

# Update

The newsletter of the  
Virginia Municipal League

SENATE

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## Finance committee hears sobering budget forecast

Senate Finance staff had no positive news on the state's budget outlook to report to the members of the Senate Finance Committee at an Oct. 19 meeting in Richmond.

Revenue collections through September (the first quarter of the 2002 fiscal year) were down 2.4 percent from last year at this time, when revenue growth was reported at 1.7 percent. While revenue growth of 2.1 percent for July and August of this fiscal year was modest, but positive, it was September that produced a sharply negative turn in revenue collections. September 2001 collections were 8.4 percent less than those of September 2000, which were 2.5 percent. The fiscal fallout from the terrorist attacks on the Pentagon and elsewhere will likely continue for at least the next few months.

All major revenue sources – payroll withholding, sales tax, and corporate income

tax – demonstrated weakness. Net individual income tax receipts fell by 6.8 percent compared to last September. For the quarter, this source declined 1.2 percent from the same quarter last year, which was 4.2 percent. Sales tax in the first quarter of this year grew a miniscule 0.3 percent, down from 4.3 percent growth for the same quarter in 2000. The greatest percentage losses were in corporate income tax collections, which began to decline in September 2000. These collections fell by 31 percent in September 2001 as compared to September 2000. First quarter collections were 38.1 percent less than compared to the first quarter of 2000, and significantly below the official estimate of 41.5 percent growth.

ABC tax revenues were down as well, with \$4 million collected last month as compared with \$3.9 million in September of

*Continued on page 2*

## On-line terrorism symposium scheduled

The Public Entity Risk Institute (PERI), in cooperation with the National League of Cities, International City/County Management Association, International Association of Emergency Managers and the National Association of Counties will sponsor an on-line symposium entitled "Community Response to the Threat of Terrorism."

The goal of the symposium, to be held Nov. 13-19, is to help local officials think through what they should be doing to protect their communities to guard against a terrorist attack.

This all-electronic program, geared toward medium and small communities, will take place through PERI's website, [www.riskinstitute.org](http://www.riskinstitute.org). The program is free and offered as a public service.

The symposium will feature different "issues and ideas" papers each day. Those "attending" the program may discuss the issues raised in the paper in an open forum. According to PERI, the papers will be both thought-provoking and practical. The papers will be e-mailed to anyone who signs up ahead of time at PERI's website listed above.

The discussion area will be open 24-hours a day, also in the symposium center. This open, threaded forum will allow participants to discuss issues, make comments, ask questions of the authors, and participate in a nationwide conversation with local government colleagues.

The authors who will present issue

*Continued on page 2*

## FROM THE CAPITOL

## Budget forecast continued...

2000. The year-to-day decline of 1.9 percent trails the current annual estimate of 1.6 percent growth.

Virginia's economic forecast for this fiscal year remains at 7 percent. While other states have begun to publicly announce cuts in state agency budgets to address declining revenues and overall weak economic situations, Virginia has yet to do the same. The longer the state goes without addressing its own revenue situation, the harder it could be for state agencies and local governments to absorb potentially large cuts in service dollars.

Senate finance staff reported that Virginia has requested \$3.18 billion in

federal assistance as a result of the Sept. 11 Pentagon attack. This includes \$1.2 billion to address an economic impact analysis of the closing and phased-in re-opening of Reagan National Airport; \$380 million to develop economic stimulus incentives for businesses to locate in Virginia, and \$1.6 billion for terrorism hazard mitigation projects, including an enhanced State Police radio system (to tie together federal, state and local agencies), and the widening of I-66 and the Theodore Roosevelt Bridge that connects I-66 to Washington, D.C.. There are few details otherwise as to how the requested \$3.18 billion in funding would be used. ♦

## Terrorism symposium continued ...

papers are experts in the fields of emergency management and terrorism response. They include Lawrence J. Hogan, a former local elected official, congressman from Maryland, and FBI agent; Richard Evans, a professional civil and traffic engineer and former director of public works for the city of San Francisco during the 1989 earthquake; Timothy Campbell, an emergency services and public safety consultant and former director of emergency services for Chester County, Pa.; and Vaughn E. Wagner, a scientist with many years of experience in environmental toxicology and medical parasitology. All of the speakers are instructors for the Federal Emergency Management Agency's (FEMA) terrorism and emergency planning courses.

All who sign up to receive the

symposium's daily papers will also receive, at no-charge, a self-assessment manual of strengthening local emergency management structures. This guide will include 20 exercises to help local officials develop or improve their jurisdiction's organizational structure for the delivery of emergency management services. These are applicable for any natural or man-made disaster, not just a terrorist attack. This manual covers the role of elected officials, definitive lines of command, emergency management planning, all-hazard approach, coordination among participating agencies, public/private cooperation, and ability to the alert the public. This manual is also available online at PERI's website, under the Publications, Tools, and Resources section.

For more information, call PERI at 703/352-1846, or Janet Areson at VML, 804/649-8471. ♦

## Is your community a member of statewide mutual aid program?

Approximately 115 local governments in Virginia have signed onto Virginia's statewide mutual aid program. This program, coordinated by the Virginia Department of Emergency Management, is a voluntary program that allows local governments to reach out to communities from across Virginia for various types of help during a natural or man-made disaster. The program does not usurp local mutual aid agreements; it is in addition to these agreements. There is no cost to belong to the program. Cities, counties, and towns with populations of more than 5,000 that choose to have an official Emergency Management organization separate from their county are eligible to participate.

The importance of this program became clear Sept. 11. Most local mutual aid agreements are informal and do not

include reimbursement provisions for services rendered by another locality. The statewide mutual aid program includes such a reimbursement provision. As Arlington County discovered after Sept. 11, Federal Emergency Management Agency (FEMA) policies do not allow for federal reimbursement to assisting localities unless the affected locality has a mutual aid plan that includes a reimbursement provision. FEMA made an exception in Arlington's case, but said it would not do so again.

To find out more about the statewide mutual aid program and how your community can join it, visit the Department of Emergency Management's website at [www.vdem.state.va.us/library/mutualaid/StateMAid.cfm](http://www.vdem.state.va.us/library/mutualaid/StateMAid.cfm). This site includes an implementation guidebook, member localities, a model resolution and event agreement, and frequently asked questions. ♦

## FROM THE CAPITOL

## VDOT borrows construction funds to support operations



The leadership of the Virginia Department of Transportation borrowed \$69 million from the transportation construction fund in the first quarter of fiscal year 2002 (July-September 2001), to support the maintenance and operating fund.

The transfer, made during July-September 2001, was required because of 3.9 percent negative revenue growth and higher than expected maintenance costs (\$52 million more than a year ago). The Highway Maintenance and Operating Fund (HMOF) supports maintenance operations and administrative costs, including personnel expenditures.

VDOT retains the ability to borrow transportation funds to support the HMOF. The construction fund — the Transportation Trust Fund (TTF) — experienced positive revenue growth in the first quarter due to an increase in federal reimbursements. State revenue sources in the TTF are flat.

VDOT's leaders and cash forecasters predict that both the HMOF and the TTF will maintain positive cash balances at the end of the fiscal year (June 30, 2002). However, the prediction is based on four key assumptions, including:

- \$70 million in fiscal year 2001 state general funds will be returned to the TTF.

