

# Update

The newsletter of the  
Virginia Municipal League

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## Senate Finance reviews budget-cutting strategies

Faced with an estimated \$1.3 billion shortfall this biennium and at least a \$2.1 billion hole in revenues in the 2002-2004 biennium, Senate Finance Committee Chairman John Chichester bluntly advised members of the Senate last week "to take strong actions today" – as bitter as they may taste— in order to speed our recovery."

Chichester said that if the budget projections prove too pessimistic, they could later restore funding for the most basic commitments and most pressing services. Chichester warned against relying heavily on one-time measures – as was done in the early 1990s – to solve the budget problem. He said that such tactics in the early 1990s prolonged the problem, resulting in a number of years of budget cuts.

Chichester's comments came during a recent Senate Finance retreat in Reston. The retreat focused on the economic outlook for the coming months, the budget and revenue outlook for the remainder of fiscal year 2002 and beyond, as well as past budget cutting strategies.

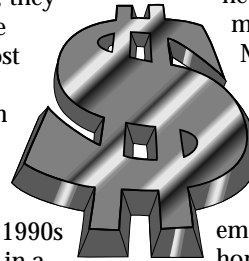
Chichester emphasized that Virginia was not facing the same picture as in 1991. At that time, the state faced a \$2.2 billion shortfall, which accounted for 15 percent of the state budget. While the size of the current shortfall is smaller, Chichester said that the \$1.2 billion hole is certainly significant, particularly since the savings will have to be compressed into less than one-half of a fiscal year. As a result, Chichester said that the state would be forced to turn to some creative measures, such as tapping a portion of the rainy day fund this year. The fund will be off-limits in the first year of the new biennium because of the rules governing its use.

Despite the comments of addressing the pain head-on in this fiscal year, the state's economic woes will likely continue into the next biennium. Chichester said that the projected revenue growth rate of 4.3 percent for fiscal year 2003 and 5.5 percent for fiscal 2004 would be insufficient to fund current costs in the budget. In short, Chichester said that before any new money is spent for the

new biennium, the state would be \$600 million short. Meeting SOQ, CSA, Medicaid, and state employee health insurance costs will increase the biennial shortfall to \$2.1 billion. He added that this did not address the issues of salary increases for state employees and state-supported local employees, nor any measures to increase homeland security in Virginia.

In the current fiscal year, Senate Finance staff outlined some of the options available for one-time savings of \$220 million. These included capital balances from completed projected, Literary Fund revenue for teacher retirement (\$60 million), assorted non-general fund balances transfers to the general fund (\$12 million), and car tax frozen at current levels (\$13.9 million). The use of the controversial Medicaid intergovernmental transfer would yield about \$251 million. The rainy day fund would contribute about \$467 million. This would leave about \$300 million to be made up for this biennium. Staff voiced the concept of reaping permanent savings in FY 2002 that would help address the substantial shortfall for the next biennium. They did not suggest any specific ways in which permanent savings could be achieved.

Gov. Jim Gilmore was scheduled to present his final budget to House and Senate budget makers on Dec. 19, as this issue of *Update* went to press. ❖



## FROM THE CAPITOL

## Education: Harris urges funding JLARC recommendations

The state should move quickly toward funding the Tier One recommendations in the recently-released JLARC report on the costs of elementary and secondary education, according to testimony by VML President F. Woodrow Harris. Harris offered his remarks at a House Appropriations subcommittee meeting on Dec. 12 in Richmond. (An overview of the JLARC report appears in the Dec. 5 *Update*.)

Harris urged the state to set out a timetable for achieving the recommendations included in the JLARC report. JLARC estimated the cost of routine adjustments of the SOQ to account for increased student enrollment and other factors, as well as developing a more realistic cost estimate as proposed in the Tier One options, at \$1.06 billion for the 2002-04 biennium.

In addition to endorsing funding for the Tier One options, Harris also supported funding of at least two of the Tier Two options covered by JLARC. The recommendations, and their cost to the state, are:

## Tier One

- Discontinue the practice of deducting locally-generated revenues from the calculation of the cost of the SOQ (currently, the revenues are deducted prior to the apportionment of SOQ costs between the state and local government, which artificially lowers the cost of the SOQ).

*Cost to state: \$25 million in FY03; \$26 million in FY04.*

- Restore administrative costs that were dropped in FY93 from the calculation of the costs of the SOQ. (Initially the costs were dropped in error, but were never restored even after the error was discovered. As a result, the state does not contribute to the costs of positions for clerical, board and executive administration, information, personnel and planning, fiscal and purchasing services, as well as for copying and data processing.)

*Cost to state: \$69 million in FY03; \$69 million in FY04.*

- Fully funding the cost of competing for support personnel in the Northern Virginia Planning District.

*Cost to state: \$3 million in FY02; \$3 million in FY04.*

- Restoring the use of prospective inflation factors in the calculation of support costs for personnel and non-personnel costs. (In the 1992-94 biennium the state dropped the use of a prospective inflation approach in the calculation of a number of items, including support salaries and non-personnel costs). *Cost to state: \$47 million in FY03; \$68 million in FY04.*

- Restoring the use of prospective inflation factors in the calculation of the costs of health insurance premiums. (The use of prospective inflation factors was dropped in the 1992-94 biennium.) *Cost to state: \$23 million in FY03; \$31 million in FY04.*

- Restoring the use of prospective inflation factors in the calculation of salaries for instructional personnel. (The use of prospective inflation factors was dropped in the 1992-94 biennium.) *Cost to state: \$125 million in FY03; \$180 million in FY04.*

## Tier Two

- Funding prevailing practices for elementary resource teachers (art, music and physical education). The costs of these positions are not included in the calculation of the SOQ costs, despite the fact that the vast majority of school divisions employ teachers in these positions and Standards of Learning are applicable in these areas in elementary school.

*Cost to the state: \$110 million in FY03; \$114 in FY04.*

- Funding a 25:1 class size ratio, including an accounting for a planning period, in secondary schools. The Standards of Accreditation require that secondary school teachers have a planning period each day; the calculation of SOQ costs, however, do not include the provision of a planning period. *Cost to state: \$74 million in FY03 and \$77 million in FY04.*

Harris said that much of the report by JLARC confirms what local governments have known for some time — that the costs of meeting the Standards of Quality have been underestimated and that, therefore, there are areas where the state is not sharing in the funding of those costs.

