

Update

June 20, 2003



The newsletter of the
Virginia Municipal League

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Help America Vote Act info posted online

DETAILS on the Help America Vote Act are posted on the "What's New" page of the VML Web site at www.vml.org. The same information also has been mailed to city and county managers. The material was prepared by the State Board of Elections and includes answers to such frequently asked questions as when federal money to assist local governments will be forthcoming.

Telecommunications

Industry seeks changes to how it is taxed in Va.

The telecommunications industry has proposed sweeping changes to how it is taxed in Virginia. Industry representatives laid out the proposal to the HJR 651 joint subcommittee studying telecommunication taxes on June 4 in Richmond.

The industry's proposal collapses several local telecommunication taxes, and adds a few new ones, to a single and low rate of 4.5 percent. The new rate, labeled the "state sales and use tax," would apply to the respective bill of each of the proposed taxable services. The proposed services include local exchange (local telephone calls), inter-exchange (a proposed new tax applied to long distance calls), wireless (a proposed new tax), paging (a proposed new tax), cable and satellite television (the tax on satellite is a proposed new tax). Additionally, the industry proposes separate and

monthly E-911 fees of 50 cents per landline and per wireless telephone, respectively.

The new tax would replace the following local telecommunication taxes and fees: consumer utility; local gross receipts (only the portion above 5 percent currently billed to customers); E-911 and the cable franchise fee. Additionally, the new tax would replace the Wireless E-911 and state's relay service fees. The latter assists the hearing impaired. Cable companies also would pay the right-of-way telecommunication fee that currently is applicable only to telephone landlines subscribers. The current fee is more than 60 cents per subscriber (cities and towns collect and receive their right-of-way funds; counties receive their share in the form of secondary road money from the Virginia Department of Transportation.)

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Retirement contribution rate increases forecast

The Virginia Retirement System's Board of Trustees is likely to certify retirement contribution rates for state employees and teachers at 12 percent in 2005, according to a report presented to the board by Michael Carter, the actuarial consultant to VRS. Certified rates are likely to climb to 13.7 percent by 2011. Carter made his report at a retreat held by the VRS Board of Trustees June 16-17 in Richmond.

Such a hefty increase in retirement contribution rates will translate into increased costs for public employers, including local governments.

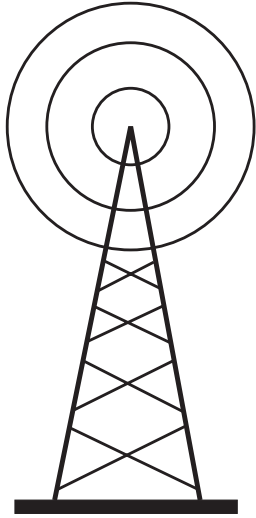
Every two years the VRS board sets an actuarially determined employer contribution retirement rate, which is a percentage of

payroll. The General Assembly, however, can and does change that rate. For example, the state made no employer retirement contributions for state employees in 2003.

The state does pay the employee share (5 percent of salary) of the retirement contribution. The rate of 5 percent is set by state statute, but the state is not required to pay the employee share. If the state did not pay it, the money would be taken from the employees' paychecks. A number of local governments also pay the 5 percent employee share for their local employees and teachers.

Political subdivisions each have a

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FROM THE CAPITOL**Telecommunications continued ...**

The industry contends that the proposal is revenue neutral (in the aggregate) and revenues will grow at a faster rate than local governments will experience with the current tax system.

VML and VACo have not endorsed the proposal. VML Deputy Director Mike Edwards and VACo Director of Public Finance Ellen Davenport told the joint subcommittee that local governments need additional information, including reliable revenue data, from the industry to adequately evaluate the recommendation.

The two organizations oppose labeling the new tax the state's "sales and use tax." Such a classification is a misnomer. The new tax is designed to replace existing telecommunications taxes and fees and therefore does not represent or resemble a traditional sales and use tax. Additionally, the associations also will oppose any

proposal that directs the state to collect and administer local revenues.

VML and VACo have established a local government advisory group to evaluate the proposal. Approximately 50 people have volunteered to serve. This group will meet prior to the next meeting of the HJR 651 joint study subcommittee, which is scheduled for July 8 at 1 p.m.

The legislative study on telecommunication taxes was carried over from 2002. The HJR 651 study panel must report its findings to the Commission on the Revision of Virginia's State Tax Code and the Streamlined Sales Tax Project Agreement (SJR 347) before Aug. 1.

VML and VACo are providing regular updates about the proposal to the members of the local government advisory group. For more information, contact Mike Edwards at medwards@vml.org. ❖

Retirement contribution rate increase continued ...