(As part of fiscal year 2001 year-end accounting measures, the governor transferred \$85 million from the TTF to the state general fund; \$70 million was dedicated to highways and \$15 million was dedicated to transit.);

- VDOT will collect \$250 million more in federal construction reimbursements than it did last year. (\$250 million represents an increase of more than 33 percent; federal reimbursements are up by \$171 million in the first quarter of fiscal year 2002);

- Construction fund program expenses will be \$97 million less than actual fiscal year 2001 expenses; and

- TTF revenues will match the fiscal year 2002 estimate developed in December, 2000. (The forecast assumes 7.2 percent growth in the retail sales and use tax. The sales and use component comprises 57 percent of the state share of the TTF. As noted, state revenue sources in the TTF are flat.)

Staff to the Senate Committee of Finance apprised the committee members of VDOT's recent actions at its meeting of Friday, Oct. 19. As a footnote, it now appears that VDOT will release the proposed Transportation Development Plan (the new six-year plan) at the November meeting of the Commonwealth Transportation Board. ❖

## Education funding to maintain 'status quo' requirements creeps up

General fund support for direct aid to public education will need to increase by \$413.4 million in the 2002-2004 biennium just to keep even, according to a report presented at the Oct. 21 meeting of the Senate Finance Committee in Richmond. The cost had been estimated at \$412 million at the September meeting of the state Board of Education.

Assistant Superintendent Dan Timberlake told the committee that this increase only reflects technical changes (to reflect such cost factors as changes such in the number of students, inflation and fringe benefit rates). The \$413.4 million, therefore, includes no policy changes and

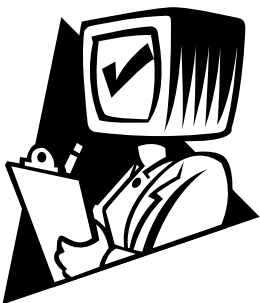
is what is required simply to maintain the status quo.

The calculation of the cost of the technical changes will continue to be adjusted as additional data becomes available. For example, the special education child count and changes in local composite indexes have not been completed. Timberlake told the committee that the Department of Education will not begin the process of revising the local composite indexes until it receives needed data from the Department of Taxation, which is expected in late October or early November. The composite index is revised every two years. ❖



## FROM THE CAPITOL

## VRS board certifies rates



The Board of Trustees of the Virginia Retirement System certified a retirement rate of 4.24 percent of payroll for teachers, the retirement rate now in effect.

The retirement rate, however, was not the only cost factor addressed by the board when it met in Richmond on Oct. 18. The board certified an increase in the rate applied to the group life insurance program offered teachers, and it certified a slight decrease in the rate applied for the health insurance credit.

All told, the board certified a combined rate for teachers at 5.89 percent of payroll, up 0.17 percent from the 5.72 percent rate in effect for this year. This action continues the blending of rates for state employees and teachers begun in 2000. The effect of combining state employees and teachers for the purpose of setting a contribution rate has the effect of lowering the rate required for teachers.

Bill Leighty, director of the VRS, presented the board's action to the Senate Finance Committee at its Oct. 21 meeting in Richmond. Leighty said that an actuarial study performed for VRS showed that the rates could be dropped to 3.60 percent, based on the market value of the VRS portfolio as of June 30. Because of uncertainty about the stock market and in

a desire to stabilize contribution rates, however, the board recommended retention of the current rate of 4.24 percent.

Leighty advised the committee to not expect retirement rates to decline in the future, but to rise over the next five years as stock market losses are absorbed. VRS uses a five-year smoothing technique that allows the ups and downs of the economy to be reflected over a five-year period. For example, on an actuarial basis, VRS has had a 10.9 percent return on its investment in 2001 because five years experience entered into the calculation of the return. On a market basis, however, the return rate for 2001 is 7.5 percent.

The downturn in the economy has taken its toll on VRS assets, which have declined from \$39.5 billion in Dec. 2000 to \$35.3 billion on Oct. 12. These figures don't reveal that the portfolio had dropped even further, to \$34.3 billion at the end of September. The portfolio has begun recovering from the economic effects of the Sept. 11 terrorist attacks, and the value of the portfolio is approximately back to what it was on Sept. 10.

In other action, the board took action that allows VRS members called to active duty for "Operation Enduring Freedom" to receive service credit for the time served in the military. ❖

## Medicaid expenditures rising

After about four years of modest Medicaid expenditure growth rates, states have begun to experience an increased level of average annual growth in total Medicaid expenditures. With declining revenue forecasts and budget cuts in a number of states, this growth in expenditures may leave states scrambling for ways to balance costs while serving vulnerable populations. This was one of the findings in a report on the future outlook on Medicaid presented to the Senate Finance Committee on Oct. 19 by Diane Rowland, executive vice president of the Henry J. Kaiser Family Foundation and executive director of the Kaiser Foundation's Commission on Medicaid and the Uninsured.

Medicaid is a health care program for low-income and disabled Americans of all ages. Medicaid programs in Virginia are primarily funded with federal-state dollars, with the exception of the Comprehensive Services Act, where local governments pay a share of the state's match for services to

Medicaid-eligible youth. In addition, local social services agencies perform the eligibility work for all Medicaid cases statewide.

While children make up the greatest percentage of Medicaid beneficiaries nationally at 51.2 percent, they account for only 15 percent of Medicaid expenditures. The elderly and disabled, who make up 27.4 percent of the Medicaid population, account for 67 percent of Medicaid expenditures.

Rowland reported that while the average cost to Medicaid for each enrolled child is \$1,225 a year, Medicaid pays an average of \$9,558 a year for each disabled person and \$11,235 for each elderly person. The rising costs and need for pharmaceuticals are a big factor in driving up expenditures, and Rowland said that the elderly and disabled depend most on Medicaid's prescription drug benefits. Pharmacy costs have experienced the greatest percentage increases in expenditures with double-digit increases since 1996, while health care

*Continued on page 5*

## FROM THE CAPITOL

Medicaid  
continued...

provider rates, enrollment and long-term care round out the list of reasons for Medicaid expenditure growth in the past year. While there was talk at the federal level of moving some of the prescription

drug responsibility to Medicare, which does not pay the prescription drug costs for its beneficiaries, Rowland said that discussion fell silent after Sept. 11. ❖

Work group  
weighs making  
manufactured  
homes a 'by-right  
use' in single-  
family districts

A Virginia Housing Study Commission work group was scheduled to consider a proposal to require localities to treat manufactured houses as single-family dwellings and to make them "by-right" in all single-family districts as this issue of *Update* went to press (Oct. 25). The Manufactured and Modular Housing Association, which put forth the proposal, contends that the proposal will promote affordable housing. The study was established by SJ437, which directed VHSC to study manufactured houses as a way to promote affordable housing.

The text of the proposal is as follows:

15.2-2290.1 Certain manufactured homes deemed same as site-built homes  
*"Localities adopting and enforcing zoning ordinances under the provisions of this article shall provide that any new, multi-sectioned*

*manufactured home on an individual lot and on a permanent foundation with masonry skirting shall*

*be defined in all zoning ordinances as a single family dwelling, and shall be permitted in any zoning district that permits single family dwellings constructed to the Uniform Statewide Building Code, subject to development standards that are equivalent to those applicable to a site-built single-family dwelling with the same or equivalent zoning districts."*

Manufactured housing is defined as structures built under the 1976 Department of Housing and Urban Development Manufactured Housing Code, which preempts local code standards, and is commonly referred to as "HUD Code Housing." These units have white HUD stickers, showing construction in compliance with the HUD rules. The HUD sticker preempts local building code compliance for the structures. Modular houses are those structures that are assembled on the site and are subject to local building codes.

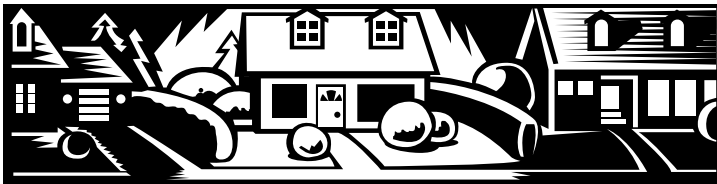
The league is concerned about the proposal for a number of reasons.

