. Then we’ll head across the street to the State House to attend committee meetings, some earmarked specifically for local officials. One meeting always well attended is that of the combined House and Senate Transportation committees. Discussions this year will likely center around the new Municipal General Roads Permit and the overall state of transportation funding to towns from the state.

When not focusing your attention on legislation, you may opt to either tour the State House with State Curator and raconteur extraordinaire David Schutz, or simply take time to meet your VLCT staff and network with your colleagues from around the state.

There is much legislation to discuss with your legislators in advance of Town Meeting Day this year. Significant budget issues from increases in the education property tax to the implications of the federal tax legislation on state and local tax deductions are especially important this (election) year. We encourage you to attend Local Government Day and make your voice heard! You can quickly and easily register online at https://www.vlct.org/training-events.
Firefighter. The City of Winooski is seeking a part-time Firefighter to serve the community by responding to a wide variety of situations, ranging from emergencies that immediately threaten life or property to routine citizen requests for information or assistance. Work shall be done within the Standard Operating Guidelines of the Winooski Fire Department and City policy within the general categories of fire suppression, rescue, hazardous material responses, training, and equipment and station maintenance. The firefighter will be required to attend regularly scheduled trainings in order to maintain the level of knowledge, skill, and ability to work as part of a team. Salary range, $10.50/hour.

A job description and application instructions are posted at www.winooskivt.org under Employment Opportunities. Position open until filled. (01-09)

Municipal Manager. The Town, Village, and Water Commission for Ludlow, Vt., seek an experienced and collaborative municipal manager. Ludlow (pop. 1,963) is located in Windsor County near the I-91 corridor. Ludlow is an active community with numerous outdoor recreation activities including the Okemo Mountain Ski Resort and Okemo Valley Golf Club. The municipal manager reports to a three-member Board of Selectmen and oversees a $6.1 million budget and 33 FT and 73 PT employees. The successful candidate must be experienced in municipal operations, finance, human resources, and creative community problem solving. Strong interpersonal and written/verbal communication skills are essential. BA required; MA degree and 7-10 years of municipal management experience preferred. Starting salary (salary range to $90,000) commensurate with qualifications. For additional information related to the search, contact Alan Gould, President, Municipal Resources Inc., at 603-279-0352, ext. 320. Additional information is posted at www.mrigov.com/career. To apply, submit cover letter and resume as PDF file attachments in confidence by Monday, February 12, to recruitment@mrigov.com. EOE. (01-10)
reports to the town's 5-member selectboard, the village's 3-member board of trustees, and the 3-member village water commission to carry out the duties specified in municipal charter as well as Vermont law. The net municipal budget for FY 2018, including Town, Village, Water, and Wastewater, is $5.4 million. There are approximately 45 full- and part-time employees. The municipal manager is responsible for the general supervision and administration of the town, village, and water commission overseeing all day to day operations. A full job description is available at www.ludlow.vt.us under Employment. Salary range is 90-100K DOQ; excellent benefits. A Bachelor's degree in a relevant field is desired (Master's preferred) with at least 5-7 years of municipal government experience. Senior management experience in other government or business entities may be considered. Please email cover letter, resume, and three professional references by February 16 to municipal.recruitment@vlct.org with Ludlow Manager as the subject, or send via U.S. mail to Municipal Recruitment, c/o MAC VLCT, 89 Main Street, Montpelier, VT 05602. EOE. (01-02)

Town Administrator. The Town of Readsboro Selectboard is seeking a part-time Town Administrator to assist the Selectboard with the day-to-day operations of the town. A job description and employment application are available at www.readsborovt.org under RFPs/ Bids & Vacancies, and are also available at the Readsboro Town Office, 301 Phelps Lane in Readsboro. Please submit a cover letter, resume, and/or a completed employment application to Town of Readsboro Selectboard, PO Box 187, Readsboro, VT 05350. Applications accepted until position is filled. (12-28)