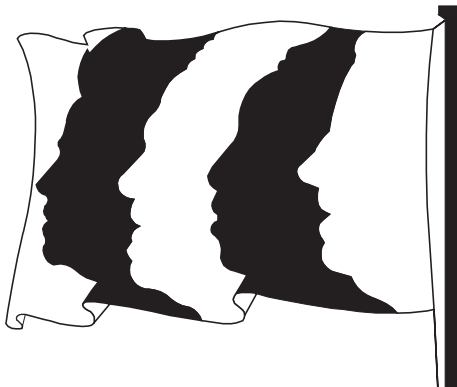
separate retirement contribution rate for their jurisdiction. VRS staff has been predicting that local retirement contribution rates will increase as well. An additional issue is that a premium holiday for group life insurance has been in effect, but at some point premiums for this program will have to be re-instituted for both the state and political subdivisions.

Rates are expected to rise as a result of the downturn in the stock market and the subsequent loss in assets for the retirement system, as well as an aging workforce and other demographic issues.

Carter said that the contribution rate picture "is not going to be pretty" unless fiscal years 2003 and 2004 see a return to 20 percent-plus market returns, an unlikely event. He predicted that the funded ratios for the state employees and teachers systems are going to decline, and that benefit enhancements "may not be achieved again this decade." He noted that tax revenue problems for the state may create efforts to undermine the contribution rates that will be actuarially necessary.

VRS uses a five-year smoothing approach to determine the actuarial value of assets. This helps to spread out

changes in market conditions. Up through the 2002 valuation, the actuarial valuation of assets (AVA) was less than the market value, resulting in prior investment gains being deferred to future years. Thus, the high returns during the 1990s helped offset the declines that began in 2000. Investment losses from 2001 and 2002 are yet to be reflected in the contribution rate. If the market



doesn't rebound enough, those deferred losses will increase the systems' unfunded liability and the contribution rates over the next six years.

The AVA is based on an assumed 8 percent return. The system will need to average a 12.3 percent annual return for

FY03-FY06 to completely offset the negative impact of FY02. Carter said that the FY03 performance will be nowhere near that. Returns on assets were 14.8 percent in 2000, but were a negative 7.5 percent in 2001 and negative 7.6 percent in 2002. A positive return rate is expected for 2003, but probably it will not approach the 8 percent assumed rate.

The fall in the value of VRS's assets also has meant a changed in the funded liability status of the retirement funds. The state made great strides in funding the retirement systems during the 1990s. In 1994, the state employees and teachers systems were funded only at a 73.1 percent ratio; the funding status hit a high point of 106 percent in 2001 and declined to 101 percent in 2002. Carter predicted that in 2003 both systems will be underfunded.

Carter urged the board to work to see that the state does not arbitrarily reduce future contribution rates, as that will only make a difficult situation worse. He further said that members should be realistic in their expectations for benefit enhancements, and should not contribute to undermining the long-term soundness of VRS. ❖

FROM THE CAPITOL

State makes progress funding JLARC education recommendations

The state budget for 2002-04 provides 49 percent of the resources required to fully fund the costs of the Tier One recommendations made by the Joint Legislative Audit and Review Commission in its February 2002 study of education funding, according to a staff report made at the June 9 meeting of the commission in Richmond.

Tier One recommendations represent the cost for the state to fully fund the Standards of Quality (SOQ), as currently defined, in moving from one biennial budget to another. The 2002-04 budget:

- funds the cost of updating the cost required to meet the SOQ due to changes in enrollment, inflation and other cost drivers (re-benchmarking);
- eliminates the practice of deducting locally-generated revenues from the cost of the SOQ;
- restores some of the funding for administrative personnel costs (5 percent restored in FY03 and 73 percent in FY04); and
- includes in FY04 6 percent of the cost of using realistic assumptions to update cost figures (this results from the inclusion of the salary increase for instructional personnel).

The budget does not provide any funding for the cost of competing for support personnel (another Tier One recommendation).

In February 2002 JLARC had set the price tag for meeting the Tier One recommendations for the 2002-04 biennium at \$1.06 billion; the report released June 9 concludes that the current state budget provides funding for \$525 million. The unfunded portion of Tier One, therefore, is about \$535 million.

JLARC staff noted that the additional funding for locally-generated revenues and dropped administrative costs was partially offset by reductions in

some non-SOQ funding accounts; that is, the state funded some of these recommendations by eliminating some of the educational programs that existing outside of the SOQ.