Localities should retain the authority to decide how to accommodate and promote affordable housing. This is a land-use issue. The proposal would be a mandate from the state that takes away another piece of local government authority. Requiring manufactured houses in all single-family districts is not a useful way to promote affordable housing. The proposal appears to further the interests of the manufactured housing industry more than it promotes more affordable housing.

The proposal appears to exclude the traditional house trailer by using the term "multi-sectioned manufactured home." The term, however, is not defined, and therefore would include the traditional double-wide, in addition to structures that look like stick-built houses. This raises the issue of whether such housing actually furthers affordable housing, because, unlike stick-built housing, some types of manufactured homes decline in value over time.

The proposal does make manufactured houses subject to the same zoning limitations to which all other single-family homes are subject, such as minimum/maximum floor area ratios, setbacks, minimum square footage and similar rules. Housing in an historic district would also presumably be subject to the historic district rules. Some protection is provided by these factors. However, in a number of localities, manufactured houses are not allowed in the more expensive single-family areas today. Without enacting new safeguards, such as FARs, that authority would cease if the law passes.

The current § 15.2-2290 requires localities to allow manufactured houses in agricultural zoning districts where agricultural activity is the dominant use. Therefore, the subject has already been broached, in that limited context, in the state code. The proposal would be a major expansion of the existing law. ❖



## FROM THE CAPITOL

## Committee tackles future of local government and telecommunications



The Infrastructure Advisory Committee to the legislature's Joint Commission on Technology and Science discussed whether local governments should be allowed to provide telecommunications services when it met Oct. 17. With the exception of a few technicalities, state law prohibits local governments from investing in and deploying fiber optic infrastructure. Community leaders from the Front Royal-Warren County area, as well as the Lynchburg area, testified.

Front Royal and Warren County have been unable to lure significant new industries and technologies because the area lacks certain infrastructure, including fiber optics. Front Royal and Warren are geographically isolated from the "information highway." Although the area is less than an hour's drive from northern Virginia, and even closer to the booming economy of the Winchester-Frederick County area, new and expanding industries are bypassing the area.

Lynchburg invested in the necessary infrastructure before the enactment of legislation in 1998 that effectively barred localities from installing fiber. Subsequent to the passage of the current law, Lynchburg sold the infrastructure to a private company that has in-turn sold fiber

to local businesses. The city's initial investment has paid economic dividends. The city was proactive and encouraged economic growth by building and deploying the necessary infrastructure.

A representative of the Virginia Economic Development Partnership advised the committee that it is imperative that all regions of the state maintain a fiber optic infrastructure. The state official, however, stopped short of calling for a repeal of the 1998 law.

As expected, the committee members representing the telecommunications industry suggested that they are expeditiously deploying fiber throughout the Commonwealth. The private sector continues to argue that localities have very little reason to enter the marketplace and that they alone — as opposed to municipalities with available right-of-way and conduits — are uniquely qualified to react to local and regional market demands.

The committee did not develop a consensus or final recommendation. The committee will likely return to this topic at its next meeting scheduled on Nov. 20. The committee is co-chaired by Sen. Stephen D. Newman and Del. Kenneth R. Plum. ♦

## REGULATIONS

## Intended Regulatory Action

Minimum Standards for Virginia Delinquency Prevention and Youth Development Act Grant Programs. The State Board of Juvenile Justice has proposed action to emphasize the coordinating role of Offices of Youth in youth development and delinquency prevention programs. The proposed amendment emphasizes the Office on Youth's responsibility in planning for and evaluation of community youth development and delinquency prevention programs. Although delivery of direct services by offices on youth is de-emphasized, the amendments place additional quality control requirements on those programs that are directly delivered by offices on youth. Those requirements closely follow minimum standards already in effect for other nonresidential programs regulated by the Board of Juvenile Justice. The

agency does not intend to hold a public hearing on the proposed regulation. Contact Donald Carignan, Department of Juvenile Justice, at 804/371-0743 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 ensure that court services are as uniform as practicable throughout the Commonwealth. The purpose of the proposed action is to tighten a wide range of procedural practices by court services units, with the goal of ensuring uniform statewide services that meet minimum established services levels. The department has introduced a statewide manual of standard operating procedures for court services units, and the amendments formalize many of the procedural instructions included in that manual. In addition, certain existing standards will be made more flexible to allow court services units to take into account the circumstances of a

particular case based, for example, on a juvenile's risk of re-offending, and taking into account the length of time a committed juvenile will serve in a juvenile correctional setting before returning to the community on parole. The agency intends to hold a public hearing. For more information, contact Donald Carignan, Department of Juvenile Justice, at 804/371-0743.

## Proposed Regulations

Licensure Regulations for School Personnel. The State Board of Education has proposed amendments conform the regulations to statute by (i) providing for a three-year, nonrenewable Local Eligibility License; (ii) requiring that individuals seeking licensure who graduated from Virginia institutions of higher education only be licensed if the endorsement areas offered at such institutions have been assessed by a national accrediting agency or by a state

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## REGULATIONS

approved process, with final accreditation by the Board of Education; (iii) recognizing national certification from the National Board of Professional Teaching Standards or a nationally recognized certification program approved by the Board of Education for comparable endorsements on a license; and (iv) providing that acts related to secure mandatory tests as specified in the Code of Virginia may be reasons for revocation or suspension of a teaching license. In addition, the proposed amendments expand provisions for license renewal and initial licensure by requiring demonstration of proficiency in educational technology and training to promote academic progress and preparation for the Standards of Learning and modifying certain professional studies requirements regarding identification of gifted students, improved school/family communication and increased family involvement. The proposed regulations also add a fourth option for obtaining a division superintendent license. Public comments may be submitted until Dec. 7. For additional information, contact Thomas Elliott, Department of Education, at 804/371-2522.

Mandatory Standards for the Certification of First Offender Drug Abuse Diversion and Education Programs; Mandatory Standards for Community Mental Health Programs; Mandatory Standards for Community Mental Retardation Programs; and Mandatory Standards for Community Substance Abuse Programs. The State Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS) has proposed repeal of four regulations that prescribe minimum standards for mental health, mental retardation and substance abuse programs for community services boards and first offender drug abuse diversion and education programs. These regulations were first promulgated in the early 1980s and were designed to ensure the health, safety and welfare of individuals receiving services from these programs. All of these community programs are now subject to the boards licensing regula-

tions that govern program operations and are intended to protect clients who receive services from these programs. The four regulations also duplicate many elements of the department's contracts with community services boards, which are monitored through routine performance reports and reviews. Therefore, these regulations are not necessary and are proposed for repeal. Contact Wendy Brown, DMHMRSAS, at 804/225-2252.

Regulations for Respite and Emergency Care Admissions to State Mental Retardation Facilities. The DMHMRSAS has proposed amendments to revise maximum length of stay to conform to current statutory requirements, clarify the case management community services board's responsibility for assuring discharges from state training centers and generally update the existing provisions to be consistent with current practice and statutory requirements. Minor revisions have also been made to assure internal consistency. A public hearing will be held. Contact Cynthia Smith, DMHMRSAS, at 804/786-0946 for additional information.

