

Update

December 5, 2003



The newsletter of the
Virginia Municipal League

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Status quo could exact a heavy toll

The consequences of the General Assembly not adopting a budget that reflects tax reform for the biennium beginning July 1, 2004 could be dire for local governments, according to Secretary of Finance John Bennett.

Bennett told members of the Virginia Association of Counties Executive Committee Nov. 25 that even if all of state government except for the education, public safety, and health and human resources secretariats were eliminated, the long-term fiscal condition of the state would still require cuts in those core service areas.

Implied in Bennett's remarks: If some type of budget that reflects meaningful tax reform is not adopted, dramatic cuts in public education, HB 599 funding, ABC profits and social services should be expected.

VML President Turner M. Spencer of Hampton and Richmond Mayor Rudolph C. McCollum Jr., a VML Executive Committee member, attended the briefing.

Gov. Mark R. Warner unveiled his much-anticipated tax reform proposal on Nov. 24. It would reduce the tax burden on 65 percent of Virginians and generate more than \$1.1 billion in new revenue for the next biennium.

The plan would increase the sales tax on non-food items from 4.5 to 5.5 percent and the tax on a pack of cigarettes from 2.5 cents to 25 cents. Since Warner took office, the state budget has been cut by about \$6 billion to cover recurring shortfalls. The state is facing a \$1.2 billion shortfall in the 2004-2006 biennium.

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Money committees agree: State faces budget gap

Virginia's budget will not achieve "structural balance" through revenue growth alone during the 2004-2006 biennium even though the state's revenue outlook has improved.

Thanks to a modest surplus from fiscal year 2003, growth in state revenues and a one-time infusion of federal funds, the state should be able to meet its obligations in the fiscal year that ends June 30, 2004. These commitments include the additional costs for Medicaid (\$142.6 million), Hurricane Isabel relief (\$35 million) and the promised extra deposit to the rainy day fund (\$128.5 million).

Such relief will likely be temporary. For the 2004-2006 biennium, revenue growth appears insufficient to cover the base budget

and all of the mandated, high priority budget items. Preliminary forecasts by the staffs of the Senate Finance and House Appropriations committees estimate that Virginia faces at least a \$1 billion shortfall in revenue to meet its base budget and high priority needs for the two-year budget. These priority items do not include improvements or initiatives in any area of government. They include only those items mandated by federal or state law or determined to be of the very highest priority by the General Assembly.

These predictions were offered at separate retreats held by the House Appropriations and Senate Finance committees in

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FROM THE CAPITOL

Local governments and tax reform continued ...

Warner told reporters at a Capitol news conference that his plan would make Virginia financially stable and reduce pressure on local governments to raise property taxes.

The increase in the cigarette tax would generate approximately \$145 million annually. The proceeds would be dedicated to health care.

Warner's plan caps local cigarette tax rates at 50 cents. Rates currently above 50 cents in cities and towns would be allowed to stay in place. Counties would be allowed to impose a local cigarette tax of up to 20 cents per pack, beginning July 1, 2004, 35 cents per pack in 2005 and 50 cents per pack in 2006. Only Arlington and Fairfax counties now have the authority to impose cigarette taxes. While this expands taxing authority for counties, it limits the taxing authority of municipalities.

The governor's proposed plan also:

- adjusts the income tax by increasing personal and dependent exemptions, and standard deductions. It increases the top rate on those who earn more than

\$100,000, alters filing thresholds, phases out the age deduction for those between 62 and 64 and ties the deduction to income for those 65 and older;

- reduces the sales tax on food from 4 cents to 3 cents in 2004 and then to 2.5 cents by July 1, 2005;

- phases-out the car tax in 2008 (77.5 percent for 2005, 85 percent for 2006, 92.5 percent for 2007 and 100 percent for 2008). The reimbursement rate currently is 70 percent;

- repeals the estate tax on certain taxpayers, including family farms and some closely-held businesses;

- repeals the accelerated sales tax collection for businesses;

- eliminates specific corporate income tax loopholes; and

- adopts the national streamlined sales tax project agreement to permit the state to collect the sales and use tax on Internet retail purchases.

Warner's proposed tax reform plan and budget generates an additional \$478 million in FY05 and \$541 million in

FY06. Although the governor calculates new revenues generated by his plan, he also factors in additional savings generated by forthcoming budget cuts. He will detail the new investments and budget cuts when he releases his biennial budget on Dec. 17.