JLARC staff also briefed commission members on the SOQ proposal currently under consideration by the State Board of Education (*see June 6 Update for details*). The board's proposals would increase the staffing standards in the SOQ, therefore addressing several of the Tier Two recommendations included in the February 2002 report. The Board of Education proposal would address these Tier Two recommendations: increasing staffing standards for elementary school principals, assistant principals, elementary resource teachers (music, art, physical education), and secondary



schools. The proposal does not address these Tier Two recommendations: expanding funding for pre-school programs and funding at the prevailing instructional staffing level.

The proposal, however, goes beyond the JLARC Tier Two recommendations in some areas, including decreasing caseload standards for speech language pathologists; providing additional funding for SOQ prevention, remediation and intervention; requiring reading specialists; requiring technology instructional specialists and requiring technology support staff.

JLARC concludes "BOE revisions to the standards, if adopted and funded, could bring substantial Tier Two progress in instructional staffing for upcoming biennia." The Board of Education is proposing that its changes be phased in over four years.

Board of Education President Mark

Christie, addressing JLARC at the end of its meeting, appeared to suggest that non-SOQ programs will continue to be on the chopping block in upcoming years. The General Assembly, over the last two years, has channeled funding to the SOQ through the elimination or reduction of some non-SOQ programs. Christie identified two non-SOQ programs as "absolutely essential": early reading intervention and the K-3 class-size reduction program. Other significant non-SOQ programs include lottery profits, at-risk funding, at-risk four-year-olds, SOL remediation, school construction grants program and student achievement grants.

JLARC staff also reported that the state has not implemented any Tier Three recommendations. These recommendations included enhanced state support for capital costs and enhanced state policies on teacher salary

funding. In fact, state funding for capital costs was cut in half (through the reduction of \$27.5 million in each year for the school construction grant program), although the local share of lottery revenue proceeds, of which at least half has to be spent on capital needs, increased in the biennium.

The report concludes that the state will be challenged substantially to find the money to pay its share for:

- the upcoming re-benchmarking of the SOQ (part of Tier One);
- progress in making the Tier One cost adjustments, to accurately estimate and meet prevailing SOQ costs; and
- a phase-in of Board of Education SOQ revisions that help address Tier Two cost issues. ♦

FROM THE CAPITOL

State may gain new rural center

A state panel studying the prospects for developing a center to boost the business climate in rural Virginia is pushing ahead with the concept.

The Rural Virginia Prosperity Commission's Rural Center Subcommittee has begun work on setting out the structure and mission of a rural center, with a goal of writing legislation to bring such a facility to life. The subcommittee met in March at the North Carolina Rural Center in Raleigh. The North Carolina center staff presented a thorough explanation of its programs and structure at the meeting. The 15-year-old North Carolina center receives significant funding for programs from regional banks and larger corporate foundations. The state funds much of the operating cost of the center. Private money made available to the center largely funds the programs, grants and loan programs.

The North Carolina center manages \$50 million to \$70 million per year in pass-through grants. Those grants have gone toward utilities and other infrastructure for local governments, telecommunication facilities for high-speed Internet access, job training programs and industry-specific projects to enable businesses to move to rural locations. A Virginia Rural Center

would eventually provide similar opportunities, along with providing workforce enhancement programs and other programs for rural communities.

Early this month, the subcommittee met to discuss its findings from the North Carolina trip and to discuss whether a rural center would work for Virginia. The subcommittee is chaired by Sen. Frank Ruff of Clarksville and includes Dels. Robert Hurt, Jackie Stump, Joe Johnson and Steve Landes, and Sen. Phil Puckett, along with several citizen members. The members of the subcommittee recognize that Virginia's rural boundaries stretch from the Eastern Shore to the Cumberland Gap. Creation of a center, therefore, would have statewide implications.

At the June meeting, the subcommittee worked on a mission statement, goals and some of the mechanics of a rural center in Virginia. Subcommittee members seem to favor the rural center concept and intend to pursue creation of such a facility. VML supports the rural center idea. A representative of the league will participate in the continuing discussions about the center and hopes to participate on a steering committee to work out more details. Contact Mark Flynn at mflynn@vml.org for more information. ❖

JLARC recommends retention of regional health planning agencies

Regional health planning agencies (HPAs) provide valuable broad information useful to the state Commissioner of Health in the certificate of public need (COPN) process, according to a briefing by the staff of the Joint Legislative Audit and Review Commission June 9 in Richmond.