## Final Regulations

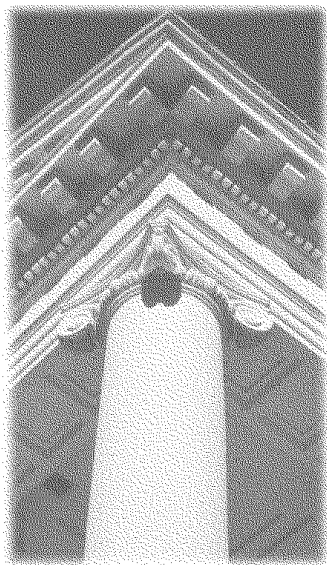
Rules and Regulations to Assure the Rights of Residents of Facilities Operated by DMHMRSAS; Rules and Regulations to Assure the Rights of Patients of Psychiatric Hospitals and Other Psychiatric Facilities Licensed by the DMHMRSAS; and Rules and Regulations to Assure the Rights of Clients in Community Programs Licensed or Funded by the DMHMRSAS. The regulation will protect the legal and human rights of individuals who receive treatment in programs and facilities operated, funded and licensed by the DMHMRSAS, excluding those operated by the Department of Corrections. Since the proposed regulation was published, there have been substantive revisions made in response to public comments regarding the requirements for seclusion, restraint, and time out; the process for filing complaints, reporting requirements for providers; and the rules of the State Human Rights Committee (SHRC) and the Local Human Rights Committee (LHRC). In addition, requirements for "consent" versus "informed consent" were clarified. Changes have also been made to clarify the criteria under

which the commissioner may exempt individuals under forensic status and individuals who were committed to the custody of the commissioner as sexually violent predators from certain human rights protections. For additional information, contact Margaret Walsh, DMHMRSAS, at 804/786-3988.

Financial Assurance Regulations for Solid Waste Disposal, Transfer and Treatment Facilities. The Virginia Waste Management Board has proposed amendments requiring submission of documentation that enables that department to verify that mechanisms are funded to the required amounts, incorporate statutory changes that have been enacted since the regulations were last amended, and maintain consistency with federal regulations. Facilities that have statistically exceeded groundwater protection standards will be required to provide an additional \$1 million of financial assurance using any one of the available financial mechanisms. Clarification is being provided as to when facilities will be required to provide the additional financial assurance and when a facility's obligation to provide the additional financial assurance ends. Also, the local government financial test is being modified so that those using a financial test that assures between 20% and 43% of their total annual revenue for environmental liabilities now will have the option of obtaining a letter of credit in addition to the options of establishing a restricted sinking fund or escrow account. For additional information, contact Melissa Porterfield, Department of Environmental Quality, at 804/698-4238. ♦

## AT THE LEAGUE

## VML membership adopts 2002 Legislative Program



The members of the Virginia Municipal League have adopted a legislative package and policy statements that will guide league staff for the 2002 General Assembly. Adoption of the legislative and policy positions occurred at VML's annual business meeting Oct. 16 in Virginia Beach.

The Legislative Program was developed by VML's Legislative Committee, chaired by Prince William County Supervisor Maureen Caddigan. There are four priority positions in the program. They are increased state funding for education and transportation, clarification of how the total amount of HB 599 funds is determined each year, and support for the recommendations of the Commission on Virginia's State and Local Tax Structure for the 21<sup>st</sup> Century. The latter includes proposals that, among other things, the state increase substantially its support for both the operational and capital costs of local school divisions; assume the full operational cost for the provision of all mandated services provided through the Comprehensive Services Act, the public health departments, the Community Services Boards, the local and regional jails, and the local social services departments; and return a share of the state income tax to localities.

VML members also reiterated their support for the income tax distribution formula, known as the 50-40-10 Plan, that was adopted last year. A handful of localities continue to object to the formula, but the consensus appears to be that the formula is generally fair, and that it is important that local governments speak with one voice on this issue. Although no action is expected on this initiative in 2002 given the significant state budget shortfall that will have to be addressed, local governments want to maintain the visibility of this issue.

Other positions included in the 2002 Legislative Program are summarized below. VML supports:

- The adoption of an urban policy for the commonwealth, and implementation of "smart growth" policies that encourage growth and economic development in urban areas.
- Development and funding of a comprehensive and statewide water quality improvement funding strategy for point and non-point source controls.
- The dedication of a stable source of

long-term state funding, up to \$40 million annually, to preserve special lands including open spaces, parks, natural areas, historic areas, farmlands, forests and recreational areas.

- A requirement that state agencies comply with local comprehensive plans and local land use regulation in the siting of telecommunication facilities such as towers and antennas.

- Legislation to clarify that local governments have the authority to prohibit the carrying of dangerous weapons in any publicly owned or leased building or property.

- Revised Medicaid requirements and increased state funding to allow for greater use of, and increased reimbursements for, in-home care.

- A comprehensive array of behavioral health care services at the state and community level whether or not consumers are eligible for Medicaid, as well as support for increased funding of the mental retardation waiver program.

- Full state funding of substance abuse and mental health services in local jails and juvenile detention homes, including transitional services in the community to keep offenders from relapsing.

- The restoration of funding for the Virginia Housing Partnership Fund and innovative financing programs, such as guaranteeing Section 8 home loans with private banks, that allow more low-income individuals and families the opportunity to purchase homes.

- Legislation that permits all localities to enact photo-red traffic enforcement programs as a means of improving public safety by reducing the number of accidents and fatalities caused by running red lights.

- Maintaining state funding commitments in public education, local law enforcement, health services, behavioral health services and transportation despite state budget pressures.

- A pilot acculturation program that focuses on English language instruction for new residents with limited English proficiency.

- A pilot outreach program that gives information about FAMIS, the state health insurance program for children, to residents with limited English proficiency.

- Creation of a legislative study commission to undertake a comprehensive

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## FROM THE CAPITOL

## Legislative Program continued ...

examination of issues associated with the Virginia Retirement System.

- Legislation that would allow political subdivisions, at their option, to participate in the Virginia Sickness and Disability Program.

- The creation of a task force that will further the development of e-communities across the commonwealth.

VML opposes:

- Increased recycling mandates or introduction of a municipal solid waste tipping fee without first developing equitable allocation formulas and examining the impact such a fee will have on local governments.

- Any attempts to impede the authority of local governments to install and provide modern telecommunications facilities when a locality determines that private industry is not providing such services consistent with community needs

- Mandatory clustering provisions in any locality, as well as opposition to mandating a specific type of clustering in those localities that use this land use tool.

The 2002 VML Legislative Program will be mailed to members, and the Legislative Program and Policy Statements will be posted on the league's web site soon. ❖

## 'In-fill' information needed

VML MEMBER LOCAL GOVERNMENTS operating successful in-fill housing programs are asked to provide background information on them to VML.

Please mail information on your in-fill housing programs to VML at: P.O. Box 12164, Richmond, Va. 23241 or send by FAX to 804/343-3758. ❖

## 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. ❖

## Zoning Administrator, King William County

SALARY: DOQ. (Pop. 13,100) Interpret and ensure compliance with county land use and environmental codes, including zoning ordinances, subdivision ordinances, wetlands ordinances, erosion and sediment control ordinances, stormwater management, and GIS. Submit completed county employment application, resume

and 5 professional references to: County Director of Community Development, King William County, P.O. Box 215, King William, VA 23086. Complete job description and county application obtained by calling 804/769-4969. Open until filled. EOE.

## Construction Codes Inspector III/II/I, Arlington County

SALARY: \$38,787-\$54,716 (Level III), \$36,010-\$50,810 (Level II) or \$30,372-\$42,835 (Level I) DOE. Ensure building construction conforms with codes, ordinances and approved plans and specifications by applying knowledge of building construction materials and methods, building construction procedures, violations and construction defects. Employment application form is required. See full job announcement and apply at [www.co.arlington.va.us/pers](http://www.co.arlington.va.us/pers) or, to have paper materials mailed to you, call 703/228-3363 (24-hr jobline); 703/228-3500 (Employment Desk); 703/228-4613 (TTY phone users only). #5313-2A-PHD Deadline: Nov. 8. EOE.