Warner stated at the Nov. 24 press conference that his plan would enable Virginia to:

- increase K-12 education funding in the next biennium by an additional \$715 million;

- increase higher education funding in the next biennium by an additional \$140 million;

- dedicate \$347 million in state general fund support over the next biennium to previously authorized transportation debt (FRANs); and

- begin to replenish the Revenue Stabilization Fund, commonly referred to as the rainy day fund.

Details of the plan are on the governor's Web site: <http://www.governor.virginia.gov>. ❖

Budget gap continued ...



late November. Economists, business representatives, academics and committee staff briefed the committees on a host of issues, including health care, changing demographics, the rising costs of caring for geriatric prisoners, Medicaid growth and transportation.

According to Senate Finance Committee staff, re-benchmarking the Standards of Quality and Medicaid (increased use and inflation) will account for about 60 percent of the additional spending in the next biennium. Other priorities putting pressure on the budget include public safety (such as jail per diems and juvenile corrections), the Comprehensive Services Act, debt service, car tax payments to localities and state employee benefits.

The General Assembly and governor have dealt with about \$6 billion in budget shortfalls over the past three years by cutting services and programs, tapping one-time revenues, and by increasing an assortment of user fees.

Cuts affecting local governments included a drastic reduction in the profits

shared by the state from alcoholic beverage sales, reducing the state share of jail per diems, freezing HB 599 payments and cutting local mental health programs. The use of the rainy day fund, accelerated sales tax receipts, transfers from the transportation trust fund, and fee increases have prompted one bond-rating agency to put the state on notice that its cherished AAA status is in jeopardy of being lowered.

Staff of the respective committees presented potential options for addressing the looming budget shortfall. Use of the rainy day fund is off the table, and other one-time measures cannot be revisited so soon. That leaves additional targeted reductions, consolidation or elimination of state programs and facilities, across-the-board reductions to agency or program budgets and delayed implementation of funding increases (SOQ re-benchmarking, for example).

The House Appropriations and Senate Finance committees will shape their options more completely once Gov. Mark R. Warner presents his budget proposal to them on Dec. 17. ❖

FROM THE CAPITOL

Tax commission in flux; members will pursue own agendas

Several legislators are intent on shaping the tax restructuring agenda during the 2004 legislative session, although the legislative tax commission has failed to develop a consensus proposal. The pending proposals will affect local governments.

The SJR 347 commission will not offer a tax-restructuring plan of its own. The commission failed to reach agreement on how or whether to proceed when it met in Richmond recently. It is unlikely to meet again.

At least three members of the commission, including Del. Thelma Drake, Sen. Emmett W. Hanger Jr., and Del. Allen L. Louderback, are suggesting sweeping reforms. Each likely will offer their proposals during the 2004 legislative session.

Drake, the chair of the BPOL subcommittee, has asked VML to assist her in finding a way to eliminate the tax and replace the revenues. More specifically, she has asked VML and VACo to recommend alternative local taxes to replace the tax and its revenues. Short of eliminating the tax, Drake is interested in exploring significant reforms including converting the current \$100,000 threshold to a \$100,000 deduction. Drake also discussed eliminating current exemptions (manufacturers) in order to apply the tax

to all businesses. Upon expanding the taxable base she would lower the rates. Her subcommittee will meet in Richmond on Dec. 17 to discuss these initiatives.

Hanger is exploring several far-ranging proposals. He wants to eliminate the personal property tax on all personal vehicles but continue to reimburse localities for the lost revenues. Hanger wants to curb local cigarette taxing authority and replace it with a significantly higher state tobacco tax (approximately 30-cents per pack). He would propose sharing a portion of the new cigarette state revenues with localities. Hanger also would eliminate the estate tax and the sales tax on food, but would increase the general sales and use tax rate. He would alter the income tax similarly to Gov. Mark R. Warner (*see Page 1*). The Augusta County legislator also would initiate a new retail tax on beer.

Hanger will likely pursue a constitutional amendment that would cap increases in real estate assessments at not more than 2 percent a year. If property is sold, transferred or rezoned, the property would be reassessed at market value.

Louderback wants to adjust the income tax and the sales and use tax,

and link the age deduction for seniors to income. He proposes reducing the burden on the working poor and increasing the top rate for those who earn more than \$50,000 a year.