Zoning Administrator. The Village of Old Bennington seeks a Zoning Administrator to administer and enforce its Zoning Bylaws. Duties include all duties and responsibilities as required under 24 V.S.A. § 4448; administer and literally interpret the Old Bennington Zoning Bylaws; receive, review, and act on all permit applications in accordance with state statutes; record permits and memorandum of other official actions, as required, with the Town Clerk; provide information with regard to zoning regulations to prospective permit applicants and advise applicants of their responsibility to contact state and federal programs from which they may need to obtain other permits; advise the ZBA on applications for conditional use and variances and attend ZBA hearings as appropriate; maintain and keep current all zoning, wastewater, and subdivision records; investigate and enforce as necessary alleged violations of municipal regulations and ordinances; perform site visits as required; other duties as may be required. Qualifications: baccalaureate degree plus at least two years' experience in municipal planning, development review, and/or zoning administration; or six years of experience in a similar position; competence in office software (Word, Excel, database management) and GIS; excellent written and oral communication skills; ability to work well with people; ability to work independently; high level of analytical skills, with the ability to accurately comprehend, interpret, process, and present detailed information and data to applicants, the general public, and professionals; ability to conduct site review, land use and public health investigations, and document research; strong customer service orientation; possession of valid driver's license with clean record to meet travel requirements. For more information or to apply, contact Don Miller, Presiding Officer, Village of Old Bennington, at donmiller46@comcast.net. (12-26)

Town Manager. The Town of Acton, Mass. (pop. 23,500), seeks a proactive and innovative municipal leader to serve as its next Town Manager. Acton is a well-run, financially stable community, as evidenced by its AAA bond rating and by Town News

(Whoa, So Many Years Here!)
The year 2018 features a slew of employment anniversaries!

- **February** Vicky Abare, 15 years
- **March** Kelley Avery, 10 years (plus she worked here from May 2004 to September 2007, but that’s, you know, another story)
- **April** Wade Masure, 15 years
- **May** Marie Maclay, 5 years
- **June** Gail Barrett, 10 years (plus some temp time prior)
- **June** Abby Friedman, 10 years
- **September** David Gunn, 20 years, (not including some previous temp time of which he has absolutely no recollection)
- **October** Dave Sichel, 30 (!) years (Traditional 30-year anniversary gifts are pearls, just sayin’.)
- **December** Jeremiah Breer, 5 years

Hearty congrats to all! Medals of Bravery and Longevity will be awarded at an upcoming ceremony that may feature pie.

David Gunn
Editor, VLCT News
having had only two Town Managers since 1986, who both served until their retirement. Incorporated in 1735, this beautiful New England residential community has a rich history and a strong commitment to preserving its heritage, while providing a high level of municipal services to its residents. It is known for its excellent schools and high quality of life. Money Magazine recognized Acton as one of the top 100 places to live in the U.S. Acton is governed by a 5-member Board of Selectmen, Town Manager, and Open Town Meeting. The Town Manager oversees a seasoned workforce of 205 FTEs and a bottom-line municipal operating budget of approximately $38M (exclusive of the regional school assessment). The ideal candidate should have a Master’s degree in Public Administration or an equivalent degree in a related field. He or she should have a minimum of seven years of experience in public administration, with at least 5 years in a senior management capacity, or an equivalent combination of education and relevant management experience. The Town is willing to negotiate a competitive compensation package commensurate with experience (approximate salary, $170,000+), and an employment contract with the selected candidate. For additional information, visit www.mrigov.com/career.html, or contact Alan Gould, President, Municipal Resources, Inc., at 603-279-0352, ext. 320. Additional information is at www.mrigov.com/career. Email cover letter and resume as PDF file attachments in confidence to recruitment@mrigov.com by February 5, 2018. EOE. (12-20)