Harris brought two additional facts from the JLARC report to the subcommittee's attention. The report begins by focusing on five trends that have increased the pressure faced by local governments in education funding. JLARC shows that in 1989 local governments on average needed to apply an effective real property tax rate of 75 cents per \$100 estimated true value to pay for the local revenues spent on education. By 1998, it took an effective tax rate of 93 cents per \$100 of estimated true value to pay for education expenditures. Clearly local spending for education has put considerable pressure on the real estate tax.

The JLARC report also shows that the average annual growth rate in the real property tax base was slow from tax year 1989 to tax year 1998. The 1999 estimated true value per pupil on a constant dollar basis remained below levels from the late 1980s and early 1990s. The growth in the real estate tax base is not keeping pace with the growth in student enrollment.

Harris also pointed out that the purpose of most state aid to localities is to pay for services that the state has chosen to provide through local governments. These dollars are state aid to support education, social services, public health and mental health, not discretionary dollars that can be used any way the locality chooses. Local governments do not have the choice of declining to offer these services, and indeed are generally required to pay a share of the costs. Local governments are the chosen service provider for many state services, and cuts in aid to localities are not simply cuts to local governments but cuts in education, social services, health and other functions.

Harris also addressed whether localities would support raising the SOQ, a move that would require greater state dollars but also increased local spending. Harris pointed out that VML has had a long-standing position that the SOQ represent a minimum level of quality, rather than guidelines for excellence, as well as a position in support of the funding of prevailing practices. He said that VML would have a problem with increased mandates if prevailing practices

*Continued on page 3*

## FROM THE CAPITOL

## JLARC recommendations continued...

were not funded and new additional mandates were put in place.

Local governments then would be left to pay a continuing larger share than they should for the current services being offered, as well as to fund even higher levels. For example, local governments fund more than 18,000 teachers with local only money, which is about one-fifth of the entire teaching workforce. The JLARC report substantiates that many of these positions should be funded through the SOQ. If the state chose not to provide funding for many of these positions,

but mandated a teacher salary increase instead, local governments would be required to pay not only their share of the costs for SOQ-funded positions, but also all of the costs for the positions not funded by the SOQ. Harris said that local government should not do that.

The committee also heard presentations from other education and local government representatives, as well as a presentation on the JLARC report by JLARC staff member Bob Rotz. Gerry Hyland, president of the Virginia Association of Counties and a supervisor from Fairfax County, urged the state to

begin to address the key SOQ funding issues outlined in the JLARC report.

Hyland said that funding for Tier One recommendations warranted attention in shaping the next biennial budget. Further, he urged immediate action to restore dropped administrative costs, recommended that inflation be included in the estimate of personnel costs for the upcoming biennium and urged that salary increases be provided for the complete year, not a partial year. Hyland also urged recognition of technology staffing and operating costs in the SOQ. ❖

## Senate Finance staff questions some JLARC findings



A staff report to the Senate Finance Committee at its Dec. 6-7 retreat in Reston downplayed several of the recommendations made by the Joint Legislative Audit and Review Commission's report on elementary and secondary education funding. The JLARC report was one of the first items taken up following the sobering news on the overall budget condition of the state (*see story, Page 7*). The staff report appeared to back two of the Tier One recommendations made by JLARC: 1) to stop deducting locally-generated revenues from the calculation of the cost of the Standards of Quality prior to the apportionment of those costs between the state and local governments and 2) to restore funding for administrative costs that were dropped in FY93.

The staff report points out that deducting locally-generated revenues before splitting the remaining costs between the state and localities has the effect of giving the state partial credit for revenues generated by school divisions. (Locally-generated revenues include revenues such as proceeds from the sale of supplies and property, fees, rebates and refunds and interest earnings.) The practice also assumes that every school division has these locally-generated revenues. Further, it treats these local revenues in a fundamentally different way from other local revenues, such as property and sales taxes. The report says "there seems to be no clear rationale for treating these revenues differently from other local revenues, and for giving the state partial credit for them." The cost to the state to stop the practice is \$51 million for the 2002-04 biennium — \$25 million in FY03; \$26 million in FY04.

On the issue of restoring the full cost of administrative support positions in the calculation of the SOQ cost, the staff report states that "leaving out part of administrative costs ignores part of the costs assumed to be necessary to meet the requirements of the SOQ and Standards of Accreditation." The cost to the state is \$138 million for the biennium — \$69 million in FY03; \$69 million in FY04.

The staff report took the greatest issue with the JLARC recommendation that the cost of the SOQ should include prospective inflation factors. The staff report said that funding projected prospective inflation as part of the state's basic SOQ obligation, particularly for salaries, would be a significant policy shift. On the Tier Two recommendation relating to elementary resource teachers made by JLARC, the staff report claimed that JLARC did not account for substantial incentive funding for elementary teachers that the state already provides through the K-3 reduced class size, additional teachers and early intervention programs. (In its subsequent report to a House Appropriations subcommittee, JLARC presented information that details how these incentive funds were included in its analysis.) Senate Finance Committee staff member Pam Currey said that the state could put its non-SOQ funding (from the incentive and categorical programs) into the SOQ, drop the required state match for SOQ funding from 55 percent to 40 percent, adopt every recommendation made by JLARC, and call it even, or "even save money." ❖

## FROM THE CAPITOL

## Budget committees set public hearing schedule

Regional public hearings on the governor's proposed state budget will be held Jan. 3, with a final hearing in Richmond Jan. 16. The House Appropriations and Senate Finance Committees conduct these annual hearings in accordance with a requirement of the Code of Virginia.

The Jan. 3 hearings will be held as follows:

Roanoke: 11 a.m. Virginia Western Community College, Whitman Auditorium in the Business Science Building.

Northern Virginia: Noon. George Mason University Fairfax Campus, Johnson Center.

Southwest Virginia: Noon. Mountain Empire Community College - Big Stone Gap, Goodloe Center in Phillips-Taylor Hall

Virginia Beach: Noon. Virginia Beach Pavilion Theatre

Call the House Appropriations

Committee at 804/698-1590, or the Senate Finance Committee at 804/698-7480 if you have any questions about these regional hearings.