HPAs are non-profit organizations governed by volunteer boards consisting of health care consumers and providers, local government representatives, and representatives of the business and academic communities. They are responsible for reviewing applications for COPN and making recommendations to the commissioner; identifying gaps in services, inappropriate use of services and determining the accessibility of critical services; conducting research and preparing reports. The state is divided into five HPAs. The COPN process requires health care providers to obtain a certificate from the commissioner before initiating a new

medical facility or before replacing or expanding an existing facility. One of the criteria for granting a certificate is a recommendation by the HPA.

The JLARC study was commissioned to determine if the services done by HPAs were duplicative of services being performed by the State Department of Health, determining if the local input provided by HPAs was necessary, and determining the advantages and disadvantages of having the regional system.

JLARC concluded that while there was some duplication of services by the HPA and the Department of Health, the system provides for a more comprehensive review of COPN issues and provides a source of valuable information to the commissioner. JLARC suggested that the General Assembly may wish to retain the HPAs but also that the state and regional bodies should collaborate on COPN reviews in order to reduce duplication and save some resources. ❖

FROM THE CAPITOL

Natural resources panel weighs funding alternatives

Concerned that Virginia's natural resources programs "can't fulfill even modest environmental goals," the Governor's Commission on Natural Resources Funding scheduled additional meetings for July 8, July 29 and Aug. 21. All meetings will be held from 9 a.m. until noon at the Department of Environmental Quality offices on Main Street in Richmond.

Gov. Mark R. Warner appointed the 21-member commission following his Natural Resources Leadership Summit that was held in April. The commission is reviewing recommendations made at the summit on permanent funding alternatives, incentives and other ways to support natural resources programs, such as water quality and land conservation. A report to the governor is due by Sept.

1 so that legislation needed to implement new fees or new authority could be filed in time for the 2004 General Assembly session.

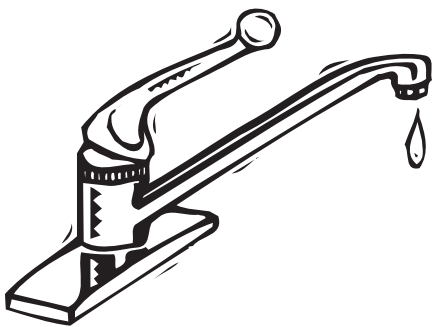
At its initial meeting on June 11, commission members reviewed several pages of funding ideas. They expressed interest in alternatives such as restructuring the tax code; dedicating a percentage of the recordation tax or fees on deed transfers to land conservation; raising hunting and fishing fees, licenses and taxes; charging a \$10-\$15 fee on each car sold; dedicating estate taxes to natural resources, and a general increase in the state sales tax. They also suggested imposing statewide fees on local services such as water use fees on sewer bills, and initiating solid waste tipping fees.

Department of Environmental

Quality staff estimate that a one-cent tax on every 1,000 gallons of water withdrawn by public water suppliers could generate about \$2.8 million annually. Including commercial and industrial water users could raise the figure to \$4.9 million per year.

Secretary of Natural Resources W. Tayloe Murphy Jr., who chairs the commission, described its members as "the principal architects" of a funding program. Members include mainly business people, and representatives of environmental organizations such as the Nature Conservancy. The Virginia Association of Municipal Wastewater Agencies is also represented. For information, contact Deputy Secretary of Natural Resources Russ Baxter, at rbaxter@gov.state.va.us. ❖

Water policy panel continues work



The state's Water Policy Technical Advisory Committee continued working on a preliminary statewide water resources plan at its June 16 meeting in Henrico County. The General Assembly passed legislation this year directing the committee to work with the State Water Control Board to develop the statewide plan by Dec. 1.

At the meeting, staff members from the Virginia Department of Health and the Department of Environmental Quality gave presentations on the current VDH

water supply program, groundwater permitting and use/drought response plans, and the Virginia Water Protection Permit Program. The legal, technical, and management work groups also presented progress reports to the full committee.

The next meeting of the technical advisory committee is scheduled for July 14. The three work groups are all scheduled to meet before then. For more information, contact Scott Kudlas at 804/698-4456, or go to www.deq.state.va.us/info/waterpolicy.html. ❖

Commission on Local Government begins move

The Commission on Local Government will become a part of the Department of Housing and Community Development effective July 1.

The five-member commission will remain as an independent body within the Department of Housing and Community Development and continue to perform its statutory responsibilities. These include reviewing proposed boundary changes and interlocal agreements, calculating local fiscal stress, preparing fiscal impact statements, staffing the Advisory Commission on

Intergovernmental Relations, cataloging and assessing mandates and compiling a survey of cash proffers.

Agency staff members Ted McCormack, Larry McMillan and Steve Ziony will transfer to the Department of Housing and Community Development to provide technical support for the Commission.

