

Update

October 10, 2003



The newsletter of the
Virginia Municipal League

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VRS proposes huge increase in teacher retirement rate

The Virginia Retirement System Board of Trustees has certified a contribution rate of 8.1 percent of salary for teachers for the upcoming year, a staggering increase that would cost local governments millions of dollars. The contribution rate for FY04 is set at 3.77 percent for both teachers and state employees.

The board also recommended at its Oct. 8 meeting that separate rates be established for teachers and state employees.

The General Assembly will have the final say on retirement rates when the next budget is adopted.

Local governments currently pay 60 percent of retirement costs for teachers. This is due primarily to three reasons: first, local governments pay all of the salaries and benefits for 20 percent of the teachers in Virginia, and receive no reimbursement from the state for these positions.

Second, the state bases its reimbursement to local governments on the salary determined through the use of the "L-estimator," which results in a salary that is lower than the salary actually paid to 75 percent of teachers.

Third, the state bases its reimbursement on data from the prior biennium, so the figures are always out-of-date.

The contributions, however, are paid based on actual salaries and actual numbers of teachers.

In addition to certifying an 8.1 percent rate for teachers, the board certified a 3.89 percent rate for state employees.

Currently, the contribution rate for state employees and teachers is a blended rate that treats the state employee retirement system and the teacher retirement system as one pool. The effect of blending is to lower the

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Telecommunications tax reform

Legislation forthcoming; cable regulation in limbo

A framework for overhauling how the telecommunications industry is taxed in Virginia was presented to a legislative commission examining the broader issue of tax reform Sept. 25.

Del. L. Preston Bryant Jr., the chairman of a joint subcommittee studying telecommunications taxes (HJR 651), presented the blueprint for reform to the commission. The

proposal acknowledges that local government and industry representatives still disagree about how cable television services will be regulated.

Bryant will present specific legislation to

the members of his study subcommittee in early November that also will need to be ratified by the members of the separate tax

commission (SJR 347). In accordance with the charge of HJR 651, Bryant must report his recommendations to the tax commission.

The framework for reform permits local governments and the telecommunications

industry to continue negotiating through 2004. If enacted during the 2004 and 2005

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Drumbeat to curb local taxing authority continues

CALLS TO LIMIT local government taxing authority continued Sept. 25 before the commission examining revisions to the state tax code. *See story Page 3.*

FROM THE CAPITOL

VRS increase continued ...



rate for teachers and raise the rate for state employees.

Rates were first blended, or pooled, in 2000 upon the recommendation of the VRS board. At that time blending the state employee and teacher rates benefited the state as well as localities.

Evidently the state would not benefit now from the blending.

Doug Conway, a firefighter from Henrico County who represents local government employees on the board, said yesterday in a VRS committee meeting that "the state is subsidizing local governments" in retirement contributions made for teachers.

The board expressed concern over the decline in the funded liability status of the teacher system over the last three years.

In 2001, the teacher system was 106 percent funded; it currently is 93.7 percent funded, and that number is expected to decline for at least one year, if not two.

VRS recognizes gains and losses over a five-year period. This means that 20 percent of market gains or losses are recognized each year.

The system thus is only recognizing 60 percent of the market downturn that took place in 2001, 40 percent of the downturn that took place in 2002 and 20 percent of the loss in 2003.

The funded liability status of the state employee system also declined, from 106 percent in 2001 to 100 percent this year.

Because state employees did not receive raises during most of this time period, however, the liability status did not decline as much as the teachers' system. The liability gains from lower-than-expected salary increases helped offset the losses in assets due to the market downturn.

Teachers, however, received pay increases funded by local governments. Therefore, the system did have the liability gains to offset the asset losses. ❖

Telecommunications tax reform continued ...

legislative sessions, the reforms would take effect on July 1, 2005.

Since the last meeting of Bryant's subcommittee in July, VML and VACo have held a series of meetings with local government leaders and industry representatives to discuss the reforms. Subsequent to these meetings, VML and VACo advised Bryant and the industry that local governments oppose the inclusion of cable services in the package of reforms. By doing so, local governments intend to retain regulatory and fiscal control of cable franchise agreements. The industry, however, adamantly supports the inclusion of cable and video services in the reforms.

After being briefed on the reforms Sept. 12, VML's Legislative Committee gave its preliminary approval to a policy position keeping league staff at the telecommunications negotiating table, but opposing the inclusion of cable regulation in the reforms.