The loss of state revenue resulting from these actions, estimated at more than \$469 million in fiscal year 2005, would be offset by Louderback's proposal to eliminate the existing sales and use tax exemptions and by reducing the rate by one-half percent to 4 percent. His sales and use tax adjustments generate an estimated additional \$1.6 billion a year. Louderback would also generate additional revenue, estimated at more than \$114 million annually, by means testing the current age deductions for seniors who pay the income tax.

With the new revenue Louderback would repeal or eliminate other taxes including the sales tax on food, the BPOL and merchants' capital taxes, the machinery and tools tax, the accelerated sales tax payments by vendors and the estate tax.

Sen. John H. Chichester, the chairman of the Senate Finance Committee, also is expected to offer a comprehensive tax restructuring proposal.

VML will continue to monitor and discuss these and other proposals. ❖

Board of Education discusses role in improving failing schools



The state Board of Education has a duty to address situations where school "systems are totally dysfunctional, where children are trapped in a system and can't succeed," President Tom Jackson said during a Nov. 19 board meeting in Richmond.

Jackson's comments came during a discussion of the role of the state board in ensuring local compliance with the Standards of Quality.

Jackson said that the first role of the board, which it has been performing, has been to support and explain the Standards of Accreditation and Standards of Learning that were substantially revised several years ago. Its next important role will be to make sure that the state is providing adequate supervision and ensuring that divisions are

in compliance with statutory and constitutional provisions. The question will be: "What can the board do?"

Current law requires the state board to notify the attorney general when it determines that a school division has failed or refused to comply with the SOQ. The attorney general then files a petition with a circuit court for a writ of mandamus directing and requiring compliance with the standards.

The board has never exercised its authority to initiate the process for the filing of a writ of mandamus.

Jackson said the board is not going to file suit "tomorrow," but ultimately will be willing to make sure divisions are compli-

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FROM THE CAPITOL

Failing schools continued ...

ant. He also emphasized that he was not talking about the state taking over certain local schools or about a particular school division. Jackson wants to develop a process to identify school systems that — if they were private corporations — would be bankrupt. He also wants to determine what role the state board would play after such school divisions are identified.

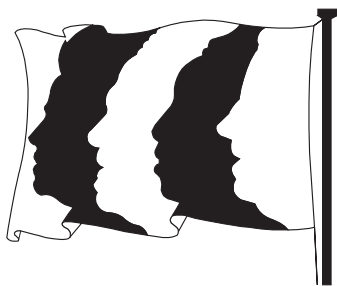
The state constitution vests the state board with the general supervision of the public school system. It vests the local school boards with the supervision of schools within that division. There is not a constitutional provision for state takeover of local schools or divisions.

State board member Mark Emblidge, a member of the Richmond School Board, chairs a board committee that is studying low-performing schools. School superintendents and school board chairmen speaking at the committee's meeting on Nov. 18 identified themes essential to school performance, including a good relationship between school boards and

superintendents. They also spoke in support of additional resources in order for schools to provide intense remediation in summer school and during the school year for students failing the Standards of Learning tests.

The Joint Legislative Audit and Review Commission is scheduled to present its study of the factors and practices associated with school performance at JLARC's meeting on Dec. 9 in Richmond. The 2003 General Assembly charged JLARC with identifying and examining (1) schools that have performed successfully in meeting the SOA and have achieved marked improvement in student and school performance; (2) demographic and other factors that may influence academic success; (3) practices and demographic information for the best- and poorest-performing school divisions; and (4) successful practices in those high-performing school divisions with marked fiscal or other challenges. ❖

VRS board certifies group life rates; look for higher costs



The Board of Trustees of the Virginia Retirement System certified a contribution rate of 1.14 percent for the life insurance program for VRS participants.

This rate is broken down into an employee share of 0.68 and an employer share of 0.46.

The breakdown into the employee and employer share is especially significant for local governments. That's because the state includes only the employer share in the calculation of the costs of the life insurance program for teachers, constitutional officers and other state-supported local employees.

In past years the state and many political subdivisions have paid both the employee and employer share of the premium, just as the state and most political subdivisions have paid the employer and employee share of retirement contribution.