On Jan. 16, a final public hearing will be held about 1 p.m. in House Room D of the General Assembly Building. People wishing to speak at this hearing may register no earlier than noon the day of the hearing in the General Assembly Building. Speakers are asked to limit their presentations to three minutes or less. Groups and organizations with multiple speakers are asked to consolidate their remarks to reduce duplication. Call 804/698-1590 by Jan. 10 to arrange accommodations for people with physical disabilities or hearing impairments. If you are unable to attend the hearings, you may send comments to: Del. Vincent F. Callahan Jr., P.O. Box 406, General Assembly Building, Richmond, VA 23218.

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## FOIA terrorism changes move forward

VML has proposed amending the Freedom of Information Act to protect information that a terrorist might use to attack a locality and to broaden the purpose for meeting in closed session relating to terrorism.

The league made its proposal Dec. 12 during a meeting of a FOIA Council subcommittee. A compromise was reached with the Virginia Press Association and draft language was agreed upon.

Regarding records, the compromise language moves the first part of §2.2-3705.A.57 to a separate law-enforcement provision of the act. That language allows law-enforcement agencies to withhold tactical plans that would jeopardize public or governmental safety. A replacement subsection 57 will provide that any public body may withhold "plans to prevent or respond to terrorist activity, to the extent such records set forth specific tactics, or specific security or emergency procedures, the disclosure of which would jeopardize the safety of government personnel or the general public or the security of public facilities." In addition, subsection 69 will have new language to allow withholding information that relates to the security of public facilities, or the safety of people using those facilities.

The revised meetings provision will allow public bodies to meet in closed session to discuss: "plans to protect public

safety as it relates to terrorist activity, and briefings concerning actions taken to respond to such activity or a related threat to public safety." Current law allows the closed meeting to discuss planning, but does not allow a closed meeting for "briefings concerning actions taken ..." in an emergency situation.

In addition to these changes, the act is clarified to specifically provide that the custodian of records may require the name and address of a person requesting records. Current law provides this authority, but in order to make it clear to a member of the public who is making a records request, we have asked for the language.

The VML proposal included a new court proceeding for denials of requests for documents under §2.2-3705.A.57 & 69. Instead of the new proceeding, the parties agreed to put language in the current enforcement provisions to authorize any court, in a FOIA enforcement proceeding to hold the documents private until it decides whether a claimed exemption is appropriate. This language will help guide courts in the future and will help protect the sensitive information that would be the subject of the two records provisions relating to public safety.

The full FOIA Council will take up the proposal at its Jan. 7 meeting. Del. Chris Jones has agreed to submit a bill, and has sent the information to Legislative Services.

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## FROM THE CAPITOL

## Growth Commission adopts recommendations

The Growth Commission recommended approval of a cluster bill at its final meeting, as well as recommendations on other topics. The commission was established by a House joint resolution last year. The commission created three work groups to review local government economic development, infrastructure and revenues; revitalization and brownfields; and opens space preservation - property rights.

The commission adopted the principles for a cluster bill that the high growth coalition is working out with the Virginia Homebuilders Association. The proposal will allow each locality to decide whether to employ clustering provisions. If it does, it must adopt a set of by-right rules for cluster projects for at least some residential zoning districts. The locality would be allowed to require a permit (special use, conditional use or special exception) for cluster projects that increase the density for a parcel of land. In addition, if the locality wants, it could allow by-right projects that increase density by a prescribed amount. The proposal gives

localities until 2004 to change land use ordinances to effect the changes. At this time, a final version of the proposed bill is not available.

In the revitalization and brownfield area, the commission voted to recommend allowing enterprise zones to include residential projects, with a maximum 80 percent residential component; to allow business tax credits to be expanded so they need not be taken in the first year of a project; to remove the owner occupancy requirement for redevelopment tax credits; to give localities flexibility in setting a maximum size of the size of a replacement structure for rehabilitation tax credits; and to provide innocent party liability immunity in brownfield projects under certain circumstances. The commission also recommended additional state and federal funding of brownfield remediation efforts.

In the finance infrastructure area, the commission has proposed additional state funding of transportation needs and has recommended local flexibility to fund their services to the public. ❖

## New 'smart growth' report available

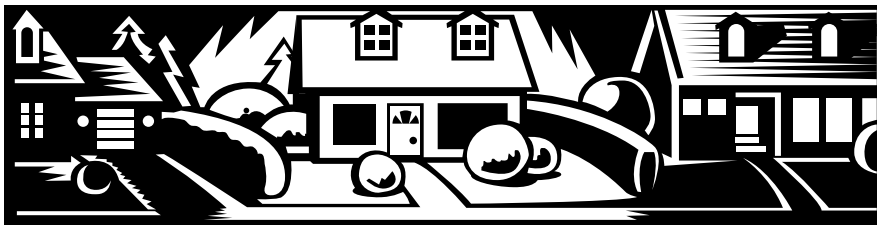
A new report entitled *Smart Growth and Affordable Housing: Making the Connection* demonstrates how smart growth can help expand the quality, supply and distribution of affordable housing.

This report — recently released by the Smart Growth Network's Subgroup on Affordable Housing — identifies a range of policies and approaches that help

Neighborhoods in Bloom establishes stronger links between Richmond's code enforcement and nuisance abatement approaches and the city's housing rehabilitation and redevelopment programs. In Northampton County, the Bayview Citizens for Social Justice successfully negotiated \$5.5 million in federal and state grants and loans to rebuild their historic African American village and to expand their community garden into a commercial farm.

Other cases address such community strategies as real-time monitoring of land markets to preserve land value, and zoning and tax-based strategies.

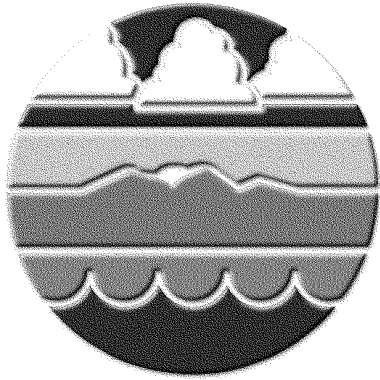
The Smart Growth Network Subgroup on Affordable Housing was convened in partnership with the National Neighborhood Coalition, and is supported by the U.S. Environmental Protection Agency. Free PDF versions of this report are available on [www.smartgrowth.org](http://www.smartgrowth.org) and [www.neighborhoodcoalition.org](http://www.neighborhoodcoalition.org). For a free printed copy, call 202/260-2750 or fax a request with your mailing address to 202/260-0174. ❖



achieve both smart growth and affordable housing objectives. The report provides studies of towns, cities and states across the country that have benefited from linking these two interrelated goals. Case studies include Richmond's Neighborhoods in Bloom revitalization initiative and the Bayview Redevelopment Plan implemented in Northampton County, among others.