Here is a summary of the framework adopted by the subcommittee:

- adopt legislation in 2004 outlining the parameters of reform;
- adopt legislation in 2005 enacting the reform. If enacted, the reforms would take effect on July 1, 2005;

- the 2004 legislation will require the collection of fiscal year 2004 local tax revenue and industry revenue data. Although the proposed rates will be referenced in the 2004 legislation, the data will serve to establish the rates in the 2005 legislation.

- For purposes of modeling FY04 revenues, the data collection will examine local rates adopted as of July 1, 2003.

A new uniform telecommunications tax rate would be 4.5 percent; the respective E-911 fees would not be greater than 75 cents per line (landline) and wireless phone. The modeling is intended to verify these rates. The new rate of 4.5 percent 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) and paging (a proposed new tax).

The industry wants to include cable and satellite television (the tax on satellite is a proposed new tax) in the package; local governments oppose the inclusion of these services in the package. As envisioned by the industry, the new rate also would apply to cable and video services.

The industry's proposal requires a central point for collection and distribution. 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. If included in the reforms, cable companies also would pay the right-of-way telecommunication fee that currently is applicable only to telephone landline subscribers. The current fee is more than 60 cents per subscriber.

The industry contends that the proposal is revenue neutral (in the aggregate) and revenues will grow at a rate faster than local governments will experience with the current tax system. The General Assembly would have to establish a revenue sharing formula. VML and VACo will not agree to reforms that reduce revenues to local governments.

VML has endorsed the framework that provides for continued negotiations. Contact Mike Edwards at 804/649-8471 or medwards@vml.org, if you have questions. ❖

FROM THE CAPITOL

Drumbeat to curb local taxing authority continues

VML urges members to contact legislators

Calls to limit local government taxing authority continued Sept. 25 before the commission examining revisions to the state tax code.

Local government representatives once again found themselves defending municipal taxing authority and revenues at the most recent meeting of the Commission on the Revision of Virginia's State Tax Code and the Streamlined Sales Tax Project Agreement (SJR 347).

Although VML, VACo, Virginia First Cities Coalition and K-12 education advocates argued for additional local resources — especially for education — several commission members continued to press for stripping cities, towns and counties of some of their existing taxing authority.

Between now and the Nov. 6 meeting of the commission, VML members must meet with their state legislators to stress the fiscal difficulties confronting their communities. In particular, local leaders must convey the extent to which K-12 education expenditures are straining local budgets.

In fiscal year 2002, the real estate tax generated \$4.5 billion statewide, but local governments spent \$6 billion on K-12 education, including capital and operations costs. Additionally, local governments spent \$2.7 billion more on K-12 education operating expenditures than the state mandated. Local governments were mandated to spend just under \$2.1 billion, commonly referred to as the required local effort. The state spent almost \$3.2 billion for K-12 education.

The chairman of the subcommittee on Other Miscellaneous State and Local Taxes, Sen. Emmett W. Hanger Jr., is exploring several proposals affecting local governments. He wants the state to re-evaluate and possibly alter the distribution formula for the revenues appropriated under the Personal Property Tax Relief act (the so-called Car Tax). In particular, he is concerned that

localities with higher tax rates and methods of assessments receive a greater percentage of the state reimbursement dollars than do the localities with lower tax rates and methods of assessments. Additionally, 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 state revenues with localities. Hanger intends to discuss his concerns about rising real estate tax assessments at the next meeting of his subcommittee.

Del. Thelma Drake, the chair of the BPOL subcommittee, suggested that local governments were not complying with her request to consider ways to repeal and reform the tax. VML said that the league is willing to meet with advocates of administrative reforms, including the Virginia Chamber of Commerce, but cannot support efforts to repeal local taxes or replace local revenues with state-controlled revenue sharing agreements. VML, VACo and the commissioners of the revenue testified that the BPOL reforms of 1996 substantially reduced the tax burden on small businesses.

Local leaders must advise their legislators of the number of businesses in their localities that do not pay the tax and instead pay only a minimum license fee. This specific data is the direct result of the 1996 reforms.

The chairman of the Personal Income and Retail Sales and Use Tax subcommittee, Del. Allen L. Louderback, held a public hearing regarding expanding the taxable base of the state's sales and use tax. Louderback is proposing major reforms, including adjusting the income tax and the sales and use tax, and means testing the age deduction for seniors. He proposes reducing the burden on the working poor and increasing the top rate for those who earn more than \$49,000 a year. The loss of state revenue resulting from the above, 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 \$1.8 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.