The state and political subdivisions have paid nothing, however, during the current biennium because the 2002-2004 Appropriations Act included a premium holiday for the state. The holiday meant the state did not pay the premium. The VRS board then extended that holiday to political subdivisions. The group life

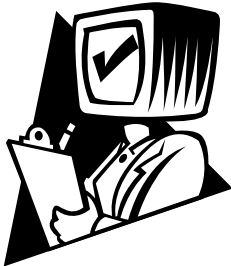
program is pooled, and had the board not extended the holiday premium to all employer groups, the political subdivisions would have ended up subsidizing the state program. The only contributions to group life made during the past two years were by employers entering into the system. Thus, the program collected about \$44,000 in fiscal year 2003. Had the certified contribution rate been in place, the life insurance program would have collected \$118.7 million.

While the state declared a premium holiday in 2002-04, it has used other approaches in other bienniums in order to hold down the costs to the state. For example, in some years the state has paid the premium for active (or current) employees, but has had a premium holiday for retired employees.

The rate for the group life insurance program is added on top of retirement contribution rates, which the board certified at its October meeting at 8.1 percent for teachers. The health credit contribution adds another 0.59 percent to the cost for retirement for teachers. In addition, many political subdivisions pick up the 5 percent employee share. ❖

FROM THE CAPITOL

Assembly committees debate re-benchmarking of SOQ costs



The cost of adjusting the current Standards of Quality program to account for changes in enrollment and other cost-drivers, “is always regarded as an off the top state cost,” according to a presentation by staff of the Senate Finance Committee at its Nov. 21 retreat in Fredericksburg.

In contrast, House Appropriations Committee staff introduced the concept of funding the re-benchmarking costs for only half of the year in FY 2005 as a way to help the state balance its budget. The discussion took place at the committee’s retreat on Nov. 19 in Williamsburg.

Some members of the House Appropriations Committee have questioned whether local salary increases for teachers that exceed the salary increases given by the state should be excluded from the costs of re-benchmarking. This would lower the base salary used in the calculation of the cost of the SOQ, which would ultimately cost local governments.

The SOQ re-benchmarking costs, which reflect no change in policy, are currently estimated at \$525 million for the 2004-06 biennium. These figures will change, however, when these data elements

become available: 2004-06 composite index figures, sales tax revenue, and fringe benefit costs (for retirement and health insurance costs).

The governor has pledged to include funding for the re-benchmarking of the SOQ in his budget, to be submitted to the money committees on Dec. 17. In addition, he has pledged to “start down the path” of funding the revisions to the SOQ proposed by the Board of Education last summer. These revisions will cost an additional \$648 a biennium when fully phased in.

Of interest to local governments, Senate Finance staff concluded in its presentation that “(t)here is a direct relationship between the local tax burden and the non-SOQ costs that localities bear.” (JLARC found local governments spent \$1.8 billion beyond the amount required for the SOQ in fiscal year 2000. Data from the state Department of Education notes that localities spent closer to \$2.8 billion beyond their required local minimum in FY02.) The staff presentation also cited a study by the U.S. General Accounting Office that suggests that greater pupil equity results by relying on state, as opposed to local sources, of funding for public education. ❖

Budget public hearings scheduled

Local governments can speak out about the proposed 2004-2006 state budget and changes to the 2002-2004 budget at a series of public hearings in early January. Gov. Mark R. Warner will present his budget to the House Appropriations, Senate Finance, and House Finance committees on Dec. 17. On Jan. 6 at noon, the House and Senate committees will conduct four regional public hearings on the proposed budgets. The locations are as follow:

- Prince William County – Northern Virginia Community College, Woodbridge

Campus Auditorium, Room 120, Seefeldt Building.

- Martinsville – Patrick Henry Community College Theatre, Walker Fine Arts Center.
- Newport News – Christopher Newport University Gaines Theatre (Student Center).
- Augusta County – County Government Center in Verona, Board Room.

A fifth public hearing will be held at the General Assembly Building in Richmond on Jan. 19 at 1 p.m. in House Room D. ❖

FOIA Council recommends streamlining records exemption provisions

Legislation will put an end to the need to wade through the 88 exemptions to the Freedom of Information Act to find the one you’re looking for. Under current law all 88 exemptions that allow governments to keep records secret are in one section: Va. Code § 2.2-3705.

The Freedom of Information Act Advisory Council has approved a rewriting of the 88 exemptions into eight separate sections. Each new section is limited to one category of exemption. For example,

the first new section will be exclusions of general application to all public bodies, such as written legal advice, contract negotiations and the like. The second section will be those exemptions that apply to public safety, including terrorism, school safety audits and crime victims.