FROM THE CAPITOL

**Bolling  
Commission revises  
bond package**



At its final meeting before the 2002 session of the General Assembly, the Commission on the Future of Virginia's Environment (COFVE) proposed that Virginia issue \$459 million in bonds for environmental improvements. This amount is about \$160 million less than the bond package drafted last month.

Sen. William Bolling, chairman of the commission, sought input from various constituencies, including the Conservation Land Coalition and the Department of Conservation and Recreation, to refine funding priorities.

The commission voted to request the 2002 General Assembly to approve a bond referendum next fall to provide money for the following initiatives:

**Parks and recreation:** \$152 million. The commission emphasized funding for state park acquisition (\$49 million) and natural heritage acquisition (\$30 million), and included funds for new construction and renovation (\$71 million).

**Upgrade of wastewater treatment plants:** \$96.9 million. Funding for capital improvements to wastewater treatment plants to reduce the flow of nutrients into the Chesapeake Bay. The proposed estimate represents the Commonwealth's 50 percent cost share for eligible Water

Quality Improvement Fund (WQIF) projects. The WQIF has been depleted, and restoration through general fund appropriations is considered unlikely.

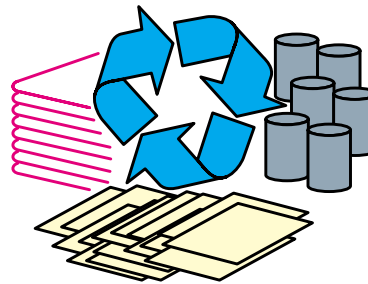
**Virginia Association of Soil and Water Conservation District:** \$9.85 million. Projects involve modification and rehabilitation of 104 flood control dams owned by Soil and water Conservation Districts. This item was reduced slightly by removing annual maintenance funding.

**Land Conservation:** \$200 million. The commission recommended that \$170 million be allocated to the Virginia Land Conservation Foundation grant program. Localities could tap this fund to purchase land, easements or development rights for land conservation. The remaining \$30 million was directed to local agricultural Purchase of Development Rights programs approved by the state Office of Farmland Protection.

The revised package does not include \$37 million in funding to assist localities required by DEQ to close their "1205" landfills prior to 2020. Members of the Commission voted to exclude this item at the Dec. 12 meeting. ❖

**Tipping fee  
proposal tabled**

The Commission on the Future of Virginia's Environment also tabled a proposed \$5 per ton solid waste surcharge on each ton of municipal solid waste received by public and private sanitary landfills. The commission plans to study the proposal in preparation for the 2003 session. As recommended by the Virginia Recycling Markets Development Council (RMDC), revenues raised would be put into a non-reverting state Solid Waste Management Fund administered by DEQ. Most of the funds would be used to support solid waste management planning



and recycling at the local and state levels. Distribution of the funding would be on a per capita basis.

VML's 2002 Legislative Program opposes such a fee until the state, working with localities, completes a thorough examination of the economics and status of current recycling. Several VML members have indicated that a fee will put their landfills at a competitive disadvantage with neighboring and out-of-state facilities. In addition, there is an equity concern over where revenues are raised versus their later per capita distribution. ❖

## REGULATIONS

## Proposed Regulations

Minimum Standards for Virginia Delinquency Prevention and Youth Development Act Grant Programs. The State Board of Juvenile Justice has proposed amendments to provide substantial guidance regarding the operations of offices on youth, stating many requirements in precise detail to increase accountability and to provide a more comprehensive basis for evaluating the effectiveness of programs. Amendments implement the legislated shift in emphasis for offices on youth adopted by the 2000 Session of the General Assembly. Offices on youth are to focus more on planning and coordination and less on direct service delivery. However, when offices on youth do provide direct services, the amendments set new standards for such services that are consistent with requirements for other nonresidential services in the juvenile justice system. A public hearing will be held Jan. 9. Contact

Donald Carignan at 804/371-0743 at the Board of Juvenile Justice for additional information.

Standards for Nonresidential Services Available to Juvenile and Domestic Relations District Courts. The State Board of Juvenile Justice has proposed amendments to accommodate changes in agency operations since the regulation was adopted in 1997, such as the automated statewide intake system, the manual of standard operating procedures, and the development of risk assessment instruments for use by court service unit personnel. Other amendments clarify that the standards contained in this regulation individually and collectively establish statewide policies governing the operation of court service units and nonresidential programs for which the department is responsible. The amendments also establish standards for the development, implementation, operation and evaluation of the nonresidential community-based programs and services such as those established by the Virginia Juvenile Community Crime Control Act. This revision clarifies the regulatory requirements for background

checks of persons who provide direct service to juveniles in varying situations. A public hearing will be held Jan. 9. For additional information, contact Donald Carignan, Board of Juvenile Justice, at 804/371-0743.

Rules and Regulations Governing Relocation Assistance. The Commonwealth Transportation Board has proposed regulations that amend the current regulation. Three substantive changes were made. First, displacees will be issued a 90-day assurance notice instead of a 90-day notice to vacate their property. This 90-day notice essentially determines the maximum amount of time the displacee may stay at the property once the legal possession is obtained by the Virginia Department of Transportation. Second, the proposed changes will allow reimbursement of self-moving expenses. Third, the presence of a court reporter will be required during the final appeal hearings. For additional information, contact Beverly Fulwider, Department of Transportation, at 804/786-4366. ❖

## IN CONGRESS

## Congress adopts education reform

**A**n omnibus education bill giving schools more spending flexibility in exchange for more accountability was passed by the Senate on Dec. 18 and sent to President Bush for his signature. The House of Representatives passed the bill last week.

The reauthorization of the Elementary and Secondary Education Act requires public schools to test every student in grades three through eight in reading and math. Schools that had persistently low scores would have to turn over some of the federal aid they received to students for tutoring or transportation to another public school. Another provision of the bill requires schools to adopt plans to close the achievement gaps between low- and middle-class students, and between white and minority students. In addition, schools will have to show that teachers are qualified in their subjects (there is a widespread teacher shortage in some areas particularly math, science and special education).

