

# Update

September 28, 2001

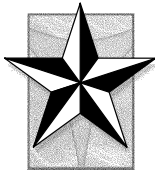


VML Annual Conference  
Virginia Beach, Oct. 14-16

The newsletter of the  
Virginia Municipal League

## Inside...

1-10



VIRGINIA  
ELECTED OFFICIALS  
LEADERSHIP  
ACADEMY

*Read about launch  
of the leadership  
academy (see page 4)*

*Public safety collective  
bargaining bill clears  
Senate committee*

*Inlander, Nader  
to address community  
health seminar*

## VML delivers message to governor's tax panel

VML and VACo took their message of state income tax sharing and increased state funding for education to the Commission of Government Finance Reform when it met Sept. 24 in Charlottesville. The two organizations told commission members that the best way to address the financial pressures facing local governments is to return a share of the state income tax to localities, and substantially increase state funding for education. VML and VACo made a joint presentation to the gubernatorial commission charged with recommending broad reforms to Virginia's taxing structure and constitution by the end of this year. Former Congressman Tom Bliley, who also served as mayor of Rich-

mond and is a past president of VML, chairs the commission.

The presentation by VML Deputy Director Betty Long, VACo Director of Public Finance Ellen Davenport and VACo consultant Suzette Denslow included background information on the structure of Virginia's local governments and the responsibilities assigned to them by the state. In addition, the briefing provided information about local government revenues, local spending on education, a comparison of real estate tax and personal income tax growth over time, and an overview of the financial pressures facing Virginia's local governments. It also explained the rationale behind

*Continued on page 2*

## Domestic terrorism session scheduled for VML Conference

In response to the recent terrorist attacks in New York and Virginia, VML is preparing a two-hour pre-conference session to address some basic questions for local elected officials regarding domestic terrorism prevention and response.

The topics to be covered likely will include the powers and responsibilities of local elected officials in times of a threat or attack, protecting local services and intergovernmental resources.

The session will run from 3 p.m. to 5 p.m. on Sunday, Oct. 14, at the Virginia Beach Pavilion. Additional information regarding speakers and topics will be posted on the VML website and at the VML conference registration desk on Oct. 14.

*Continued on page 3*

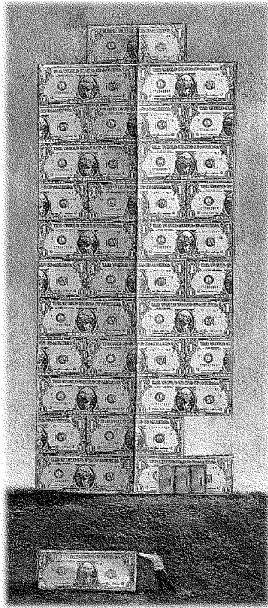
## Governor responds to airport closure; forms task force

IN RESPONSE TO THE SEPT. 11 attack on the Pentagon, Gov. James S. Gilmore III has offered assistance to thousands of Virginia airline workers who have been laid off as a result of the closure of Ronald Reagan Washington National Airport. The airport is located in Arlington County. The governor also announced the establishment of the Virginia Post-Attack Economic Response Task Force. The task force is charged with coordinating state government activities related to the Commonwealth's long-term economic recovery efforts. The governor's office has indicated a

*Continued on page 4*

## FROM THE CAPITOL

## Governor's tax commission continued...



the VML and VACo-endorsed income tax sharing plan referred to as the 50/40/10 Plan.

Other points stressed in the presentation were:

- The state relies heavily on local governments to deliver services to citizens, especially in the area of education. When one takes into account all operating and capital spending for education, local governments bear 57 percent of the cost; the state bears 31 percent; the federal government pays 5 percent; and the one-cent of the sales tax dedicated to education accounts for the remaining 7 percent. Local spending, including capital costs, exceeds the state's SOQ requirements by more than \$2.8 billion.