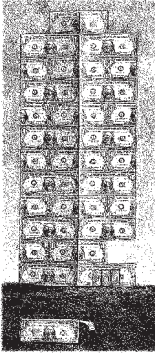
The State and Local Government Services and Responsibilities Subcommittee, chaired by Sen. John H. Chichester, received a presentation from VML and VACo. The associations presented a report outlining local expenditures and revenues. Not surprisingly, the report shows that the primary expenditure is K-12 education and the primary local tax revenue is derived from the real estate tax. At the meeting a representative of JLARC discussed local service responsibilities.

The transportation subcommittee, chaired by Del. Leo Wardrup, concentrated on assessing needs and the possibility of meeting those needs by means such as tolls, value pricing and public-private ventures. Transportation Secretary Whittington W. Clement spoke about the Virginia Department of Transportation's resource and expenditure trends, federal reauthorization and several tolling and pricing issues. Clement said that he was concerned about the state's ability to deliver on the current six-year plan (approved in June) because of the effects of Hurricane Isabel. He also stated that the most immediate need is a successful federal transportation reauthorization (which likely won't happen in the current session of Congress), so that the state will know how much federal transportation money it can expect to receive.

Some of the subcommittees may convene in Richmond on Oct. 16, but the full commission will not reconvene again until Nov. 6. The commission also will meet on Nov. 25. For more information contact Mike Edwards: medwards@vml.org; 804/649-8471. ❖

FROM THE CAPITOL

Rainy day pledge adds to budget pressures



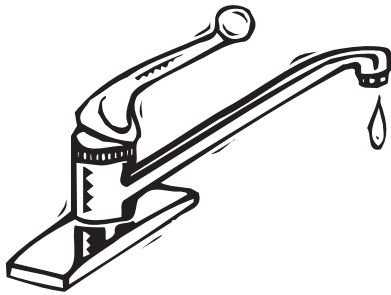
A pledge by state leaders to restore \$128.5 million to the state's "rainy day fund" during this fiscal year, with a goal of bringing the fund to \$300 million by June 30, 2006, will add to the budget pressures being felt by state and local government.

Gov. Mark R. Warner, Senate Finance Committee Chairman John H. Chichester and House Appropriations Committee Chairman Vincent F. Callahan made the pledge concerning the financial health of the state's Revenue Stabilization Fund after meeting in New York City with Moody's Investor Service on Sept. 26. The meeting was prompted after Moody's placed Virginia on its watch list, which meant that the state's Aaa bond rating, held since 1938, was possibly in peril of being downgraded.

Some in the state bureaucracy call such a meeting with Moody's a six-month warning. If the state does not act to restore its financial reserves and budget stability within this time period, Moody's would likely move to downgrade the state's bond rating. This would mean higher borrowing costs for the state and for local governments.

The \$128.5 million needed for the rainy day fund can now be added to the list of "must do" items for the state budget, either because of federal or state constitutional requirements, or items determined as priorities (such as the car tax). Another new "must do" whose cost is not fully known is the amount needed to pay the state's share of clean-up costs after Hurricane Isabel. ♦

Water commission takes up supply, adequate public facilities proposals



The State Water Commission continues to wrestle with the issues of supply planning, adequate public facilities legislation, and a proposal to streamline environmental permitting for projects such as reservoirs and impoundments.

In a report to the commission on behalf of the Department of Environmental Quality's Water Policy Advisory Committee, consultant Mark Rubin said the advisory committee is developing a statewide water supply plan and a state water resources plan. So far, the advisory committee has drafted regulations to govern local and regional water supply planning, including information requirements, certification of local plans, and public notice requirements.

Rubin's Sept. 30 report was the latest step in a process that began with the passage of SB 1221 during the 2003 General Assembly session. The legislation mandated that a comprehensive state water planning process be established.

Rubin told commission members that two overarching issues needed to be resolved for the planning process to move forward.

The first is the question of funding and resources: How will the state and local planning process be paid for? State requirements for local plans without accompanying resources would become unfunded mandates, Rubin said.

Just as important, Rubin said the status of local water supply projects and plans,

once they become part of the state plan, needs to be defined. Rubin said that the advisory committee has not yet clarified the state's role in the local planning process, and what state certification of local water supply plans would mean.

State Sen. Marty Williams, chairman of the water commission, said that local governments need to know how they benefit from the state planning process, and if the state will take on a role as advocate for certified local or regional water supply projects. He said that the state is too often an adversary of local projects. Williams also emphasized that water supply planning needs to be a partnership, and not another layer of government.