School districts will have the flexibility to spend federal dollars in a variety of

ways, but will have to submit annual report cards detailing a school's standardized test scores and teacher qualifications as compared with other local and national schools.

The bill authorized \$26.5 billion in federal spending on elementary and secondary education in the federal 2002 budget year.

Some senators, including Sen. Jim Jefford of Vermont, have raised strong objections to the bill because of the additional mandates it imposes and because it does not include additional funding to help pay for federal special education mandates. In a Dec. 13 opinion piece in the *New York Times*, Jefford said that "the education bill requires our schools to make significant improvements in a short time — without providing the necessary resources. ... Various estimates indicate we will fall several billion dollars short of covering the new bill's mandates." Jeffords points out that the federal government is authorized to pay up to 40 percent of the additional expenditures required as a result of special education legislation enacted more than 25 years ago, but that the federal government only provides about 15 percent of the costs. ❖

## POSITIONS

Longer version of job ads posted at [www.vml.org](http://www.vml.org)

BECAUSE OF A STEADY increase in the number of requests it receives to publish job advertisements, VML has been forced to reduce the length of the descriptions of positions it advertises in *Update*. A full version of all of the job listings published here appears on VML's web site at [www.vml.org](http://www.vml.org). If you are interested in finding out more about a position, we encourage you to visit the VML site and click on "Marketplace" to read the complete description. ❖

#### Code Enforcement Program Supervisor, Arlington County

SALARY: \$50,204-\$70,281 (\$81,149 career max). Manage 12-person Community Code Enforcement Section providing field inspections of residential and commercial property for compliance with: zoning; condition of private property; noise; and property maintenance. Req: Related B.A. and 3 yrs exper in admin/mngt of code enforcement program with field inspections. Prefer exp with public sector program, customer contact and BOCA cert. Submission of an application form req. See full job announcement, pick up an application, or apply electronically at [www.co.arlington.va.us/pers](http://www.co.arlington.va.us/pers). To have materials mailed, call 703/228-3363 (24-hr jobline), 703/228-3500 (Employment Desk), 703/228-4613 (TTY phone users only). Deadline: Jan. 10.

#### Building Official, Town of Blacksburg

SALARY: \$36,972-\$50,371 starting range (+) benefits. Administer compliance w/ Va. Uniform Statewide Building code and other applicable regs. Conducts on-site building construction inspections, and inspections of existing buildings, upon request, for conformity with Volume II, Existing Structures section of the building code. Provides administration and inspection of Erosion and Sediment Control ordinances. Certificate of competency from HCD and BOCA certification req. within 6 mos. of employment. Submit town application to: Human Resources Office, 300 S. Main St., Blacksburg, VA 24060. Visit [www.blacksburg.gov](http://www.blacksburg.gov) for application form and more info. Deadline: Jan. 25. EOE.

#### Utility General Manager, Danville

SALARY: \$88,000-\$100,000 DOQ (+) benefits. Reports directly to city manager. \$106 million bdtg w/ 170 employees. Full service public utility. Strong budget and financial background a plus; extensive exper. in utility mngmnt or city manager/deputy (assistant) manager; demonstrated knowledge of public utility systems, including operations, management, personnel and fiscal reqs. Essential job functions include: Administrative and financial guidance, and direction to the utility's divisions of electric, water, gas & customer service. Submit cover letter, detailed resume, credentials, and salary & employment history to: City Manager, P.O. Box 3300, Danville, VA 24543-3300 or e-mail to [emo@ci.danville.va.us](mailto:emo@ci.danville.va.us). Submissions confidential. For additional information, see [www.ci.danville.va.us](http://www.ci.danville.va.us). Deadline: Feb. 1. EOE.

#### Traffic Engineer, Portsmouth

SALARY: \$48,290. Direct city's traffic engineering program, including evaluation, planning, design and implementation of traffic control devices. Responsible for administration of traffic control networks and coordination with other transportation modes and programs. Supervise staff and plan and evaluate traffic engineering services to ensure safe, convenient and environmentally compatible movement of people and goods. Professional engineer designation req. or ability to obtain within 6 mos. of hire. Submit City of Portsmouth application to: City of Portsmouth, Human Resource Management Department, 801 Crawford St., Portsmouth, VA 23704. [www.ci.portsmouth.va.us](http://www.ci.portsmouth.va.us) Deadline: Dec. 21. EOE.

#### Director Virginia Marine Science Museum, Virginia Beach

SALARY: \$76,198-\$114,297 DOQ (+) benefits (+) relocation assistance. Provides leadership and manages the museum as its chief executive officer; has oversight for annual bdtg. of \$6.4 million and 128 FT positions, and administers on a lesser basis other cultural activities as assigned. As chief executive of one of the major aquariums in the country, must have strong conservation, public relations and large capital project exper.. For more museum info., visit . For info. on position and the city, visit . Submit resume and salary history to: Department of Human Resources, City of Virginia Beach, 2424 Courthouse Drive, Attention: Regina Hilliard, Virginia Beach, VA 23456. Electronic and faxed resumes not accepted. Deadline: Jan. 31. EOE.

#### Senior Engineer — Capital Projects, Leesburg

SALARY: \$47,549-\$76,078 (+) benefits DOQ. Professional engineering position involves review, project management, scheduling and construction of public works projects. Must be experienced in managing both construction and professional service contracts for capital projects, and overall project management, including scheduling and cost control, and able to read and interpret engineering drawings and specifications. Apply to and request application from the Town of Leesburg, Human Resources Department, 25 W. Market St., Leesburg, VA 20176. Tel: 703/737-7177. See [www@leesburgva.org](http://www@leesburgva.org) for application. Open until filled. EOE.

#### Planning Director, Norfolk

SALARY: \$71,078-\$122,914 negotiable DOQ/DOE (+) benefits. (Pop. 234,403). Reports to city manager; leads staff of 69 FT employees and is responsible for a \$3 million (+) annual operating budget. Manages operation of Planning and Building Construction Services Divisions, including: planning for economic, physical, human and social development of the city, for neighborhood preservation and improvement, and for transportation services; providing zoning and land-use guidance; supplying information services; and developing and implementing environmental programs. Residency 6 mos. after employment req. Send resume to: Gerald Plock Associates Inc. / Joshua Kim Associates, 7501 Stallion Circle, Flower Mound, TX 75022. Recruitment brochure available. Expedited search. E-mail: [geraldplock@geraldplockassoc.com](mailto:geraldplock@geraldplockassoc.com). Deadline: Apply immediately. EOE.