- Local revenue growth has declined since the recession of the early 1990s. Even during a period of unprecedented economic growth, most local governments experienced modest revenue growth at best. On average, local revenues grew by almost 11 percent in the years preceding the last recession. Since the last recession, average revenue growth was less than 6 percent. Since the early 1980s, personal income tax, the largest state revenue source, has grown considerably faster than the real estate tax, the largest local revenue source.

- Local governments are diverse. There is no single description of their financial conditions. Nonetheless, most local governments are struggling with a variety of financial pressures, which may result from, among other things, high levels of poverty and a stagnant tax base, or high levels of population growth and the need to provide new infrastructure rapidly.

The diversity that characterizes local governments in the state makes it difficult to enact sweeping changes to existing taxing authority because: 1) it is hard to find simple solutions that treat all localities equitably; 2) any tax tradeoffs must protect against winners and losers; and 3) even "hold harmless" features cannot protect local governments from losing future revenue growth that they would have otherwise experienced.

VML and VACo specifically addressed the concept of replacing the personal property tax with income tax. Long told the commission that such a tradeoff is likely to result in long-term winners and losers among localities despite any "hold harmless" features that may be incorporated in such a plan. She also pointed out that local governments don't have ample resources to do all that is expected of them now, so tax restructuring needs to result in new revenue for all localities.

The commission also heard from numerous organizations representing business interests. These included the Virginia Chamber of Commerce, the Virginia Manufacturers Association, the National Federation of Independent Business and the Virginia Cable Telecommunications Association. The chamber's senior vice president for government affairs, Sandra D. Bowen, said that tax restructuring should be advanced to the highest priority, because until the issue is addressed, Virginia won't be able to make the investments necessary to secure its future. She said the chamber supports sharing state income tax revenues with localities, with certain caveats: that the state not impose new unfunded mandates on localities, that localities act responsibly by not using the additional revenues to reduce their real estate taxes, and that income tax sharing be spelled out in the state constitution.

Jeffrey Eisenach, president of the Progress and Freedom Foundation, urged the commission to reform state and local telecommunications taxes by simplifying the rate structure and reducing rates. He also called for creation of a commission to look at other states that are taking a comprehensive approach to reforming telecommunications taxes. He claimed that Virginia's state and local taxes on telecommunications are among the highest in the country.

The next meeting of the commission will take place Oct. 23 in Northern Virginia. The commission also plans to meet in November, probably in the Williamsburg area. ❖

## AT THE LEAGUE

VML conference  
continued...

## Conference updates

In addition to the Sunday afternoon program on domestic terrorism, VML has two full days of workshops, seminars and general sessions designed to educate local officials.

Here are a handful of late additions to the conference program, several reminders, and descriptions of other previously announced sessions.

## Petersen to speak at Monday session

John Petersen, president and division director of the Government Finance Group, will address the opening General Session on Monday morning, Oct. 15. Petersen was a member of the Commission on Virginia's Tax Structure for the 21<sup>st</sup> Century. An expert in public finance, Petersen will discuss the commission's recommendations and their implications for Virginia generally, and its local governments specifically. Also speaking at this session will be Joe Riley, mayor of Charleston, S.C., and Don Upson, Virginia secretary of technology.

## Chmura to address Women in Local Government luncheon

Christine Chmura, president and senior economist with Chmura Economics & Analytics, and formerly chief economist at Crestar Bank (now SunTrust), will provide a general economic forecast and commentary on economic and financial trends at the Women in Local Government Luncheon, Tuesday, Oct. 16.

## Golf course venue changed

If you are planning on playing in the VML golf tournament on Sunday, please note that the course has been changed to the Red Wing Lake Municipal Golf Course, 1080 Prosperity Road. If you have not already done so, please return your handicap forms to Ronnie Spiggle, mayor of Appomattox, at P.O. Box 705, Appomattox, Va. 24522. There are still spaces available. If you wish to

play but haven't signed up, send a check for \$50 to Joni Terry, VML, P.O. Box 12164, Richmond, Va. 23241. You must be registered for the conference in order to play in the golf tournament. Once your tournament fees have been received, you will be sent a handicap form.