## Community Inspector IV, Arlington County

SALARY: \$38,787-\$50,134. Field inspector to coordinate, mentor, train team in the Community Code Enforcement Section doing field inspections of residential and commercial property for compliance with: zoning; condition of private property; noise; and property maintenance. Assist in prosecution; make referrals; and monitor long-term compliance. Quality control / administrative responsibilities. Three yrs exper investigating related violations. Employment application form required. See full job announcement and apply electronically at [www.co.arlington.va.us/pers](http://www.co.arlington.va.us/pers) or, to have paper materials mailed to you, call 703/228-3363 (24-hr jobline); 703/228-3500 (Employment Desk); 703/228-4613 (TTY phone users only). #5304-2B-PHD. Deadline: Nov. 15. EOE.

## Human Resources Director, Asheville, N.C.

SALARY: DOE/DOQ (+) benefits. Lead 15-member dept w/ \$707,000 operating bdgt. Customer focused team includes Health

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## POSITIONS

Services, Employee Relations, Benefits, Compensation, Employment, and Training & Development. Possess 8-10 yrs progressively responsible HR admin. exper. Work history must demonstrate a successful progression of increased HR responsibility culminating in a role equiv. to director. A bachelor's degree in public, business or personnel administration or a related field is req; MPA preferred. SPHR preferred. To obtain details and an application packet, contact Pat Ezzell, Human Resources, P.O. Box 7148, Asheville, NC 28802; 828/259-5690; E-mail: PatN@mail.ci.asheville.nc.us. Mail completed applicant packages to: Office of the City Manager, City of Asheville, Attn: HR Director Search, P.O. Box 7148, Asheville, N.C. 28802. Open until filled. EOE.

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

SALARY: \$38,455-\$40,401 to start. (Pop. 33,000) Direct career and volunteer emergency medical services and fire personnel; assist with administration of the career and volunteer emergency medical and fire services programs, to include recruitment and retention; assist with budget preparation; engage in providing life support procedures; provide incident command at emergency scenes. Educ. and exper. equiv. to a 2-yr. degree (+) course work in upper level college courses; possess EMT/paramedic certificate; min. of FFII, Inst II, Officer II standards established by NFPA; min. 3 yrs. supervisory exper. in EMS, fire, emergency management or related field. For application and job description, call the Human Resource Office at 804/733-2600. Additional info: www.princegeorgeva.org. Deadline: Nov. 7.

### Erosion and Sediment Control Specialist, Prince George County

SALARY: \$32,018-\$33,639 to start. Perform technical and professional planning and research in administering erosion and sediment control ordinance to include administering, monitoring and enforcing the Chesapeake Bay Resource Protection Areas and Resource Management Areas; assisting property owners, contractors and the public with inquiries related to land disturbance, erosion and sediment control and site plan requirements, wetlands regulations and floodplain information. Reports to the director of planning. Must have an associate's degree,

supplemented by 3 yrs. of exper. in construction and/or drafting; or any equiv. comb. of training and exper. For application and job description, call the Human Resource Office at 804/733-2600. Additional information: www.princegeorgeva.org. Deadline: Nov. 7.

### Deputy Sheriff (Part-Time), Prince George County

SALARY: \$10 an hour. Perform sheriff and law enforcement activities. Tasks are service oriented and include transporting prisoners, serving warrants and maintaining reports. HS diploma or GED; must possess Va. Department of Criminal Justice Services certificate and valid Va. driver's license. For application and job description, call the Human Resource Office at 804/733-2600. Additional info: www.princegeorgeva.org. Deadline: Nov. 7.

### Zoning Administrator, Prince George County

SALARY: \$35,237-\$37,021. Serve as planner/zoning administrator with duties to include zoning administration and enforcement and administrative responsibilities in land development, review and approval process. Staff liaison to BZA; represents dept. in court cases involving zoning violations; assists in review of site plans; reviews and approves building permit applications. Bachelor's deg. in planning or related field and/or equiv. work exper. preferred. For application and job description, call the Human Resource Office at 804/733-2600. Additional information: www.princegeorgeva.org. Deadline: Nov. 7.

### Accounting Administrator (Public Utilities), Chesapeake

SALARY: \$38,752 (+) benefits. Involves assignments relating to public utilities in accounting and customer service. Maintain and prepare complex financial records. Help prepare financial statements and end-of-year closing documents and quarterly consolidation statements involving several funds; assist in reviewing data used to prepare capital and operating bdgts; track and forecast revenue and expenses; maintain debt service info. Supervise accounting and payroll sections. Apply to: City of Chesapeake, Dept. of Human Resources, P.O. Box 15225, Chesapeake, VA 23328 (306 Cedar Road, City Hall, 4<sup>th</sup> floor). Employment application available for download at www.chesapeake.va.us. #08200100 Deadline: Oct. 24. 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. Bachelor's degree in urban or regional planning or a closely related field; master's preferred. Five-seven yrs. progressively responsible exper. in local govt. urban planning or equiv. comb. of training and exper. Submit city of Portsmouth application to the Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. www.ci.portsmouth.va.us. Open until filled. EOE

### Assistant City Manager (Administration and Finance), Portsmouth

SALARY: \$69,489-\$93,811 negotiable DOE. Works with depts. and programs, such as finance, purchasing, risk management, legislative services and info. technology, to provide oversight in development and execution of initiatives and policies. A primary advisor to the city manager on organizational development, financial and administrative matters, resolution of issues, and in development of strategic goals, operating budget and capital improvement plan. Submit a completed city of Portsmouth application to the Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. www.ci.portsmouth.va.us. Open until filled. EOE

### Assistant City Manager (Community Services), Portsmouth

SALARY: \$69,489-\$93,811 negotiable DOE. Works with depts. and programs, such as social services, mental health, housing, museums, libraries and community relations, to provide oversight in development and execution of initiatives and policies of the city. A primary adviser to the city manager on organizational development, resolution of issues, and in development of strategic goals. Submit a completed city of Portsmouth application to the Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. www.ci.portsmouth.va.us. Open until filled. EOE.

## POSITIONS

## City Manager, Radford

**SALARY:** \$85,000-\$95,000 DOQ. Current manager retiring after 23 yrs. Reports to 5-member council, including mayor. Directs daily operations of the city, including Police, Fire, Finance, Electric, Water/Wastewater and Street Departments. Possess knowledge of or have exper. in public admin., financial mngmnt., personnel mngmnt. and economic development. Previous exper. in municipal govt. desirable. Must also possess bachelor's degree from accredited college or university. Advanced degree preferred. Current budget: \$37 million; 229 FT employees. Resume and chronological work and salary history to: City of Radford, Attn: Belinda Coffin, 619 Second St., Radford, VA 24141. Deadline: Dec. 10. EOE.

Director of Budget,  
Chesapeake

**SALARY:** \$64,526-\$100,015 negotiable. Financial professional with excel. analytical, interpersonal and communication skills to prepare and analyze operating and capital improvement bdgts. Provides financial and performance analysis of programs, operations and policies. Prepares operating and capital improvement bdgts. Monitors and forecasts revenues and expenditures to identify long-range financial needs. Confidential resumes to: Mary Bullock, Assistant Director of Human Resources, City of Chesapeake, P.O. Box 15225, Chesapeake, VA 23328. E-mail: selection@pers.city.chesapeake.va.us. Web site: www.chesapeake.va.us. City of Chesapeake application may be obtained on-line or by request to the Department of Human Resources 757/382-6492. #10150109. Deadline: Nov. 21. EOE.