#### Deputy Director of Fire and Emergency Medical Services, Prince George County

SALARY: DOQ/DOE. Contract position. (Pop. 33,000) Perform difficult protective services work by directing and supervising activities of career and volunteer emergency medical services and fire personnel; assist with administration of career and volunteer emergency medical and fire services programs, to include recruitment and retention; assist w/ bdtg. preparation; engage in providing life support procedures; provide incident command at emergency scenes. For application and job description, call the Human Resource Office at 804/733-2600. Additional info. about the county at [www.princegeorgeva.org](http://www.princegeorgeva.org). Deadline: Dec. 28. EOE.

*Continued on page 9*

## POSITIONS

Emergency Medical Technician  
- Paramedic, Prince George  
County

SALARY: \$30,411-\$31,950 to start. Responsible for all aspects of technical emergency medical service work; to perform basic and advanced life support care on sick and injured; to conduct training for emergency response personnel and the public; and, assist in hazardous materials activities. Must have high school diploma or equivalent, current certification as an EMT-Paramedic, and experience as a cleared Paramedic for two years.. For application and job description, call the Human Resource Office at (804)733-2600. Additional information about the County may be obtained at [www.princegeorgeva.org](http://www.princegeorgeva.org). Deadline: Dec. 28. EOE.

Utilities Financial Manager,  
Stafford County

SALARY: \$44,304 to start (+) benefits. Develops, plans, and manages the county's Utilities Enterprise Fund; identifies, and compiles, operational, maintenance and capital improvement costs; develops utility rate and fee structures; oversees utilities customer service functions. Reqs. bachelor's degree in business, finance, engineering, or related field (MBA with engineering background preferred); extensive experience in local government utilities operations; considerable supervisory experience; computer proficiency. Send county application (required), resume, and cover letter to: Stafford County, Personnel Department, P.O. Box 339, Stafford, VA 22555; fax: 540/658-4597; for application contact 540/658-8628; TTY: 540/658-4534; [www.co.stafford.va.us](http://www.co.stafford.va.us). Open until filled. EOE.

## Fire Chief, Portsmouth

SALARY: \$59,408-\$100,994 range / negotiable DOQ (+) auto and benefits. (Pop. 100,565). Innovative, motivated professional to lead, plan, organize and direct all operations of the city's Fire, Rescue and Emergency Services Department w/242 employees. Reports to city manager. Preference given graduates of Executive Fire Officers Program conducted by NFA and those with comparable command exper. Apply: City of Portsmouth, Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. Resumes accepted with City of Portsmouth application available from Department of

Human Resource Management, 757/393-8622, FAX 757/393-8697, web site at [www.ci.portsmouth.va.us](http://www.ci.portsmouth.va.us), or any VEC office. Deadline: Jan. 15. EOE.

## Police officer, Louisa

SALARY: DOE/DOQ (+) benefits. (Pop. 1,400) Serve on a five-man force. Computer exper. a plus. Police training and experience req. Full background check req. Variable schedule. Town application may be obtained at the above address or by calling 540/967-1400. Open until filled. EOE.

## Police Chief, Franklin

SALARY: Negotiable DOQ (+) benefits. (40 employees). Degree in law enforcement, public admin. or related field, and extensive admin. exper. in police service. Nationally accredited with progressive youth, crime prevention and community oriented programs. At least 5 yrs. of command exper. with local or state govt. police dept. For complete job description and to make application submit resume with letter of interest, references and salary reqs. to Carolyn S. Joyner, Personnel Department, 221 Progress Parkway, Franklin, VA 23851. 757/562-8508. Deadline: Jan. 30. EOE.

Director of General Services,  
Roanoke

SALARY: \$62,658-93,987. Performs professional and administrative work in overseeing all activities related to building maintenance, repair, light construction, custodial services, purchasing and fleet maintenance. Bachelor's degree from 4-yr. college or university with major in business, civil, structural or mechanical engineering; 5-10 yrs. building construction or maintenance, fleet operations and managerial exper. and/or training; or equiv. comb. of educ. and exper. Apply on Internet at [www.roanokegov.com](http://www.roanokegov.com), City of Roanoke, Department of Human Resources, 215 Church Ave. SW, Room 207, Roanoke, VA 24011, e-mail: [HR@roanokegov.com](mailto:HR@roanokegov.com), fax (540) 853-1218. Open until filled. EOE.

Budget Analyst,  
Albemarle County

SALARY: \$36,437-\$47,369. Performs countywide professional bdtg. work. Duties include: analyzing bdtg requests, estimates and capital projects for developing and implementing operating and capital bdtgs; analyzing administrative issues and practices; monitoring fund status and program performance against strategic plan goals. Any comb. of educ. and exper. equiv. to graduation from accredited college with bachelor's

degree in business, public admin., political science, or related field; and min. 3 yrs of bdtg. analysis or program planning exper. Master's may substitute for 1 yr of req. exper. Apply: Albemarle County, Human Resources Department, 401 McIntire Road, Charlottesville, VA 22902: Phone: 434/296-5827, FAX 434/ 296-5828. E-mail: [gilliam@albemarle.org](mailto:gilliam@albemarle.org). Open until filled. EOE.

Director of Fire/Rescue,  
Albemarle County

\$59,634-\$71,561 hiring range DOE/DOQ. Plan and direct Fire/Rescue Department. Reqs. thorough knowledge of providing emergency services; exper. in govt. and community development activities for providing emergency service; ability to coordinate activities of multiple independent agencies; ability to plan, direct, develop new emergency services; thorough knowledge of technical and administrative aspects of fire prevention/suppression and emergency medical services; ability to work effectively in a career/volunteer setting. Must be certified firefighter, EMT or paramedic. Submit resume and completed Albemarle County application to: County of Albemarle, Human Resources Department, 401 McIntire Road, Charlottesville, 22902. 804/296-5827, FAX: 804/296-5828. E-mail: [gilliam@albemarle.org](mailto:gilliam@albemarle.org). Open until filled. EOE.