The recommendation resulted from the frustration over trying to find exemptions in the tangle of the current 88 provisions. The

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FROM THE CAPITOL**FOIA continued ...**

council set up a work group of interested parties, including VML, to come up with recommendations. Maria Everett, the council's attorney, drafted the new bill.

The work group recognized that some specific exemptions could be placed in more than one new section. In some cases, therefore, the placement is a coin toss. The work group and council committed to not making any substantive changes to the law in the reorganization.

The council acted on the recommendation at its Dec. 1 meeting.

Also at the meeting, the council took up a request to have certain registration forms submitted to parks and recreation departments exempted from the records disclosure requirements of the law.

Frederick County's recreation employee made the request, demonstrating how the forms have significant amounts of personal information, particularly for minors who apply to participate in county recreation programs. The information includes the child's address and health information, the parents' social security numbers and medical information for the child.

The council recognized that the information is similar to information kept by a school system and that the school information is exempt from disclosure. The council was largely receptive to the request, but did not take official action. Frederick County will probably have a bill introduced during the 2004 legislative session to exempt the information. VML would support the bill.

**VML, VACo oppose state water tax**

Virginia's local governments have registered their opposition to a proposed state tax on local water bills in a letter to Gov. Mark R. Warner from the presidents of VML and VACo.

Local governments object to the proposed tax because it would restrict future local government revenue capacity and compromise the ability of local governments to fund future services. VML and VACo believe that that state should use money from its General Fund to cover the cost of protecting natural resources and providing environmental services.

"Crafting a fair and reliable way to cover the cost of protecting natural resources and providing environmental services is essential to Virginia's future," the letter from VACo's Wayne Acors and VML's Turner Spencer asserted.

"... {However,} the membership of our organizations ... opposes proposals to finance natural resource programs by

imposing state fees, state taxes or state surcharges on local government services."

The Governor's Natural Resources Funding Commission is recommending that the state require owners of a waterworks to collect \$2 per month for each customer account and send the money to Richmond. The proposal would generate approximately \$45.8 million annually. Residential water rates average around \$20 per month, and a \$2 increase would raise those rates by about 10 percent.

The commission is recommending that the water tax revenues go into a state Natural and Historic Resources Fund. Allocations from the fund would be divided between the Water Quality Improvement Fund and the Virginia Land Conservation Fund. The governor has not endorsed the water tax, or the commission's second finding option, a \$10 document recording fee that is expected to yield \$20 million annually. ❖

IN CONGRESS**Mentally ill offender diversion bill moves to House**

A bill to encourage diversion of non-violent mentally ill adults and juveniles from jails and juvenile detention has made its way from the Senate to the Judiciary Committee in the House of Representatives.

S.1194, called the Mentally Ill Offender Treatment and Crime Reduction Act of 2003, would add a section to the Omnibus Crime Control and Safe Streets Act of 1968 addressing grants for planning and implementing diversionary programs. These could include mental health courts

or other court-based programs for qualified offenders; training programs for officers and employees of jails and juvenile facilities in identifying mental illness; mental health and substance abuse treatment services; and programs that support intergovernmental cooperation between states and local governments with respect to mentally ill offenders. If funded by Congress, grants for such programs would be coordinated and awarded by the Office of the U.S. Attorney

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IN CONGRESS**Offender diversion continued ...**

General in cooperation with the Secretary of Health and Human Services.

Sen. Michael DeWine of Ohio is the patron. While no Virginians are co-patrons of the legislation, Reps. Bobby Scott, Randy Forbes, Rick Boucher and Bob Goodlatte serve on the House Judiciary Committee, which will take up the measure.

There is general consensus in Virginia that a large number of people detained in jails and juvenile facilities have mental health or substance abuse problems. Jails and local juvenile detention facilities are more or less on their own when it comes to

providing mental health services to those in their custody.