Principal Planner,  
Chesterfield County

**SALARY:** \$38,571-\$65,866. Develop land-use plan amendments to comprehensive plan, as well as prepare related implementation ordinances. Reqs. working with residents, development interests, community organizations, elected and appointed officials and other county depts. Master's degree in planning with 5 yrs. professional planning exper.; or an equiv. comb. of training and exper. Pre-employment drug test req. County employment application req. Go to [www.chesterfield.gov/jobs](http://www.chesterfield.gov/jobs) to obtain a copy. Deadline: Nov. 15. EOE.

## City Manager, Kannapolis, N.C.

**SALARY:** Competitive (+) benefits. (Pop. 40,000) Two managers since ICMA recognition in 1984. \$27M bdgt. w/200 employees. Seven-member non-partisan city council consists of six members elected at-large for 4-yr. staggered terms and a mayor elected at-large for a 4-yr. term. Reqs. bachelor's degree (MBA/MPA preferred); strong professional, administrative leadership, substantial record of success in industrial / economic development; resourceful, conservative mngmnt. skills; sensitive to employee/community interaction and relationships; team-oriented, progressive, visionary. Significant mngmnt. exper. and history of stable tenure. Resume, work-related references and salary history to: Roger Scott, Senior Vice President, Springsted Incorporated, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; 757/422-1711. Deadline: Dec. 1. EOE.

## Chief Planner, Petersburg

**SALARY:** \$32,352-\$52,642 range. Performs difficult professional work handling assignments in social, physical and economic planning; develops and administers community development activities, e.g., citizen participation activities, redevelopment and conservation projects, relocation, demolition and related projects. Submit application and/or resume and reqs. for needed accommodations to: City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit [www.petersburg-va.org](http://www.petersburg-va.org) for more information. Deadline: Nov. 2. EOE.

## Zoning Officer, Front Royal

**SALARY:** \$31,595-\$45,760 DOQ (+) benefits. Enforce zoning / subdivision ordinances, and environmental codes; review site/subdivision plans; and assist contractors, architects and general public. Reports to dir. of planning. Will acquire thorough knowledge of Front Royal's zoning and subdivision ordinances and environmental codes. Ability to read and interpret blueprints, site plans and architectural designs req. Applications are available and will be accepted at Town Hall, 16 N. Royal Ave., P.O. Box 1560, Front Royal, VA 22630, (540) 635-3929, TFRPERSL@SHENTEL.NET. Open until filled.

Civil Engineer IV, Norfolk  
(Utilities Department)

**SALARY:** \$49,574-\$79,250. Supervise professional, technical and clerical employees working with water/wastewater design and construction contracts, plans, specifications, and cost estimates; prepare/ administer

operating and capital improvement budgets. Qualifications include: bachelor's deg. in civil engineering, and 5 yrs. increasingly responsible exper. in design and construction of utility facilities, including at least 2 yrs. supervisory exper. or equiv. Reqs. professional engineer's license. Apply, using position number (#1337), to: Department of Human Resources, City of Norfolk, 100 City Hall Bldg., Norfolk, VA 23501. Deadline: depends on response. EOE.

Civil Engineer III, Norfolk  
(Utilities Department)

**SALARY:** \$46,460-\$74,274. Supervise professional, technical and clerical employees working with water/wastewater design and construction contracts, plans, specifications, and cost estimates; assist with preparation of operating and capital improvement bdgts. Qualifications include bachelor's degree in civil engineering, and 4 yrs. of exper. in design and construction of utility facilities, including at least 1 yr. of supervisory exper. or equiv. Reqs. professional engineer's license. Apply, using position number (#1994), to: Department of Human Resources, City of Norfolk, 100 City Hall Bldg., Norfolk, VA 23501. Deadline: depends on response. 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. procurement, personnel mngmnt. 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

## Planner I, Warren County

**SALARY:** \$28,273 to start DOE/DOQ (+) benefits. Assist with operation of Planning Department; participate in organizing and directing planning and zoning activities, services, programs and staff; review applications for conditional use permits and

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## POSITIONS

rezonings, and perform site plan and subdivision plat review; coordinate work with the county administrator, planning director and other dept. directors; provide staff support for boards and commissions. Any comb. of educ. and exper. equiv. to graduation from an accredited college or university with a degree in planning or related field and experience in professional planning. Master's preferred. Applications available: County Administrator's Office, 220 N. Commerce Ave., Suite 100, Front Royal, VA 22630, or call 540/636-4600. Open until filled. EOE.

**Emergency Response (E-911) Communications System Director, Dinwiddie County**  
**SALARY:** \$37,305 to start. Under general supervision of the county administrator, new position will manage the operation of the new county emergency response communications center (E-911). County application, including references and a brief salary history, must be submitted to: Office of the County Administrator, Pamplin Administration Building, 14016 Boydton Plank Road, Dinwiddie, VA 23841. County application, along with a full job description, obtained at same address by calling 804/469-4500. Open until filled. EOE.

**Neighborhood Improvement Specialist, Herndon**  
**SALARY:** \$44,550-plus DOQ. Work with residents and homeowners associations to strengthen neighborhoods. Bachelor's degree in planning or related field, bilingual in English and Spanish desirable, 3-plus yrs. working with community groups and possess knowledge of state and federal housing programs and resources. 40 hrs./week, some evening and weekend hrs. Call 703/481-1185 or e-mail jobs@town.herndon.va.us for information/application or visit our website at www.town.herndon.va.us. Open until filled. EOE.

**Economic Development Director, Leesburg**  
**SALARY:** \$66,139-\$85,981 hiring range. (Pop. 30,000 +) Attract, retain quality economic development prospects and assist existing businesses; supervise tourism coordinator, downtown consultant and grant administration. Exper. in retaining and enhancing historic downtowns, particularly programs such as

Mainstreet USA, and skills to serve as a central point of contact for businesses, developers and contractors. Report to town manager. Reqs: BA in related field and 8 yrs. exper. in economic development or equiv. comb. of educ./exper. MA preferred. Complete req. application (see www.leesburgva.org) and send to: HR Department, Town of Leesburg, 25 W. Market St., Leesburg, VA 20176. Open until filled. EOE.

**Construction Codes Technician, Arlington County**  
**SALARY:** \$30,372-\$39,245 (entry range). Coordinate and expedite construction permit issuance process at public service counter and over the telephone by communicating with homeowners, developers, architects, engineers and contractors. Review applications and issue building, electrical, plumbing, mechanical, or other permits; resolve issues related to permit applications, fees, calculation of square footage, inspections, and plans and specifications submitted. Reqs: Relevant associate's degree and 6 mos. exper. in the building and construction trades. Prefer exper. processing permits and providing technical info. Apply at www.co.arlington.va.us/pers or for paper application call 703/228-3363 (24-hr jobline); 703/228-3500 (Employment Desk); 703/228-4613 (TTY Users only). 5316-2A-PHD/Deadline: Oct. 18. EOE.

**Assistant Director, Dinwiddie County Water Authority**  
**SALARY:** Negotiable. Perform engineering, administrative, and supervisory work in the county's water and sewer authority. Supervise appx. 12 employees, administering contracts and contract labor, with annual bdgt. of appx. \$3 million. Reqs. bachelor's degree in civil engineering, supplemented by 5 yrs. of progressively responsible exper. in mngmnt. of utility operations and maintenance, exhibiting progressive supervisory responsibilities. Virginia P.E. License preferred. Send salary requirements and resume to Dinwiddie County Water Authority, 23008 Airpark Drive, Petersburg, VA 23803. Attention: W. Robert Harrison, Executive Director. Open until filled.