## Town Engineer, Front Royal

SALARY: Negotiable/DOQ. Takeover and direct very new dept. in connection with design, construction mngmnt. and inspection of public works/utilities projects. Significant transportation and utility improvements planned in next 5 yrs. Review site development plans; prepare design drawings and bid specs; assist in procurement and oversight of consultants/contractors; partner with other depts. in GIS implementation. Reqs. thorough knowledge of civil engineering practices, including surveying, CAD and drafting. Resumes accepted through the Director of Management Services, 16 N. Royal Ave., P.O. Box 1560, Front Royal, VA 22630. 540/635-3929. E-mail: [tfrpersl@shentel.net](mailto:tfrpersl@shentel.net). Deadline: Apply immediately. EOE.

Senior Transportation Planner,  
Loudoun County

SALARY: \$44,631-\$72,749 DOQ. Seeking talented, highly motivated person knowledgeable in all aspects of transportation who can thrive in dynamic team-oriented office.

## POSITIONS

Project mngmnt. exper. req., as well as strong presentation skills. Master's degree in transportation or related field preferred, as well as min. of 3 yrs. relevant exper. Bachelor's degree reqs. min. 4 yrs. relevant exper. EIT/PE or AICP registration desired along with GIS exper. Loudoun is fastest growing county in D.C. metro area w/many transportation challenges. E-mail resumes to [hr@co.loudoun.va.us](mailto:hr@co.loudoun.va.us) For additional info. and to receive a req. application contact web site: [www.co.loudoun.va.us](http://www.co.loudoun.va.us) or call 24-hr. job line: 703/777-0536. Human Resources : 703/777-0213. TDD USERS ONLY: 703/777-0107. Deadline: Apply immediately. EOE

## Town Attorney, Round Hill

SALARY: Negotiable. Provide legal assistance and guidance to mayor, town council, town administrator and other officials. Initiate and defend actions and proceedings against the town in all levels of court; prepare and supervise legal actions to enforce town laws, regulations, etc.; negotiate and prepare legal documents such as contracts, agreements, deeds, leases, labor contracts, etc.; assist in drafting proposed legislation, rules, regulations, policies, etc. for programs or operations; review legislation, and rules and regulations of other government entities for effect on town; must be available to attend official meetings of the town. Interested firm or independent counsel should supply proposal to: Town of Round Hill, 23 Main St., P.O. Box 36, Round Hill, VA 20142; attention Kelly D. Yost, Town Administrator. Deadline: Apply immediately.

## Town Manager, Warrenton

SALARY: Competitive (+) benefits. (Pop. 7,000) Three managers since 1981. Eight-member non-partisan council elected for 4-yr. staggered terms. \$12 million bdt.; 97 FT employees. Reqs. bachelor's deg. (MBA or MPA preferred); strong professional, administrative leadership; exper. in finance, planning, personnel, and PR; significant mngmnt. exper. and history of stable tenure. Must be committed to high quality service delivery. Letter of application, detailed resume w/ salary history and work related references to: Lawrence Wales, Senior Vice President, Springsted Inc., 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757/422-6617 or e-mail [virginiabeach@springsted.com](mailto:virginiabeach@springsted.com). For

further information, visit [www.springsted.com](http://www.springsted.com). Deadline: Jan. 16. EOE.

## Director of Community Development, West Point

SALARY: DOQ. (Pop. 2,900) Serve as zoning administrator, building official and fire marshal. Department-head position charged with: interpreting and enforcing compliance with land-use and environmental laws; administering and enforcing Virginia Uniform Statewide Building Code; providing advice to town council, town manager and appointed boards on land-use related matters, including maintenance of Comprehensive Plan; and updating and drafting ordinances. Familiarity with GIS preferred. Must have or obtain within 1 yr. of employment a Virginia Building Inspection Certification. Town employment application, resume and 3 references should be sent to: Town Manager Anthony J. Romanello, P.O. Box 152, 329 Sixth St., West Point, VA 23181. Call 804/843-3330 for an application. Deadline: Dec. 28.

## Director of Information Technology, Manassas

SALARY: \$70,720-\$99,028. Plans, directs, organizes and supervises activities of the Information Technology Department, including operation, maintenance and enhancement of the city computer network, communications network and related peripherals to ensure the integrity of the system. Apply: Department of Human Resources, 9027 Center St., Room 302, Manassas, VA 20110. Fax: 703/257-5827; e-mail: [HR@ci.manassas.va.us](mailto:HR@ci.manassas.va.us). Open until filled. EOE.

## Management Analyst II, Albemarle County

SALARY: \$33,961-\$40,753 DOE/DOQ. Assist chief of housing in developing policies and programs through research, analysis, report writing and overseeing quality control of Housing Choice Voucher Program. Demonstrate knowledge of state and federal housing programs and community development, and ability to research, analyze and develop conclusions. Complete position description is available upon request or at web site [www.albemarle.org/humanres](http://www.albemarle.org/humanres). Apply: County of Albemarle Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Open until filled. EOE.

## Management Analyst, Hampton

SALARY: \$46,445 (+) benefits. Plans, develops, analyzes and prepares studies and research projects for the Department of Human Resources. Provides dept. support for

long-term planning, problem-solving, and management actions. Provides advanced analytical, communication and coordination services. Submit City of Hampton application and/or resume to Department of Human Resources, 22 Lincoln St., 4th fl., City Hall, Hampton, VA 23669 or E-mail [hrdept@hampton.gov](mailto:hrdept@hampton.gov). For more info. or to request accommodation call 757/727-6345, Fax 757/727-6449. See [www.hampton.gov](http://www.hampton.gov). Open until filled. EOE.

## Museum Administrator, Hampton

SALARY: Negotiable (+) benefits. Manages and directs the work of the overall day-to-day operations of the Hampton History Museum, including the human and fiscal resources, administrative functions, and building operations. Develops long-range strategic planning for the growth and stability to ensure that marketing, public relations, outreach and volunteer programs are effectively accomplished. Submit City of Hampton application and/or resume to Department of Human Resources, 22 Lincoln St., 4th fl., City Hall, Hampton, VA 23669 or E-mail [hrdept@hampton.gov](mailto:hrdept@hampton.gov). For more info. or to request accommodation call 757/727-6345, Fax 757/727-6449. See [www.hampton.gov](http://www.hampton.gov). Deadline: Dec. 28. EOE.