A two-year General Assembly study of treatment needs of offenders has looked at a number of issues, including uniform screening, cross-training and a Web-based system for disseminating innovative practices, and access to medications and discharge planning. At the same time, however, the state has cut funding for drug courts and substance abuse treatment programs, and to community services boards, which generally furnish mental health and substance abuse treatment to this population. ❖

REGULATIONS**Proposed Regulations**

Temporary Assistance for Needy Families (TANF). The State Board of Social Services has proposed regulations that provide rules for qualifying for TANF assistance. The regulation establishes rules pertaining to the assistance unit, income eligibility criteria, processing time frames, advance notice requirements, procedures for intentional program violations, the collection of overpaid TANF assistance, emergency assistance, and criteria for determining the availability of child care. For additional information, contact Mark Golden, Department of Social Services, at 804/692-1731 or e-mail him at mxg2@dss.state.va.us.

Final Regulations

Investigation of Child Abuse and Neglect in Out of Family Complaints. The State Board of Social Services has proposed changes to the regulation to comply with Chapter 1013 of the 2003 Acts of Assembly, which codified requirements regarding the investigation of child abuse or neglect allegations against public school personnel. In addition to providing specificity to the investigation procedures, the legislation requires local departments of social services to develop agreements with their local schools for how investigations will be conducted. Contact B.J. Zarris,

Department of Social Services, at 804/692-1220 or e-mail him at bjz900@dss.state.va.us for additional information.

Guidelines for Considering Requests for Restricting Through Trucks on Primary and Secondary Highways.

The Commonwealth Transportation Board (CTB) has proposed regulations to regulate truck traffic on primary and secondary highways through the 2003 Acts of Assembly. The action also allows the CTB to designate another authority rather than the CTB itself to approve truck restrictions. The CTB decided to delegate authority to approve truck restrictions on secondary highways, but retained the authority to approve truck restrictions on primary highways. The amendments implement the discretionary authority granted the CTB, reformat the regulation to comply with the Registrar's Form, Style and Procedure Manual (the previous version was filled by description), and update the criteria to be used in evaluating such requests from the localities to reflect current engineering practices. The amendments will: 1) promote wider access by the public to the regulation, since it will be filed in full text form with the Registrar of Regulations; 2) provide localities with an additional tool to address situations in which truck traffic poses a hazard to the community by extending the authority to primary

highways; and 3) expedite the ability to implement justifiable requests from localities. For more information, contact David Roberts, Department of Transportation, at 804/786-3620 or e-mail him at david.roberts@virginiaDOT.org.

Regulations for State Reimbursement of Local Juvenile Residential Facility Costs.

The State Board of Juvenile Justice has proposed action to make proper provision for review of reimbursement actions by the Governor as represented by the Secretary of Public Safety. Amendments are needed to clarify the sequence for submitting and approving materials at various stages of a construction project, and to clarify how construction projects can be completed and reimbursed in phases. Finally, amendments are proposed to establish a regulatory basis upon which the board may act in exercising its statutory responsibility to approve certain juvenile residential facilities, even when those facilities have been constructed without financial assistance from the Commonwealth. Contact Don Carignan, Department of Juvenile Justice, at 804/371-0743 or e-mail him at carigndr@djj.state.va.us for additional information. ❖

POSITIONS

Longer version of job ads posted at www.vml.org

Because of the number of requests it receives to publish job advertisements, VML reduces the length of the position descriptions in *Update*. A full version of all of the job listings published here for the past two months appears on VML's web site at www.vml.org. Visit the VML site and click on "Marketplace" to read the complete descriptions.

County Administrator, Page

SALARY: \$75,000 min DOQ (+) benefits. (Pop. 24,000) \$41 million bdt. Plan, direct and coordinate day-to-day operations. County residency req. Reqs. bachelor's degree with major course work in public admin. or related field. A graduate degree and/or exper. as chief or ass't. chief local govt. administrator preferred. County employment application req. Application packets available by contacting the Page County Administrator, 117 S. Court St., Luray, VA 22835 or 540/743-4142 or print off Web site at www.co.page.va.us. Send to: County Administrator's Office at the above address. Deadline: Jan. 5. EOE.

Tax Collector, Nags Head, N.C.

SALARY: \$34,960-\$49,398. Great people skills necessary for collection activities for our resort town. Previous collection experience highly desirable along with superior computer skills and attention to detail. Thorough understanding of billing practices and accounting software required. Must be able to understand and apply N.C. General Statutes. Drug free. Apply: Town of Nags Head, Attn: Personnel, P.O. Box 99, Nags Head, NC 27959. Deadline: Dec. 19. EOE.