**Engineer, Ashland**  
**SALARY:** \$38,564-\$48,205 (+) benefits for civil engineer or \$44,642-\$55,802 (+) benefits for town engineer. Seeking either a civil engineer or a town engineer. Applies civil engineering knowledge and skills for: preparation and review of specifications, plans, estimates, contracts and reports

involved in the construction, maintenance and operation of road, drainage, site plan and erosion control plans. Knowledge of principles and practices of civil engineering, erosion and sediment control and Chesapeake Bay Preservation Act regs. req. Civil engineer reqs. bachelor's deg. in civil engineering, an Engineer in Training Certificate and 2 yrs. progressive professional exper. in civil engineering, or any equiv. comb. of exper. / training. Town engineer reqs. bachelor's degree in civil engineering, registration as professional engineer and 4-7 yrs. progressive professional exper. in civil engineering, or any equiv. comb. of exper. / training. Town applications to: P.O. Box 1600, Ashland, VA 23005 or dropped off at Town Hall, 101 Thompson St. Deadline: Oct. 31.

**City Attorney, Monroe, N.C.**  
**SALARY:** Up to \$95,000 DOQ/DOE (+) benefits. (Pop. 26,400). Legal advisor to city council, city manager and city depts. Approve all contracts, agreements, ordinances, policies and related documents. Prepare legal documentation, legal opinions and represent the city in federal and state courts as req. May also direct contract attorneys. One of fastest growing cities in N.C., just southeast of Charlotte. Council/manager gov't. with non-partisan mayor and 6 council members. Full-service city, including water/sewer, electric and natural gas. Reqs. license to practice in N.C. or ability to obtain a license within 6 mos. Recruitment brochure available from The Mercer Group. Confidential resumes to: James Mercer, President, The Mercer Group, Inc., 5579B Chamblee Dunwoody Road, #511, Atlanta, GA 30338. Voice: 770/551-0403; fax: 770/399-9749; E-Mail: mercer@mindspring.com. Deadline: Nov. 2. EOE.

**Assistant to the Building Official, Portsmouth**  
**SALARY:** \$44,019. Administer compliance with the Virginia Uniform Statewide Building Code (USBC), Virginia Industrialized Building and Manufactured Home Safety Regulations, Virginia Amusement Device Regulations and Flood Proofing and Elevations (FEMA) regulations. Supervise administrative and technical staff to ensure adherence to current building codes. Responsible for educating the public on building safety concerns and code compliance. Submit a completed City of Portsmouth application to any local Virginia Employment Commission. Visit www.ci.portsmouth.va.us for detailed reqs. Open until filled. EOE.

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## POSITIONS

Director of Finance, Radford  
 SALARY: \$60,945-\$67,995 DOE, DOQ (+) benefits. Director of finance retiring Dec. 31 after 23 years. Reports to city manager. Request application from: City Manager's Office, 619 Second St., Radford, VA 24141. Tel: 540/731-3603 or from: Virginia Workforce Center, 206 Third Ave., Radford, VA 24141. Completed application and resume should be returned to the city manager or VEC. Deadline: Oct. 30. EOE.

Airport Director, Virginia Tech/Montgomery Regional Airport Authority, Blacksburg  
 SALARY: Negotiable DOE/DOQ. Virginia Tech/Montgomery Executive Airport. Reqs. bachelor's degree in aviation mngmnt., business or related field and 5 yrs. of mngmnt. exper. in a general aviation airport. Submit letter of application, resume, letters of reference / recommendation and salary reqs. to: Gary A. Huff, Chairman, Virginia Tech/Montgomery Regional Airport Authority, c/o Town of Blacksburg, 300 S. Main St., P.O. Box 90003, Blacksburg, VA 24062, 540/961-1130, ghuff@blacksburg.gov. Open until filled.

City Planner, Lynchburg  
 SALARY: \$40,227-\$62,400. Oversee staff of 3 planners and supported by award-winning staff and ordinances, and a state-of-the-art GIS. Work closely with director of the department, the strategic planner and other staff in a team approach to address planning issues and incorporate the updated Comprehensive Plan. Opportunities range from new development to neighborhood redevelopment and major corridor improvements. Promising candidates will be contacted as soon as they are identified. Contact: Office of Human Resources, City Hall, 900 Church St., Lynchburg, Va. 24505, 804/847-1315. Fax 804/845-4304, or e-mail at chambrc@ci.lynchburg.va.us. Visit [www.ci.lynchburg.va.us](http://www.ci.lynchburg.va.us). Open until filled. EOE.

Zoning Technician, Dumfries  
 SALARY: \$36,648-\$38,480 (+) benefits. Reqs. comprehensive knowledge of zoning procedures, related environmental codes; ability to read blueprints, site plans and architectural designs; and thorough knowledge of legal procedures related to zoning code enforcement. Submit cover letter, resume and employment application

to: Town of Dumfries, Attn: Mr. Wilkins, P.O. Box 56, Dumfries, VA 22026. Applications available at the Dumfries Town Hall, 17755 Main St. or call 703/221-3400, ext. 117. Deadline: Oct. 31. EOE.

Planner, Goochland County  
 SALARY: \$35,694-\$53,674. Prepare revised comprehensive plan, village plans for major and minor villages within the county, and serve as GIS planner. Must have thorough knowledge of the principles and practices of planning, including an understanding of the fundamentals of economics, environmental issues, sociology and research procedures, and general knowledge of the various codes and regulations pertaining to planning; knowledge of GIS and ability to develop planning programs utilizing GIS. County employment application is req. and is available by calling 804/556-5330 and online at [www.co.goochland.va.us](http://www.co.goochland.va.us). Submit applications to: County Administrator's Office, 2938 River Road West, P.O. Box 10, Goochland, VA 23063. Contact: 804/556-5329. E-mail: [countyadmin@co.goochland.va.us](mailto:countyadmin@co.goochland.va.us). Deadline: Oct. 31. EOE.

Assistants to the County Manager, Arlington County  
 SALARY: \$55,415-\$104,975 Seeking two experienced leaders to be a part of county manager's leadership team. Assignments and salaries are flexible, and may change over time based on skills of the incumbents. Constituent Relations: Serves as ombudsman and focal point for the community, identifying and addressing both specific and systemic issues raised by constituents in partnership with county agencies and the county board. Planning and Development: Serves as catalyst and facilitator for the county's planning and development efforts in partnership with the appropriate county agencies. Works closely with the county board to develop the bi-monthly meeting agenda. Candidates must have a bachelor's degree and at least 3 yrs. of progressively responsible experience in area of interest. Desirable: Spanish language skills; experience in local gov't.; and an MPA. Experience must include demonstrated accomplishments and tangible results. Work involves frequent Saturday and evening meetings. Apply immediately. Complete an application electronically at [www.co.arlington.va.us/pers](http://www.co.arlington.va.us/pers) or e-mail resume to [pers@co.arlington.va.us](mailto:pers@co.arlington.va.us) using the job title for the subject line — or fax it with a cover sheet indicating the position title to 703/228-3265. To request paper application call 703/228-3363 (24-hr jobline); 703/228-

3500 (Employment Desk); 703/228-4613 (TTY Users only). Open until filled. EOE.

Operator in Charge Wastewater Plant, Onancock

SALARY: \$45,000-\$50,000 DOQ (+) benefits after probation. Reqs. Class II wastewater license and ability to obtain a Class IV license in 1 yr.; experience in plant operations, lab procedures and basic mechanical abilities. Send resume to: Town Manager Susan D. Scott, Town of Onancock, 15 North St., Onancock, VA 23417.