## Parks and Recreation Director, Vienna

SALARY: \$64,000-\$74,000 DOQ. Oversees all park maintenance and recreational programming functions. Reqs. experience in bdtg. preparation and administration, park and recreational facilities development and maintenance, personnel as well as a proven track record in establishing innovative recreational programs for all ages. Reqs. degree in recreation administration or related field, preferably master's degree with 5 yrs. progressively responsible exper. Complete job description at <http://www.ci.vienna.va.us/jobs/job101-30.htm>. Resumes to: Town of Vienna, Personnel, 127 Center St., South, Vienna, VA 22180; fax to 703/255-5722 or e-mail to [jobs@ci.vienna.va.us](mailto:jobs@ci.vienna.va.us). Deadline: Jan. 1. EOE.

## Director of Financial and Management Services, York County

SALARY: Negotiable (+) benefits. Responsible to county administrator for overall direction of one of 5 major depts. Work involves all aspects of financial mngmnt., computer support services, gov't.

*Continued on page 11*

## POSITIONS

procurement, personnel management, and administration, and real estate assessment. Evaluate operational systems for which management oversight exists and provide guidance for development and implementation of changes to those systems. York County application req. and may be obtained from the Human Resources Office, 120 Alexander Hamilton Blvd., Second Floor, Yorktown, VA; from the county's web site [www.yorkcounty.gov](http://www.yorkcounty.gov); or by calling 757/890-3690. Hearing impaired only call TDD 890-3300. Open until filled. EOE

Zoning Technician, Dumfries  
SALARY: \$36,648-\$38,480 DOQ (+) benefits. Reqs. comprehensive knowledge of zoning procedures. Submit cover letter, resume & application to: Town of Dumfries, Attn: Mr. Wilkins, Public Works Dept., P.O. Box 56, Dumfries, VA 22026. 703/221-3400, ext. 117. Open until filled. EOE.

Police Officers, Gordonsville  
SALARY: \$20,000-\$25,000. Performs law enforcement duties in a 1,500 population community located in Orange County, approx. 21 miles from Charlottesville. HS diploma req.; must possess valid Va. operator's license. For application and details, contact Chief Terry L. Duty, P.O. Box 276, Gordonsville, Va. 22942 or call 540/832-2234.

Language Access Coordinator  
(Management Analyst IV)  
Fairfax County  
SALARY: \$55,971-\$74,628. Organization-wide responsibility for language access initiatives. Conducts ongoing assessment of language needs to serve customers, assist county agencies with development of

language access plans, which includes interpretive and translation services. Implements and monitors language initiatives and staffs an advisory group that will advise the county executive on language access issues. Monitors contracts for interpretive and translation services. Prefer bilingual ability. Fairfax County resident. Job #01-2284. For application instructions, see [www.co.fairfax.va.us](http://www.co.fairfax.va.us). Open until filled. EOE.

Senior Engineer (capital projects), Leesburg  
SALARY: \$47,549-\$76,078 (+) benefits DOQ. Professional engineering position involving the review, project management, scheduling and construction of public works projects. Reqs: Graduation from accredited 4-yr. college or university with major coursework in civil engineering or a related field, 6-8 years exper. in design and construction of roadways, neighborhood improvement type projects and public facilities. Apply to and request application from the Town of Leesburg, Human Resources Department, 25 W. Market St., Leesburg, VA 20176. Tel: 703/737-7177. See [www@leesburgva.org](http://www@leesburgva.org) for application. Open until filled. EOE.

Assistant to the Building Official, Portsmouth  
SALARY: \$44,019. Administer compliance with the Virginia Uniform Statewide Building Code, Virginia Industrialized Building and Manufactured Home Safety Regulations, Virginia Amusement Device Regulations and Flood Proofing and Elevations (FEMA) regs. Reqs. strong skills in communication, management, planning and administration. Submit completed city application to the Department of Human Resource Management, 801 Crawford St., Portsmouth, 23704. [www.ci.portsmouth.va.us](http://www.ci.portsmouth.va.us). Open until filled. EOE.

Combination Code Inspector, Portsmouth  
SALARY: \$30,325. Ensures that the state's mechanical, electrical and plumbing codes and regulations, and the Virginia Uniform Statewide Building Code are enforced. Conduct on-site inspections of properties, amusement devices, elevators, escalators, tanks, etc. Reports to building official. Submit completed city application to: Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. [www.ci.portsmouth.va.us](http://www.ci.portsmouth.va.us). Open until filled. EOE.

Manager of Comprehensive Planning, Portsmouth  
SALARY: \$48,290. Perform complex professional, administrative and managerial work assisting the director in conducting major activities, special projects or programs of the Planning and Inspections Department. Involves comprehensive and land-use planning, plan maintenance and allocating, administering and supervising staff and material resources of the dept. Submit city of Portsmouth application to the Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. [www.ci.portsmouth.va.us](http://www.ci.portsmouth.va.us). Open until filled. EOE

DEADLINES: *The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 28. Submit ads via e-mail to David Parsons at: [dparsons@vml.org](mailto:dparsons@vml.org). You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's web site and publication in Virginia Town & City (deadlines permitting). VML reserves the right to edit position descriptions because of space limitations.*

## CALENDAR

2002 Virginia CDBG  
Community Improvement  
Grant How-To-Apply  
Workshops, Jan. 10 (Abingdon)  
and Jan. 11 (Richmond)

Only non-entitlement local governments are eligible for VCDBG funding. DHCD staff will review project options, funding availability, proposal formatting, submission requirements and DHCD's proposal evaluation methodology. Contacts: Chris Sterling or Denise Ambrose at 804/371-7061.

Last Mile to Virtual Communities  
— Telecommunications Options  
and Strategies, Jan. 17-18,  
Roanoke

Presented by the Executive Forum in Information Technology at the Hotel Roanoke & Conference Center. Two-day seminar is fourth in a series outlining issues and potential solutions for going the "last mile" improving high bandwidth access to localities. First session of the program (Thursday) is for those who want to hear in plain English about the basics of developing

an e-community. Registration: \$120 both days; \$95 Friday only. For more information, visit web site at [www.mps.vt.edu/ITForum](http://www.mps.vt.edu/ITForum) or contact Tedd Povar at [tep3e@virginia.edu](mailto:tep3e@virginia.edu) or at 804/371-0202 or Judy Alford at [jualford@vt.edu](mailto:jualford@vt.edu) or at 540/231-4227.

*The deadline for placing a calendar item in the next issue of Update is Friday, Dec. 28. Preferred method of submitting items is via e-mail to David Parsons at: [dparsons@vml.org](mailto:dparsons@vml.org). You may also submit via FAX at: 804/343-3758.*