## Hotel cancellation deadline is here

The deadline to cancel hotel reservations was 5 p.m. Friday, Sept. 28. No refunds on deposits will be granted after this date.

## Banquet tickets required

Banquet tickets will be collected at the entrances to the banquet hall this year. You must have your banquet ticket or be on the list of full-paying conference registrants or guests in order to attend the annual banquet and Big Band Dance, featuring the Kings of Swing.

## Roundtables have something for everyone

Twenty roundtable topics have been planned for the afternoon of Tuesday, Oct. 16. Here's a sampling of some of the issues to be covered:

• *Fast track mediation* (James City County achievement award winner)

The county dramatically reduced the backlog of parental custody and visitation cases in its courts by implementing an alternative dispute resolution service called the "Fast Track Mediation Program."

• *Confederate Heritage Dialogues* (Chesterfield County achievement award winner)

Winner of the VML President's Award for Entrepreneurial Government, the county was chosen for convening a powerful series of six community meetings known as "Confederate Heritage Dialogues." The dialogues helped resolve a groundswell of emotional racial divisiveness that surfaced when the board of supervisors proclaimed April 2000 as Confederate History and Heritage Month.

• *Clean water program* (Norfolk achievement award winner)

Norfolk's Division of Environmental Storm Water Management embarked on an innovative education program called "Business Partners for Clean Water" that

is designed to help local businesses curb water pollution.

• *High growth issues* (Virginia Citizens Planning Association)

One of the biggest problems facing many Virginia communities, particularly those in rural areas, is the difficulty or inability to deal with rapidly increasing challenges being created by growth and change.

• *Neighborhood College* (Herndon)

Herndon has developed a six-week community leadership program for area residents designed to create and empower a leadership base in the community.

• *Campaign Finance Reform*

A presentation of problems and concerns faced by candidates for local office under Virginia's current election laws; a discussion of possible solutions; and an overview of the work of the General Assembly Joint Subcommittee on Campaign Finance Reform.

• *Virginia Elected Officials Leadership Academy* (VML)

The academy is a voluntary certification program open to elected officials in the cities, towns and counties belonging to VML.

• *Municipal Tree Restoration Program*

Scenic Virginia — working with the Department of Forestry, Virginia Tech, and several utility companies — has created the Municipal Tree Restoration Program. The program involves educating communities about appropriate species of trees to plant under power lines, works to take out high-growing trees that will end up being severely trimmed, and offers guidance in replacement with more appropriate low-growing trees or large shrubs.

• *Photo Red – What is it and can your locality do it?*

This public safety/traffic control tool, which is not available statewide, will be explained and the importance of working toward enabling legislation will be discussed. ♦

## FROM THE CAPITOL

Reagan National  
Airport continued...

- Gilmore -

willingness to appoint local government leaders to the task force.

Gilmore announced his initiatives at a press event at the airport on Wednesday, Sept. 19. The governor was joined at the event by the Virginia congressional delegation representing northern Virginia. The participants at the event along with local leaders from Virginia, Maryland and the District of Columbia have urged President Bush to re-open the facility in a reasonable amount of time. The governor and the region's leaders agree that security at the airport is of paramount importance and new security measures must be put in place prior to the re-opening of the facility. National is the only major commercial facility in the nation that has not re-opened since the Sept. 11 terrorist attacks. The federal government has not announced plans to re-open the airport.

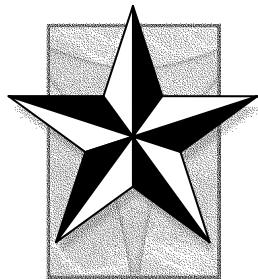
The governor directed the Virginia Employment Commission "to take all appropriate steps to assist workers displaced as a result of the [airport]." In particular, Gilmore announced the establishment of an on-site help center to

assist workers in securing benefits. The governor has requested \$5.1 million in funding assistance from the U.S. Department of Labor to assist the state in responding to the effects of the recent attacks. The funding is intended to help the VEC expedite the processing of unemployment claims resulting from the continued closure of the airport.