Town Administrator. Dartmouth, Mass. (pop. approx. 33,000), is seeking a proactive, experienced community leader to replace the retiring Town Administrator. This financially stable community (AAA rated), with substantial reserves, is the fifth largest town geographically in Massachusetts. It comprises approximately 64 square miles and has a diverse landscape that includes beautiful farm lands, direct ocean access, ample outdoor recreational opportunities, a thriving commercial/industrial base, and beautiful residential areas. Dartmouth is also the home of UMass Dartmouth, a significant campus in the Massachusetts university system. Established in 1664, Dartmouth has a rich history and a strong commitment to preserving its heritage, while providing the highest level of municipal services to its residents. This beautiful, semi-rural community offers easy access to Cape Cod and is just 60 miles from the world-class medical, educational, and cultural assets of Boston. The town is bordered by the regional employment centers of Fall River and New Bedford. Led by a 5-member Selectboard, with an elected representative town meeting form of government, Dartmouth has excellent schools and boasts a quality of life that makes this a destination community. The Town Administrator oversees 318 employees, with a total general operating budget of approximately $83 million ($93 million with enterprise funds), of which $51 million is dedicated to the schools. The ideal candidate will have a master’s degree and seven years’ experience in public administration or a related field. Competitive starting salary ($135,000 minimum) to be negotiated commensurate with qualifications and experience. For additional information related to the search, contact Alan Gould, President, Municipal Resources, Inc., at 603-279-0352, ext. 320. Additional information is at www.mrigov.com/career. Email cover letter and resume as PDF file attachments in confidence to recruitment@mrigov.com by February 5, 2018. EOE. (12-20)

Zoning Director. Stowe is a premiere four-season resort community with renowned alpine and Nordic skiing. The town is a quintessential New England community known for its quality-of-life. Stowe has a proud history of land use planning based on its respect for its natural environment and a desire to maintain a vibrant economy. Stowe’s Zoning Director and Planning Director work collaboratively on land use planning and regulation. The Zoning Director provides professional support to the Development Review Board and Stowe Historic Preservation Commission. He or she is also responsible for the regulatory review process and enforcement of all zoning and subdivision regulations and also serves as Stowe’s Health Officer and E911 Coordinator. This full-time position is appointed by the Town Manager and is responsible to him or her for the professional administration of the department. Requirements: Bachelor’s degree in planning, community development, public administration or a related field, supplemented by three years of progressively responsible experience in zoning, planning, and/or community development, or an equivalent combination of education and experience; valid driver’s license. The ideal candidate will have a demonstrated history of being even-handed in administering regulations, have excellent computer skills, and be willing to work in a team environment. Starting salary range is $1,191 to $1,428 per week depending on qualifications, plus excellent benefits. A job description is available at www.townofstowevt.org under Jobs & Volunteering. Email letter of interest, completed employment application (also available at www.townofstowevt.org), resume, and salary requirements to recruit@townofstowevermont.org, or send to Charles Safford, Town of Stowe, PO Box 730, Stowe, VT 05672. Applications accepted until position is filled. Scheduling for interviews to begin mid-February. EOE. (01-10)
Check out all of the upcoming MAC workshops online at www.vlct.org/training-events

**Upcoming Events**

**Town Meeting Tune-up**  
Wednesday, February 7  
Capitol Plaza and Conference Center, Montpelier

**Local Government Day**  
Thursday (new day!), February 15  
Capitol Plaza and Conference Center, Montpelier

**Spring Selectboard Institute**  
Saturday, March 24  
Lake Morey Resort, Fairlee

**Governmental Accounting and Auditing Symposium**  
Tuesday, March 27  
Capitol Plaza and Conference Center, Montpelier

**Town Health Officers**  
**Randolph:**  
Tuesday, April 17  
Langevin House, Vermont Technical College

**South Burlington:**  
Friday, April 20  
DoubleTree Hotel (formerly Sheraton)

Additional Upcoming Training: Visit our [website](http://www.vlct.org) for the most up-to-date training calendar.