The mailing address for the commission and the Advisory Commission on Intergovernmental Relations changed effective June 17. It is:

Department of Housing and Community Development
Commission on Local Government
Jackson Center, 501 N. 2nd St.
Richmond, VA 23219-1321

The commission's new fax number will be 804/371-7090.

For now, all other contact information for the commission and its technical staff (telephone number, e-mail addresses, and Web site) will remain unchanged. ❖

FROM THE CAPITOL

Talks continue on road hazard signage



VDOT, local government and motorcycling interests continue to discuss issues related to signage of various roadway hazards. The talks stem from an unsuccessful bill this past General Assembly session that originally would have required signs to be posted at least 500 feet in advance of every highway work zone, warning motorcyclists of possible road hazards. Motorcycle groups had expressed concern about various hazards (steel plates, loose gravel, etc.) that can cause accidents.

Two major concerns of motorcyclists, the use of steel plates to cover roadway work and highway expansion joints, received much of the attention at the group's most recent meeting. Possible guidelines for signing and marking steel

plates will be discussed at the next meeting. In the meantime, VDOT will be looking at some criteria for determining which roadway joints should be signed. There also has been a recent focus on informing highway, public works and utility work crews about the concerns expressed by motorcyclists groups.

Construction and resident engineers have been made aware of potential work zone problems, and some utility companies have pledged to train/retrain workers and to exceed minimum standards for signage. Group members also have discussed developing a pamphlet that highlights concerns about road hazards and the work of this group, for distribution to motorcyclists. The group plans to meet again in mid-August. ❖

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.

Cross Connection Codes Inspector III, II or I, Arlington County

SALARY: \$40,254-\$55,511 Level III; \$37,379-\$51,552 Level II; \$31,520-\$43,463 Level I. Ensure that cross connections are in conformance with codes, ordinances and approved plans and specifications. Reqs: H.S.; valid drivers license; 3 yrs. plumbing exper. and/or exper. in building construction codes inspection or enforcement; (level III, II or I determined by experience). Must have/be able to obtain cross connection certification. Submission of an application form is required. See full job announcement, pick up an application, or apply electronically at www.co.arlington.va.us/pers. To have paper materials mailed, call 703/228-3363 (24-hr Job Line), 703/228-3500 (Employment Desk), or 703/228-4613 (TTY). #5312-3A-PHD. Deadline: June 26. EOE.

Director of Airport/Industrial Park, Accomack County

SALARY: \$41,603-\$60,324. Responsibilities include planning, organizing, coordinating and directing operation of the airport and industrial park; coordinating operations with the county administrator, airport commission and industrial development authority. Exper. in airport mngmnt. preferred. Contact the Accomack County Administrator's Office, 23296 Courthouse Ave., P.O. Box 388, Accomack, VA 23301 or 757/787-5700 for an application packet. A completed Accomack County application must be received in the Accomack County Administration Office. Deadline: July 18. EOE.

Senior Transportation Planner, Northern Shenandoah Valley Regional Commission

SALARY: \$44,400-\$64,300 (+) benefits. Primary responsibility is managing the "3C" Transportation Planning Process for the newly created Winchester-Frederick County ("Win-Fred") Metropolitan Planning Organization. Serves as key staff person for the policy committee, technical committee and citizens advisory committee. Contact: Stephen W. Kerr, Executive Director, NSVRC, 103 E. 6th St., Front Royal, VA 22030. E-mail: nsvrc@shentel.net. Open until filled. EOE.

Web Developer, Harrisonburg

SALARY: \$29,600-\$44,500 DOQ (+) benefits. (Pop. 40,000 +) Seeking an enthusiastic and team-oriented professional

to plan and develop applications using the web, MS FrontPage and other platforms. Will develop plans for the use of the internet/intranet; design, install and maintain hardware and operating system software for the web, applications and support servers. Applications may be downloaded from our web site: www.ci.harrisonburg.va.us. Submit application and three professional references to: Human Resources Department, City of Harrisonburg, 345 S. Main St., Harrisonburg, VA 22801. Deadline: July 15. EOE.

City Planning Manager, Norfolk

SALARY: DOQ. Develop, coordinate and supervise the activities of the Neighborhood Services Bureau of the Planning Department. Also performs complex and sensitive professional planning research and analysis. Additional information and on-line application is available at www.norfolk.va.us/employment/index.html. E-mail resumes to linda.barnes@norfolk.gov.