The Virginia Post-Attack Economic Response Task Force will be chaired by Barry E. DuVal, the governor's secretary of commerce and trade. It is charged with helping to stimulate economic development and trade, tourism, workforce services, ground transportation, aviation, energy, financial, agricultural, ports and legal services.

A 1998 study found that the total and annual economic impact of the airport is approximately \$5.3 billion in business revenue, \$2.1 billion in personal income and 87,000 jobs. Nearly 16 million passengers used Reagan National last year. About 20 million passengers each used Dulles International Airport in Loudoun and Fairfax counties, and Baltimore-Washington International Airport in Maryland last year. ❖

## AT THE LEAGUE

Virginia Elected  
Officials  
Leadership  
Academy launchedVIRGINIA  
ELECTED OFFICIALS  
LEADERSHIP  
ACADEMY

VML has initiated the Virginia Elected Officials Leadership Academy, a voluntary certification program open to elected officials in VML-member localities. The VML Executive Committee approved creation of the program, which has been in the planning stages for the past year, in July.

The program encourages continuing education for local elected officials, promotes excellence and recognizes local officials who have taken advantage of available training opportunities. Completion of the first level of the program, which requires accumulation of 40 credits, will lead to the attainment of a Certified Local Government Official designation. Local officials will be able to receive credit for attending existing training opportunities, such as the VML Annual Conference and other meetings. Credits are awarded generally on an hour-by-hour basis for training attended. For example, attendance at the VML Annual Conference offers the opportunity of earning up to 10 credits.

Elected officials from VML-member localities who participate in VML Insurance Programs will be able to receive credit for attending regional workshops offered periodically. For example, the Virginia

Municipal Liability Pool will hold workshops this fall for its members on property and liability coverages, conducting lawful workplace investigations, preventing age discrimination claims, effective special events planning and mitigating water and sewer liability claims. The workshops will be held Oct. 25 in Bristol, Oct. 26 in Lynchburg, Nov. 8 in Williamsburg and Nov. 9 in Manassas. Participation is limited to members of the VMLP. Registration materials will be available at the VML Annual Conference. (For additional information on these workshops call David Smith at 804/643-0274; e-mail [dsmith@vml.org](mailto:dsmith@vml.org)).

A brochure explaining the academy was mailed this week to elected officials. For additional information on the academy, call league staff members Mary Jo Fields or Kimberly Pollard at 804/649-8471. They also may be reached by e-mail ([mfields@vml.org](mailto:mfields@vml.org) or [kpollard@vml.org](mailto:kpollard@vml.org)). Enrollment information also will be distributed at the VML Annual Conference on Oct. 14-16 at the Virginia Beach Convention Center. In addition, the academy is among the topics to be covered during the Local Government Roundtables, to be held Tuesday, Oct. 16 from 1:15 -3 p.m. ❖

## IN CONGRESS

Public safety  
collective  
bargaining bill  
clears Senate  
committee

The U.S. Senate Committee on Health, Education, Labor and Pensions reported out legislation Sept. 13 that would mandate collective bargaining for local and state public safety departments (police, fire and emergency services).

S. 952, the Public Safety Employer-Employee Cooperation Act of 2001, easily cleared the committee, in part because the patron and two major co-sponsors sit on the panel. The bill is now on the Senate's consent calendar, which means it could be brought up for action at any time. A companion bill, H.R. 1475, remains in a House committee.

This bill grants public safety officers the right to form and join a union that would serve as the exclusive bargaining representative for these employees. It would require local governments to recognize these labor organizations, and agree to

bargain with them, and commit to any agreements through either a contract or memorandum of understanding. It would direct the Federal Labor Relations Authority to issue regulations establishing collective bargaining procedures in all states where the authority has determined the state does not provide for such rights.