Director Mental Health, Mental Retardation & Substance Abuse Services, Loudoun County

SALARY: Up to \$119,132 (+) benefits DOQ. (Pop. 218,000) Acts as executive director of the Loudoun County Community Services Board. Participates in strategic planning with other community services boards and participates in the General Assembly process. Must be knowledgeable of trends in community-based services, in mental health, mental retardation and substance abuse. Reqs. successful track record of developing and managing community based programs; experience with licensing, Medicaid and third party

contracting. Reqs. master's degree and min. 5 yrs. exper. in human services, plus 5 yrs. exper. supervising professional staff. Residency req. within 6 mos. E-mail resumes to: hr@loudoun.gov. To receive req. application contact: www.loudoun.gov or call 24-hr. job line: 703/777-0536 or HR: 703/777-0213. Deadline: Dec. 29. EOE.

Chief of Police, Hampton

SALARY: DOQ/DOE. (Pop. 146,000) \$20 million bdt. Lead four-time nationally accredited division of 400 employees, including 275 sworn police officers. Reports to city manager. Reqs. include: Bachelor's degree in police admin., criminal justice or related field; master's preferred; extensive and increasingly-responsible exper. Residency req. within 1 yr. Visit www.hampton.gov/hr and submit a city application, chief application addendum, and 10-page Hampton Police Division background check to: City of Hampton, HR Department, 22 Lincoln St., City Hall, 4th floor, Hampton VA 23669. Tel: 757/727-6407. FAX: 757/727-6449. E-mail: hrdept@hampton.gov. Deadline: Dec. 19. EOE

Fire Chief, Hampton

SALARY: DOQ/DOE. (Pop. 146,000) \$12.5 million bdt. Lead division comprised of fire and rescue operations with 261 employees, including 249 uniformed officers and appx. 300 volunteers, of which about 150 are active. Reports to city manager. Reqs. include: Bachelor's degree in fire science, public admin. or related field; master's preferred; extensive and increasingly-responsible exper. in fire mngmnt. position as chief, assistant/deputy chief, major or battalion chief. 'Residency req. within 1 yr. Visit www.hampton.gov/hr and submit a city application, chief application addendum, and 10-page Hampton Fire Department background check to: City of Hampton, HR Department, 22 Lincoln St., City Hall, 4th floor, Hampton VA 23669. Tel: 757/727-6407. FAX: 757/727-6449. E-mail: hrdept@hampton.gov. Deadline: Dec. 19. EOE

Key Accounts Manager (Utilities Department), Danville

SALARY: \$43,000-\$53,000 DOQ. Manage major accounts, coordinate customer information and education activities, promote service offerings, and participate in budgetary, accounting, and utility rate computations. Must understand utility rate-making and have ability to market utility services and prepare financial reports. Educ. and exper. equiv. to bachelor's degree in engineering, business marketing, or other

related field and exper. in marketing, business retention, economic dev. or utility industry exper. with large customers. Resume to: City of Danville, Human Resources Department, P.O. Box 3300, Danville, VA 24543, or access application at www.ci.danville.va.us. Open until filled. EOE.

GIS Technician, Shenandoah County

SALARY: \$24,961-\$37,055 to start (+) benefits. Responsible for parcel maintenance, map production, maintaining and producing various spatial layers within a county-wide geographic information system. Reqs. thorough knowledge of GIS, automated mapping capabilities, computer hardware and networking, cartographic principals and the ArcGIS software package. Reqs. graduation from accredited college with major course work in geography, computer science, planning, engineering or related field. For application and complete position description, visit www.co.shenandoah.va.us/jobs/index.htm or contact County Administration, 600 N. Main Street, Suite 102, Woodstock, VA. 540/459-6165. Open until filled. EOE.

General Building Maintenance Supervisor, Lynchburg

SALARY: \$33,238-\$51,563 DOQ. Coordinate, direct, supervise, plan and schedule the work of mechanics engaged in the skilled repair and maintenance of city buildings and facilities. Job information and applications available online at www.lyncburgva.gov or at Human Resources, 900 Church St., Lynchburg, VA 24504, or call 434/455-4200. Resumes accepted only when accompanied by completed city application. Deadline: Dec. 19.