Commission members raised related issues, including: how competing interests for water will be resolved; whether communities should grow beyond the natural resources available to them; what incentives for alternative water sources could be developed; the effect of unequal local resources for planning activities; and what type of state administrative structure needs to be set up to manage the planning process.

Rubin said that the advisory committee would recommend regulations to the General Assembly by a Dec. 1 deadline.

In written testimony to the water commission, Dr. William E. Cox, professor of civil and environmental engineering at Virginia Tech and a member of the advisory committee, said that the advisory group has

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FROM THE CAPITOL**Water commission continued ...**

made progress in determining how local water resource plans should be developed. The state planning phase, however, has not received sufficient attention. Issues such as resolving conflicts among local plans, interbasin transfers of water, preserving environmental flows, and existing state controls over water use have not been addressed. The advisory committee is scheduled to meet again on Oct. 15.

The water commission also heard presentations on adequate water supply facilities. SB 968, offered by Sens. Ed Houck and John Chichester in January, was referred to the Committee on Local Government. The legislation would have allowed local governments to determine whether water supply resources are adequate to support the services that would be required by a proposed subdivision. Representatives from the Rappahannock River Basin Commission (RRBC), representing 14 local governments and other water-related concerns, described how water supply planning could be conducted in a multi-jurisdiction area. The RRBC also requested the commission's support of legislation that would grant local governments the

authority to limit or delay the development of property if that development cannot be served adequately with safe drinking water and if providing such service will negatively affect existing customers.

Sen. Williams then offered draft legislation that he asked the commission to consider. The draft bill, which Williams may submit to the 2004 General Assembly, would streamline environmental permitting for land-disturbing projects such as reservoirs or impoundments. The legislation, described as a submerged land permit exemption, would exempt a project that has received a Virginia Water Protection Permit from the State Water Control Board from having to receive a separate permit from the Virginia Marine Resources Commission for use of state-owned bottomland. The Virginia Water Protection Permit, however, would not be issued until the State Water Control Board has consulted with the commission and considered its written recommendations. Issuance of the permit by the water control board would be the final state action on the project, thus streamlining the state approval process and effectively making water board approval a "one-stop shop." ❖

**AT THE LEAGUE****Annual conference kicks off Oct. 19 in Roanoke****Section meetings to feature elections, workshops**

Building rehabilitation, homeland security and growth/revitalization tools will be the topics discussed at the Town, City and Urban Section meetings at the VML Annual Conference.

The conference will be held Oct. 19-21 at the Hotel Roanoke & Conference Center. The section meetings will be held from 10:45 a.m. to noon, Tuesday, Oct. 21.

Each section will begin its meeting with the election of a chair and vice chair for 2003-04. The chair of each section sits on the league's executive committee.

Following the election each section will hold a workshop.

Here are some details:

- The topic for Town Section is Economic Development & the Building Maintenance Code. The speakers will be

Lynchburg City Attorney Walter C. Erwin and Petersburg City Attorney Michael R. Packer. They will discuss what local officials do about dilapidated buildings that can keep a town from putting its best foot forward to prospective industries, and will review the legal boundaries in which towns operate in dealing with blight.

- The City Section (which includes cities and counties with populations of 35,000 and under) workshop will focus on homeland security. John Hager, assistant to the governor for commonwealth preparedness, will speak about preparedness and response to natural and man-made disasters. He will discuss the relationship between state and local governments, including lessons learned from dealing with Hurricane Isabel.

- The workshop for the Urban Section (cities and counties with populations greater than 35,000) is smart

growth and urban revitalization. Rob Puentes with the Brookings Institution will discuss tools localities from across the country are using to address issues of growth, development and revitalization.

Additional information on the conference is available at www.vml.org.

Bring your invitation for Host City Night

Host City Night, sponsored by the City of Roanoke, will take place at Center in the Square from 6 to 9 p.m. on Monday.

A brightly colored, post-card shaped invitation will be included in the conference registration packet of each person registered for the conference.

Be sure to keep the invitation and have it with you on Monday night. It is your ticket to Host City Night.

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AT THE LEAGUE

VML Annual Conference continued ...

International hors d'oeuvres will be served throughout five floors of the Center in the Square museum complex, with light jazz provided by the "William Penn Trio." The museums will be open throughout the evening. Area restaurants will serve dinner outdoors on Market Square. Entertainment will include Latin contemporary music by "Solazo," and performances by other multicultural groups. Bring your Host Night invitation with you to gain admittance into the event area. Dress is colorful casual.