The Public Service Research Council reports that Congressional offices have received many calls and letters of support from proponents of this legislation, but very few responses from opponents. A staff member in Virginia Sen. George Allen's office confirmed that they had received a number of calls about this bill. Local officials who wish to comment on it should contact the offices of Allen and Sen. John Warner. Warner's telephone number is 202/224-2023; Allen's telephone number is 202/224-4024. ♦

## ETCETERA

Inlander, Nader  
to address  
community health  
seminar

Charles Inlander, president of the People's Medical Society and a regular commentator on public radio's Marketplace program, as well as consumer activist Ralph Nader will be featured speakers at "Planning for the Health of Our Communities," a forum to be held Nov. 2 in Richmond. Sponsored by the Central Virginia Health Planning Agency, this forum is intended to bring stakeholders together to encourage "grassroots" involvement in community health decisions and talk about tools and practices to improve the health status of communities.

Nader will discuss universal health care and coverage and the factors keeping

America from success. Inlander, chief executive officer of the largest consumer health advocacy organization in the country, will talk about health care issues "from the other end of the stethoscope." Other speakers for the day-long forum will address successful community health improvement initiatives from different parts of the commonwealth.

The forum will be held at the Holiday Inn Select, Koger South Conference Center on Midlothian Turnpike in Richmond. Registration for the forum is \$75. For more information, call the Central Virginia Health Planning Agency at 804/233-6206. ♦

## 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. ♦

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. Req. 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: [mercerv@mindspring.com](mailto:mercerv@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

*Continued on page 6*

## POSITIONS

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](http://www.ci.portsmouth.va.us) for detailed reqs. Open until filled. EOE.

### Senior Marketing and Development Manager, Hampton

SALARY: DOQ/DOE. Recruit and attract new businesses and work with the existing businesses on retention and expansion issues. Knowledgeable in areas of corporate capital investment, commercial real estate financing, marketing, public relations and development / construction issues. Ability to communicate effectively — such as in briefings and presentations — and in written reports and proposals. Visit [www.hampton.gov/hr](http://www.hampton.gov/hr) for additional information. Send resume and salary requirements to: City of Hampton, Department of Human Resources, 22 Lincoln St., Hampton, VA 23669, [hrdept@hampton.gov](mailto:hrdept@hampton.gov).

### Historic Administrator, Vienna

SALARY: Negotiable/contract. Historic Vienna Inc. (HVI), in conjunction with the Town of Vienna, will contract with a person to enhance the preservation and promotion activities of Vienna's history and historic sites. Work will involve planning, organizing, implementing and managing programs and tasks related to the operation and administration of the town's historic facilities and preservation objectives as established by the Vienna Town Council and HVI's Board of Directors. HVI is soliciting proposals from individuals for this service. Contract hours will be for 25-30 hrs. per week. Resume and cover letter to: Historic Vienna Inc., P.O. Box 53, Vienna, VA 22183 or faxed to 703/255-6399, or via e-mail to [dpr@ci.vienna.va.us](mailto:dpr@ci.vienna.va.us). Contact: Richard Black, staff representative to HVI, 703/255-6356. Deadline: Oct. 15. EOE.

### Director of Finance, Radford

SALARY: \$60,945-\$67,995 DOE, DOQ (+) benefits. Director of finance retiring Dec. 31 after 23 years of service. 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. Com-

pleted 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](mailto: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 [chambr@ci.lynchburg.va.us](mailto:chambr@ci.lynchburg.va.us). Visit [www.ci.lynchburg.va.us](http://www.ci.lynchburg.va.us). Open until filled. EOE.

### Deputy Director of Planning and Development, Nags Head, N.C.

SALARY: \$46,294-\$65,412. Seeking dynamic customer service oriented individual to assume newly created position. Nags Head is a resort community on the Outer Banks of North Carolina. Possess master's degree in planning or a bachelor's supplemented by coastal experience. Prior work in North Carolina also beneficial. Respond to P.O. Box 99, Nags Head, N.C. 27959. Deadline: Oct. 15. EEO.