Planning Engineer, Fairfax County Water Authority

SALARY: \$48,710-\$87,779 (+) benefits. Work involves developing and using computer models relating to transmission and distribution system operations and projections of operating conditions. Primary duties will involve system hydraulic modeling and analysis, conducting preliminary engineering studies, preparing

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POSITIONS

technical reports, developing system operating recommendations, and providing input to CIP reports. Must have E.I.T. registration; Professional Engineer registration in Va. preferred. Candidates should e-mail: resumes@fcwa.org (in Word format), fax: 703/289-6104, or mail a resume with salary reqs. to FCWA, P.O. Box 1500, Merrifield, VA 22116, Attn: Human Resources. Open until filled. EOE.

Senior Housing Development Specialist, Arlington County

SALARY: \$51,586-\$72,768 to start. (\$83,000 career max.) Coordinate Housing Development Team — catalyst between developers and county government for mixed-income housing. Project manager for residential and mixed-use development and revitalization projects using financing / land-use tools. Application form req. See full job announcement, pick up an application, or apply electronically at www.co.arlington.va.us/pers. To have paper materials mailed, call 703/228-3363 (24-hr Job Line), 703/228-3500 (Employment Desk), or, if you are a TTY user — 703/228-4613. #3622-3A-PHD Deadline: June 26. EOE.

Director of Public Works, Clifton Forge

SALARY: DOQ. (Pop. 4,300). Direct and supervise Public Works Department, including annual cleanups. Will be involved in capital improvement projects and serve in key management position. Strong customer service orientation essential. Appropriate education, supervisory experience or any combination of skills and education is req. (engineering degree preferred). Submit resumes to: Town Manager Thomas E. Harris, P.O. Box 631, Clifton Forge, VA 24422. Contact: 540/863-2500. Open until filled. EOE.

Firefighter, Clifton Forge

SALARY: DOQ. Must possess high school diploma or equivalent; a valid Va. driver's license and must be able to obtain Virginia Firefighter II certification and Hazmat certification as soon as it is made available. Applications are available from the Town Manager's Office, 547 Main St. / P.O. Box 631, Clifton Forge, VA 24422, or the Fire Department, 701 Church St., Clifton Forge, VA 24422. Contact: 540/863-2516. Open until filled. EOE.

Housing & Grants Coordinator, Hopewell

SALARY: \$31,191-\$48,170. Completes HUD-required reports; enters data into federal database; helps coordinate the CDBG Program work; and meets with city boards. Apply by submitting a City of Hopewell application to: Personnel Department, Room 221, 300 N. Main St., Hopewell, VA 23860. Tel: 804/541-2211. Position # 52001 Deadline: June 27. EOE.

Budget Manager, Waynesboro

SALARY: \$51,109. Performs citywide professional budgeting work under the direction of the city manager. Oversee preparation of operating and capital budgets, including long-range financial planning and final formulation, presentation, and administration of the annual operating budget. Submit resume w/cover letter and completed City of Waynesboro application to: Human Resources, 503 W. Main St., Rm 101, Waynesboro VA 22980. Contact: James C. Fitzgerald 540/942-6719. Fax: 540/942-6671, or fitzgeraldjc@ci.waynesboro.va.us. Deadline: July 11. EOE.

Chief Operating Officer, Virginia Beach

SALARY: Low to mid-\$100s starting range DOE. (Pop. 439,000 +) One of four chiefs reporting to city manager. Manages all operating depts. Submit a resume, salary history and a statement of qualifications to: Andrea Sims or Jerry Oldani, The Oldani Group Inc., 10900 NE 4th Street, Suite 2030, Bellevue, Wash. 98004. Phone: 425/451-3938. Fax: 425/453-6786. E-mail: resume@theoldanigroup.com. See <http://www.theoldanigroup.com> or <http://www.virginia-beach.va.us>. Deadline: July 7. EOE.

Superintendent – Rappahannock Juvenile Detention Center, Stafford County

SALARY: DOQ/DOE. Directs and manages 80-bed regional detention center located in Stafford County and serves the city of Fredericksburg and the counties of Stafford, Spotsylvania, King George, Madison, Orange and Louisa. Submit resume, cover letter, and completed Virginia Employment Application (DPT Form 10-012) available at VEC and state offices or at www.co.stafford.va.us to: Stafford County, Human Resources, P.O. Box 339, Stafford, VA 22555; fax: 540/658-4597. Deadline: June 30. EOE.