City Manager, Emporia

SALARY: DOQ (+) benefits. (Pop. 5,621) Full-service municipality, \$12.7 million General Fund; \$2.4 million Utility Fund; 115 FT employees. Reports to 7-member council. Reqs. bachelor's degree in public admin. or related field, master's in public admin. or related field preferred; 5 yrs. of progressively responsible municipal mngmnt. exper. Submit cover letter, confidential resume and references to: Mayor Samuel W. Adams III, City of Emporia, P.O. Box 511, Emporia, VA 23847. Deadline: Jan. 9. Open until filled. EOE.

POSITIONS

Public Information Office Manager (Police Department), Portsmouth

SALARY: \$36,276 (+) benefits. Responsible for preparing and issuing news releases; preparing materials for radio and television; maintaining professional relations with the media. Reqs. bachelor's degree in communications, public admin. or related field. Reqs. 3-5 years of PR or public speaking exper. in a govt. setting; or any equiv. comb. of training and exper. Completed city application req. Contact: Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704-3822. Phone: 757/393-8622. InfoNet: 757/398-0682 (Code: 100). VEC: 757/396-6865. FAX: 757/393-8697. E-mail: hrm@ci.portsmouth.va.us. Deadline: Dec. 5. EOE.

Other positions

NOTICE: The following positions also are listed on VML's Web site at www.vml.org.

Director of Public Works, Dumfries

SALARY: \$50,679-\$70,951. Open until filled.

Environmental Compliance / Zoning Officer, King William County

SALARY: DOQ. Open until filled.

Assistant Director of Neighborhood & Leisure Services for Parks, Recreation and Open Spaces, Norfolk

SALARY: \$58,468-\$102,905. Open until filled.

Tax Field Auditor, Winchester

SALARY: \$33,134. Open until filled.

Building Official, Appomattox County

SALARY: \$32,394 (+) benefits. Open until filled. EOE.

Director of Finance, Albemarle County

SALARY: \$61,423-\$98,275 negotiable DOQ (+) benefits. Deadline: Dec. 15.

Police Captain, Albemarle County

SALARY: \$53,000-\$70,000 negotiable DOQ (+) benefits. Deadline: Dec. 29.

Assistant County Attorney, Arlington

SALARY: \$61,532-\$99,457. Open until filled.

City Assessor, Winchester

SALARY: DOE. Open until filled.

Director of Parks and Recreation, Bath County

SALARY: DOQ/DOE. Deadline: Dec. 12.

Director of Downtown Development, Rocky Mount, N.C.

SALARY: DOQ/DOE. Deadline: Dec. 15.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 12. 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 edits position descriptions in printed publications because of space limitations.*

CALENDAR

NLC Congress of Cities and Exposition, Dec. 9-13, Nashville

Preliminary program information will be available soon. Check www.nlc.org.

Local Government Attorneys of Virginia 2003 Fall Conference, Dec. 10-12, Williamsburg

Contact: Leisa R. Steele, Program & Members Services Coordinator, 700 E. Franklin St., Richmond, VA 23219. Tel: 804/371-0202, FAX: 804/371-0234. E-mail: lrs5c@virginia.edu.

Virginia Local Government Management Association, Feb. 18-20, Charlottesville.

Mid-Winter conference at the Boar's Head Inn, Charlottesville.

Local Government Attorneys of Virginia 2004 Spring Conference, April 22-24, Roanoke

At the Hotel Roanoke & Conference Center. Contact: Leisa R. Steele, Program & Members Services Coordinator, 700 E. Franklin St., Richmond, VA 23219. Tel: 804/371-0202, FAX: 804/371-0234. E-mail: lrs5c@virginia.edu.

Virginia Building and Code Officials Association, May 3, Charlottesville

Mid-year meeting at the Omni Hotel. Contact: Mary Jo Fields 804/649-8471 or mfields@vml.org.

Municipal Electric Power Association of Virginia, May 26-28, Virginia Beach

Annual meeting. Contact: Kimberly Pollard at kpollard@vml.org.

Virginia Local Government Management Association, June 23-26, Virginia Beach

Annual conference at the Sheraton Virginia Beach.

Virginia Municipal League Annual Conference, Oct. 3-5, Alexandria

The 99th annual meeting of VML. Contact: Joni Terry at 804/649-8471 or jterry@vml.org. Exhibitors contact: Kimberly Pollard at 804/649-8471 or kpollard@vml.org.

The deadline for placing a calendar item in the next issue of Update is Friday, Dec. 12. 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.

Update

The newsletter of the
Virginia Municipal League

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