### 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.

### E-911 Coordinator, Scott County

SALARY: Upper \$30's DOE/DOQ (+) benefits. Develop and administer new E-911 system. Under general supervision of county administrator and working with advisory E-911 Steering Committee, responsible for developing and coordinating implementation strategy for an E-911 system to completion and integration of that system with the current county central dispatch system. Will likely manage the E-911 center once operational, including developing policies and procedures, developing and administering the annual operating bldgt., investigating and handling complaints, and day-to-day supervision of the center. Any comb. of educ. and exper. equiv. to graduation from accredited college or university with a 4 yr. degree in public administration, business, communications, geography, planning or related field. Exper. in emergency response operations preferred. Knowledge of and responsible working exper. with E-911 system development and installation essential. Demonstrated knowledge of computer mapping systems (GIS preferred), database management, and operation of a computerized dispatch center and telecommunications system req. Letter of interest, resume, salary history, and at least 3 professional references to: County Administrator, Scott County, 112 Water St., Suite 1, Gate City, VA 24251. Deadline: Oct. 12. 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.

### Chief of Police, Bowling Green

SALARY: DOQ. Responsible for department with one other officer providing law enforcement in a town of appx. 950

*Continued on page 9*

## POSITIONS

residents. Previous police administration exper. preferred. Must have current certification as a Va. police officer. Send cover letter and resume to Town Manager, P.O. Box 468, Bowling Green, VA 22427, 804/633-6212. Deadline: Oct. 15.

#### 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 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 application 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.

#### Senior Planner, Frederick County

SALARY: \$38,780-\$44,890 DOQ. Responsibilities include comprehensive planning involving long- and short-range projects, master

development plan and site plan review; preparation and presentation of reports to board of supervisors, planning commission and various committees; and assisting planning staff with dept. work program. Reqs. considerable knowledge of planning principles and practices, local gov't. regs., analytical skills and ability to work with computer systems. Submit resume and cover letter to: Frederick County Personnel Office, 107 N. Kent St., Winchester, VA 22601. 540/665-5668. Only applicants selected for interviews will be contacted. Open until filled. EOE.

#### Police Officer, Prince George County

SALARY: \$26,867 to start (+) benefits. Perform wide range of law enforcement activities upon successful completion of a certified police academy and rigorous field training. Non-certified people hired in Jan. Va. certified personnel hired immediately. Must be 21, possess H.S. degree or GED and pass a thorough background investigation. College education and law enforcement experience preferred but not required. Applications: at Virginia Employment Commission, 5240 Oaklawn Blvd., Hopewell, Va., or from the Prince George County Police Department. Additional info. at: [www.princegeorgeva.org](http://www.princegeorgeva.org). Deadline: Oct. 15. EOE.

#### Assistant Director, Neighborhood and Leisure Services, Norfolk

SALARY: \$55,927-\$98,432. Lead, plan and administer neighborhood initiatives and direct Code Enforcement, Neighborhood Services, PACE program, Recreation, Parks & Forestry, Youth Development Services and Activities, and assisting Neighborhood and Leisure Services' director in the administration of the department. Directs preparation of the annual budget for Neighborhood and Leisure Services; prepares regular and special budget reports; interprets directives and/or establishes policies for carrying out directives. Send confidential resume to: City of Norfolk, Human Resources, 810 Union St., Norfolk, VA 23510; Telephone: 757/664-4486; web site: [www.city.norfolk.va.us](http://www.city.norfolk.va.us). Open until filled. EOE.

#### Town Manager, Chilhowie

SALARY: Negotiable (+) benefits. Directs daily operations and oversees department heads; provides professional administration of all town affairs; and represents the town on regional boards. Serves at pleasure of

## POSITIONS

mayor and 6-member town council. Should possess knowledge of public administration, law, ordinances and regulations, financial management, economic development and personnel management. Send resume, cover letter and chronological work and salary history to: Mayor John D. Mason Jr., P.O. Box 5012 Chilhowie, VA 24319. Deadline: Oct. 4.