Transportation Planner, Loudoun County

SALARY: \$32,354-\$40,442 hiring range. Reqs. knowledge and expertise in all aspects of transportation. Bachelor's in transportation or related field and 2 yrs. directly-related experience. A master's degree in transportation or a related field is desirable. E-mail resumes to: hr@loudoun.gov. For additional info. and to receive a required application, visit: www.loudoun.gov or call 24-hr. job line: 703/777-0536. Human Resources: (703) 777-0213. Ref 03-338. EOE

Business Services Manager, Falls Church

SALARY: \$50,000-\$65,000 (+) benefits DOQ. Reports to the economic development director. Works with existing businesses to find city locations, or new locations; provide property tours, information and relocation assistance. Submit resume to: City of Falls Church Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or hr@ci.falls-church.va.us. EOE.

Planner / Construction Supervisor, Abingdon

SALARY: \$27,373-\$38,32 (+) benefits. Assist in the enforcement of zoning and other ordinances, in addition to overseeing the construction and inspection of special projects. Request a job description and application for employment at the office of the Town Manager, 133 W. Main St., Abingdon, VA. 24210. Submit applications with resumes to the director of planning. Deadline: June 20. EOE.

Environmental Compliance / Zoning Officer, King William County

SALARY: \$29,000 appx. DOQ. (Pop. 13,600) Responsible for the interpretation of, and compliance with, county land-use and environmental codes, including zoning ordinances, wetlands ordinances, erosion and sediment control ordinances, and stormwater management. Submit county employment application, resume and 3 professional references to: County Director of Community Development, King William County, P.O. Box 215, King William, VA 23086. Call 804/769-4969 or visit www.co.king-william.va.us for complete job description and county application. Open until filled. EOE.

POSITIONS

Project Engineer, King George County

SALARY: Negotiable DOQ/DOE (+) benefits. Perform highly varied and complex work associated with the planning, design, inspection and administration of capital improvement, public works and public utility projects and programs; including the review and approval of development plans. Submit county application to the Office of the County Administrator, King George County, 10459 Courthouse Drive, Suite 200, King George, VA 22485; 540/775-9181. Open until filled. EOE.

Chief Accountant, Gloucester County

SALARY: \$41,449. Performs advanced fiscal control and accounting work for Finance Department. Prefer CPA with B.S. in accounting or business admin. with exper. working with complex automated financial systems, spreadsheet applications and govt. accounting and reporting. County application must be submitted along with a resume, cover letter and 3 current letters of reference. Contact Gloucester County Human Resource Dept. for application packet: 804/693-5690 or online: www.gloucesterva.info/hr/EmploymentOpportunities/application.htm. Deadline: June 30. EOE.

Environmental Services Director, Culpeper

SALARY: \$58,651-\$64,516 starting range (+) benefits DOQ. Oversees planning,

budgeting, operation and maintenance of water and wastewater plants. Complete and return a town application, cover letter and resume to: Town Manager Brannon Godfrey, 118 W. Davis St., Culpeper, VA 22701. Application forms, complete job ad and job description are available at www.culpeper.to or by calling the town manager's office at 540/727-3421. Deadline: July 18. EOE.

Assistant to Town Manager, Leesburg

SALARY: \$51,638-\$82,621 (+) benefits. DOQ. (Pop. 32,000) Experienced, highly motivated local govt. professional to assist town manager in all aspects of municipal operations and building a high performance organization. Master's degree in public or business admin. or related field and 5 yrs. progressively responsible admin. exper. in local govt. Visit www.leesburgva.org or contact the Human Resources Department, Town of Leesburg, 25 W. Market St., Leesburg, VA 20176; or call 703/737-7177. Deadline: June 30. EOE.

Town Attorney, Gordonsville

SALARY: \$12,000-\$14,000 annually. Part-time. Serve as legal counsel for the council, town officers, committees, commissions and boards, and as a consultant on all legal matters. Must be member in good standing of Virginia State Bar and the Bar of Orange County. Attends all meetings as requested and responsible for drafting all ordinances, resolutions, contracts, deeds and other legal instruments. Mark envelope "Town

Attorney Application" and send resume and cover letter to: Town Manager, P.O. Box 276, 112 S. Main St., Gordonsville, VA 22942. Tel: 540/832-2233. E-mail: Townadmin@ns.gemlink.com. Deadline: June 16. EOE.

Budget Analyst I, Albemarle County

SALARY: \$37,530-\$48,790 hiring range DOE/DOQ. Performs countywide professional budgeting work in Office of Management and Budget. Apply: Albemarle County Human Resources Department, 401 McIntire Road, Charlottesville, VA 22902; Phone: 434/296-5827, FAX 434/296-5828. E-mail: www.albemarle.org/humanres. Deadline: June 20. EOE

Internal Auditor, Loudoun County

SALARY: \$58,104-\$94,710 hiring range. Work in independent mode managing the countywide internal audit program under general oversight. Certification as a CIA, CPA or CISA req. Comb. of 2 or more certifications preferred. E-mail resumes to hr@loudoun.gov. For additional info. and to receive a req. application contact: www.loudoun.gov or call 24-hr. job line: 703/777-0536. Human Resources: 703/777-0213. TDD: 703/777-0107. Ref. # 03-354. Deadline: June 27. EOE.