Housing Community Developer IV, Fairfax County

SALARY: \$47,624-\$63,499 (+) benefits. (Grade S27) 3 positions available. Work with community to coordinate and manage multifaceted revitalization efforts within designated commercial and residential revitalization areas. Focus on economic development activities, area marketing and business promotion, business retention and recruitment, strategic thinking and planning, physical improvements and program management. Works directly with volunteers, civic and business organizations in designated communities to develop strategic public and private plans for maintaining and improving economic conditions. Coordinates work of county and community teams supporting revitalization. Apply: Send resume and resume attachment form to: Fairfax County Application Center, 12000 Government Center Pkwy., #170, Fairfax, VA 22035. Visit web site at [www.fairfax.va.us/jobs](http://www.fairfax.va.us/jobs) for detailed information on application procedures. Job #01-1816. Open until filled. EOE.

Housing Community Developer IV, Fairfax County

SALARY: \$47,624 - \$63,499 (+) benefits. (Grade S27) Coordinates and manages provision of multifaceted revitalization services to commercial and residential areas of economic development, real estate finance, marketing, and business retention and recruitment. Works directly with civic and business organizations in designated communities to develop strategic plans for maintaining and improving economic conditions. Coordinates work of county interagency teams established to develop policies and programs in support of revitalization. Apply: Send resume and resume attachment form to: Fairfax County Application Center, 12000 Government

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## POSITIONS

Center Pkwy., #170, Fairfax, VA 22035. Visit web site at [www.fairfax.va.us/jobs](http://www.fairfax.va.us/jobs) for detailed information on application procedures. Job #01-1488  
Open until filled. EOE.

Zoning Officer, Williamsburg  
SALARY: \$27,586-\$34,485 DOQ.  
Assists in administration of zoning ordinance (including signs and architectural review), erosion and sedimentation control ordinance, and other land use regulations. Duties include field inspections, notifications of ordinance violations and plan review. Should have excellent communication skills, computer skills and ability to work effectively with the public, staff, elected and appointed officials. A job description and applications are available in the City Manager's Office, 401 Lafayette St., Williamsburg, VA 23185 or call 220-6105 (TTY 220-6108). Open until filled. EOE.

Parks Manager, Leesburg  
SALARY: \$51,638-\$67,129 hiring range.  
Professional and administrative work, including landscape architecture, park planning, design and development/construction, park improvements, maintenance, plan review and long-range planning for public parks and facilities. Supervise and manage capital improvement projects; review rezoning and development plans; beautification projects, adopt-a-park, and other related functions. Coordinate park maintenance program, including supervision of grounds-keeping crew. Send completed

Town of Leesburg application (see [www.leesburgva.org](http://www.leesburgva.org)) and resume to: Human Resources Department, Town of Leesburg, P.O. Box 88, Leesburg, VA 20178. Open until filled. EOE.

Human Resources Director, Leesburg  
SALARY: \$66,000-\$86,000 hiring range.  
Reports directly to city manager as part of Executive Leadership Team. Key change agent for town's pursuit of higher performance and continuous learning. HR Department services 12 depts. and more than 280 employees in areas of recruitment and selection, compensation and classification, training and organizational development, employee relations and HRIS. Send completed Town of Leesburg application (see [www.leesburgva.org](http://www.leesburgva.org)) and resume with a detailed description of current and prior job experience related to Human Resources field to: Human Resources Department, Town of Leesburg, P.O. Box 88, Leesburg, VA 20178. Open until filled. EOE.

Director of Planning, Zoning and Development, Leesburg  
SALARY: \$71,827-\$93,375 hiring range.  
Report directly to town manager. Manage the town's planning, zoning, permitting, code enforcement, environmental and land development functions while collaborating on a townwide pursuit of higher performance. Send completed Town of Leesburg application (see [www.leesburgva.org](http://www.leesburgva.org)) and resume with a detailed description of current and prior job experience to: HR Department, Town of Leesburg, P.O. Box 88, Leesburg, VA 20178, EOE.

Director of Economic Development, Stafford County  
SALARY: Negotiable. Directs and develops recruitment and marketing of business, tourism and industrial development programs and services; administers program for researching, collecting and furnishing info. and materials on the county's industrial location factors to businesses; visits prospective businesses and industries to promote location programs; consults with Industrial Development Authority, Fredericksburg Regional Alliance, Virginia Economic Development Partnership, Virginia Department of Business Assistance, local industries, Realtors and advisory committees regarding developmental activity planning and implementation. Send required county application, 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.

DEADLINES: *The deadline for placing a job advertisement in the next issue of Update is Friday, Nov. 2. 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

Governor's Conference on Aging, Oct. 15-16, Williamsburg

Speakers include Gov. Jim Gilmore and Art Linkletter. Information: 540/231-2014 or e-mail to Jane Todd at [janetodd@vt.edu](mailto:janetodd@vt.edu). Conference web page at [www.conted.vt.edu/aging](http://www.conted.vt.edu/aging).

Governor's Workforce Leadership Conference, Oct. 22-24, Richmond

Sponsored by the Virginia Workforce Council. Deadline for full registration (\$125) is Sept. 30. Deadline for Rich-

mond Marriott hotel reservations at conference rate (\$77) is Sept. 24. Information: visit [www.vaworkforce.com](http://www.vaworkforce.com) or send e-mail to: [pbodkin@vec.state.va.us](mailto:pbodkin@vec.state.va.us) or call Pamela Bodkin at 804/786-8711.

International Association of Chiefs of Police Annual Conference, Oct. 27-31, Toronto  
Information: 461/808-2001; [iacp2000@torontopolice.on.ca](mailto:iacp2000@torontopolice.on.ca)

The Art of Influencing: Getting Results Without Authority, Oct. 31, Richmond

Master the elements of influencing, regardless of your position within an organization. Time and location: 9 a.m.-4 p.m., University

of Virginia, Continuing Education Center (Richmond). Learn to find common ground with colleagues, develop credibility and speak persuasively. Learn the difference between influence, authority and manipulation; how to take the initiative to get things done; and how to enlist the cooperation of others. Planned and coordinated by VCU Center for Public Policy and Virginia Institute of Government. Registration, \$95; Contact: Harlean Owens, VCU Center for Public Policy at 804/827-0486 or [hsowens@vcu.edu](mailto:hsowens@vcu.edu). Seminar leader is Ellen Cluverius, a trainer in the areas of leadership, communication and interpersonal skills with more than 20 yrs. exper.

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**CALENDAR**

12<sup>th</sup> Annual Virginia GIS Conference, Nov. 1-2, Roanoke  
 Information: Virginia Association of Planning District Commissions at 540/343-4417 or e-mail: rvarc@rvarc.org.

Virginia Association of Counties Annual Conference, Nov. 11-13, Hot Springs  
 Information: 804/343-2502; richey@vaco.org; www.vaco.org

American Water Works Association Water Quality Technology Conference, Nov. 11-14, Nashville  
 Information: 800/926-7337 or 303-794-7711; www.awwa.org

American Association of State Highway and Transportation Officials Annual Meeting, Nov. 30-Dec. 4, Fort Worth  
 Information: 202-624-5800; www.aashto.org

National League of Cities Congress of Cities and Exposition, Dec. 4-8, Atlanta  
 Information: 202-626-3105; rossides@nlc.org; www.nlc.org

*The deadline for placing a calendar item in the next issue of Update is Friday, Nov. 2. Preferred method of submitting items is via e-mail to David Parsons at: dparsons@vml.org. You may also submit via FAX at: 804/343-3758.*

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