#### Executive Director, Thomas Jefferson Planning District Commission

SALARY: DOQ (+) benefits. Provides executive leadership for multifaceted regional council that conducts programs in transportation planning, workforce development, housing, environmental management, human services, planning assistance, grant management, and economic development. Manages 17 employees. \$4 million budget. For information phone 434/982-5538; e-mail vapdc@virginia.edu; or visit [www.monticello.avenue.org/tjpd/](http://www.monticello.avenue.org/tjpd/). Send resume, cover letter, names of 5 references, salary history in confidence to TJPDC Search, PO Box 4897, Charlottesville VA 22905. Screening began 9/24/01. Open until filled. EOE.

#### Planner I/Code Enforcement Officer, City of Bedford

SALARY: \$25,409-\$35,902 DOQ (+) benefits. Training position with opportunity for growth. Primary duties relate to short and long-range comprehensive planning activities, technical research, customer service, and enforcement of codes relating to signage, building occupancy, nuisances, zoning, and other related matters. Working knowledge of neotraditional planning principles is preferred. Send cover letter, resume and 3 references to: Bart Warner, Director of Planning and Community Development, P.O. Box 807, Bedford, VA 24523. Phone: (540) 587-6021. E-mail: [bwarner@ci.bedford.va.us](mailto:bwarner@ci.bedford.va.us). 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 supervi-

sion 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.

#### Communications Specialist (Public Information Officer), Martinsville

SALARY: \$38,966-\$48,707 hire-in range DOQ (+) benefits. Experienced professional will perform complex assignments managing activities of Public Information Office. Prepares and disseminates press releases; implements live video programming of city council meetings and other public events; assists in preparation of grant packages; monitors regulatory and legislative affairs; communicates with citizens groups, elected officials, boards and commissions; constructs and maintains web site; represents city on communication issues at local and state meetings. Reports to city manager. For req. city application, contact City of Martinsville, Human Resources Office, 55 W. Church St., Martinsville, VA 24112, 540/ 656-5170; e-mail: [iread@ci.martinsville.va.us](mailto:iread@ci.martinsville.va.us); FAX 540/632-3168. Open until filled. EOE.

#### Economic Development Administrator, Martinsville

SALARY: \$45,915-\$57,394 hire-in range DOQ (+) benefits. (Pop. 15,500) Coordinate and manage development, redevelopment and special projects in Office of Economic Development. Design, direct and coordinate economic studies, including project management, site development and design, business and industrial marketing, strategic planning, and basic economic development activities. Research state and federal economic development programs and prepare technical reports for city council and city manager. Serve as assistant director of economic development. Req. city application can be obtained by calling 540/656-5181 or apply directly to Human Resources Office, Room 213, Municipal Building, 55 W. Church St., Martinsville, VA 24114. Open until filled. EOE.

#### Economic Development Marketing Specialist, Martinsville

SALARY: \$38,966-\$48,707 hire-in range DOQ (+) benefits. Perform marketing and research activities designed to promote domestic and international business development, redevelopment and related activities. Research, develop and implement marketing initiatives, and the design and production of confidential, comprehensive and customized proposals.

*Continued on page 9*

## POSITIONS

Req. city application can be obtained by calling 540/656-5181 or apply directly to Human Resources Office, Room 213, Municipal Building, 55 W. Church St., Martinsville, VA 24114. Open until filled. EOE.

**DEADLINES:** *The deadline for placing a job advertisement in the next issue of Update is Friday, Oct. 5. Submit ads via e-mail to David Parsons at: 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

National Association of Housing and Redevelopment Officials National Conference and Exhibition, Oct. 7-10, Nashville  
Information: 202/289-3500;  
nahro@nahro.org; www.nahro.org



Virginia Municipal League Annual Conference, Oct. 14-16, Virginia Beach  
Information: 804/649-8471;  
bmacdonald@vml.org; www.vml.org

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. Conference web page at 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 Richmond Marriott hotel reservations at conference rate (\$77) is Sept. 24. Information: visit www.vaworkforce.com or send e-mail to: 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

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 hshowens@vcu.edu. Seminar leader is Ellen Cluverius, a trainer in the areas of leadership, communication and interpersonal skills with more than 20 yrs. exper.

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;  
rrichey@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, Oct. 5. 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.*