OTHER POSITIONS

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

Director of Human Services / Social Services, Roanoke

SALARY: DOQ/DOE. Open until filled.

Director of Technology, Roanoke

SALARY: DOQ/DOE. Open until filled.

Public Works Director, City of Manassas Park

SALARY: \$65,748-\$85,000 hiring range DOQ. Open until filled.

Director of Economic Development, Lunenburg County

SALARY: DOQ. Deadline: June 27.

Chief Engineer, Rivanna Water & Sewer Authority

SALARY: DOQ. Open until filled.

Assistant Manager (Ivy Operations Site), Rivanna Solid Waste Authority

SALARY: \$16.14-\$21 / hr. DOQ. Open until filled.

Director of Real Estate Valuation, Roanoke

SALARY: \$64,075-\$96,113 DOQ. Open until filled.

Project Manager (Office of Economic Development), Danville

SALARY: \$42,091 DOQ min. Open until filled.

Director of Real Estate Assessment, Falls Church

SALARY: \$66,000-\$95,000 DOQ. Open until filled. EOE.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, June 27. 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

Virginia Local Government Management Association Annual Conference, June 25-28, Virginia Beach

Summer meeting includes speakers, workshops and leadership an professional development. Contact: Denise Thompson at 804/649-8471 or dthompson@vml.org.

Building Dynamic Council-Manager Relations, June 26-28, Wichita, Kan.

NLC Leadership Training Institute program examines building and maintaining effective working relationships. At Hyatt Regency Hotel. Contact: 202/626-3170.

National Association of Counties Annual Conference and Exposition, July 11-15, Milwaukee

Educational sessions, workshops and exhibition hall. www.naco.org.

Virginia Government Communicators, July 24, Richmond

Conference and annual business meeting from 8:30 a.m.-noon at the Science Museum of Virginia's Eureka Theatre. Expectations vs. Realities: Today's Challenges for Local and State Government Communicators. For information, E-mail wrfcfd@webtv.net or 703/273-3730.

11th Annual Leadership Summit, Aug. 21-23, Sonoma, Calif.

NLC Leadership Training Institute program examines how leaders make a difference, the power of community and reflecting on character, ethics and leadership. Contact: 202/626-3170.

Southwest Virginia Solid Waste Management Association Annual Conference, Sept. 10-12, Roanoke

The 19th annual conference and equipment show will be held at the Clarion Roanoke Airport Hotel. Features a lecture series offering continuing professional education credits for certified managers of solid waste facilities; trade show of more than 30 industry exhibitors; outdoor equipment display and more. For registration information, a conference brochure or exhibitor information, contact Lynn McKinney at 1-800/628-4583 or go to www.svswwa.org.

Virginia Hazardous Materials Conference, Sept. 25-27, Virginia Beach

More than 60 educational workshops. In addition, demonstrations, displays and an exhibit hall. Contact: R.C. Powell, 757/925-2432 or Mary Powell (Conventions Plus) at 757/242-3692 for registration materials. Conference information and registration forms at: www.convplus. Also, see www.virginiahazmat.org or www.vdem.state.va.us.



VML Annual Conference, Oct. 19-21, Roanoke

Speakers, workshops, exhibition hall and more. Hotel Roanoke and Conference Center.

Contact: Joni Terry at 804/649-8471 or jterry@vml.org. Exhibitors contact: Kimberly Pollard at 804/649-8471 or kpollard@vml.org.

Virginia Building and Code Officials Association Annual Conference, Oct. 26-28, Virginia Beach

At Virginia Beach Resort & Conference Center. Contact: Mary Jo Fields 804/649-8471 or mfields@vml.org.

2003 Virginia GIS Conference, Oct. 27-28, Richmond

At the Greater Richmond Convention Center. Registration \$169. Room block at Crowne Plaza Hotel at \$77 group rate. Contact: Alan Gregory at 804/367-6001 or vagis@richmondregional.org.

VACo Annual Conference, Nov. 9-11, Bath County

Speakers, workshops, exhibition hall and more. 69th Annual Conference at the Homestead. Contact: Linda Butterfield at (804) 788-6652.

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

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

The deadline for placing a calendar item in the next issue of Update is Friday, June 27.

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

P.O. Box 12164 • Richmond, VA 23241



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