For Host City Night, the city will provide transportation from the Wyndham, Clarion and Amerisuites to Wachovia Plaza, which is next to Center in the Square. For people staying at the Hotel Roanoke, a walkway leads from the hotel to Wachovia Plaza, which is next to Center in the Square.

A shuttle bus will be available to transport guests with physical limitations to the Host Night event in Center in the Square on Monday evening. If you need this service, please sign up at the registration desk by Monday at noon. The shuttle bus will load at the porch off

the front lobby. The first run will begin at 5:30 p.m.

The rain site will be the Hotel Roanoke; in the event of rain, Host City Night will start at 6:30 instead of 6 p.m.

Tuesday morning speaker is expert on creativity

Chic Thompson, international consultant and well-known author of books such as *What a Great Idea!* and *Yes, But ...*, a guide to overcoming the bureaucratic language that stifles continuous innovation, will deliver a keynote address at the conference opening session at 9 a.m. on Tuesday.

Thompson's passion is inspiring executives, students and government leaders to be "curious first ... critical second" while solving problems. He is president of Creative Management Group and is an adjunct faculty member at the University of Virginia's Darden Business School, the FBI Academy, the Brookings Institution, and the Federal Executive Institute. Over the past 20 years, Thompson has given more than 2,500 presentations and has teamed up with talent ranging from Tom Peters and

Stephen Covey to Cirque du Soleil and Second City. He began his career in new product development and marketing for W.L.Gore and Associates (the makers of Gore-Tex®), Johnson & Johnson and Walt Disney.

His Tuesday address will present "Be Curious First ... The 15-Second Solution to Breakthrough Ideas." The session is an interactive walk through the four steps of organizational creativity: freedom, expression, creation and action. Participants will learn how to diffuse an organization's negative "Killer Phrases," how to ask great questions to challenge ingrained assumptions, add creative stimuli to your brainstorming sessions to double your number of new ideas, and other creativity-friendly techniques.

Copies of *What a Great Idea!* will be provided to conference delegates compliments of First Choice Public-Private Partners (English Construction Co. and Moseley Architects.) *What a Great Idea!*, published by HarperCollins, was a main selection of the Executive Book Club. ❖

REGULATIONS

Intended Regulatory Action

Fraud Reduction / Elimination Effort. The State Board of Social Services has proposed action to amend the criteria for local departments of social services to receive full reimbursement for program costs, expand the responsibilities of local departments of social services fraud units and enhance the definitions section of the regulation. The agency does not intend to hold a public hearing. For more information, contact Michelle Lauter, Department of Social Services, at 804/786-9170 or email her at sml900@dss.state.va.us.

Proposed Regulations

Regulations for Approving Juvenile Residential Facilities and for State Reimbursement of Local Juvenile Residential Facility Costs. The State

Board of Juvenile Justice has proposed amendments to the board's assertion of its right and duty to set construction standards for juvenile residential facilities, whether or not the locality or other sponsor intends to seek reimbursement from the Commonwealth, in keeping with the statutory authority of the board. The proposed revisions to the regulation will provide an additional, clearly articulated and reasonable basis for the department to approve certain facilities whether or not the locality seeks reimbursement for the project from the Commonwealth. In addition, the regulation is revised to accommodate statutory changes since the regulation was promulgated. Changes to the regulation provide a process that includes the Governor's approval of the board's endorsement of a reimbursement for construction costs. A public hearing will be held on Nov. 12 at 9 a.m.

Contact Donald Carignan, Department of Juvenile Justice, at 804/371-0743 or e-mail him at carigndr@djj.state.va.us for more information.

Biosolids Use Regulations. The State Board of Health has proposed action to provide standards by which biosolids may be stored, obviating the need for numerous administrative variances. A public hearing will not be held. Contact Cal Sawyer, Department of Health at 804/371-3500 or e-mail him at csawyer@vdh.state.va.us for more information. ❖

ETCETERA

Portsmouth seeks assistance in regulating free publication boxes on sidewalks

The City of Portsmouth is researching the appropriate handling of unwanted and unsightly newspaper and free publication boxes on the public right-of-way areas around the city, such as sidewalks and street corners.

How have other cities addressed this issue? Can these boxes be limited and/or restricted to specific, designated areas in the city? Do cities have the right to require all publications be displayed in standard, modular units only? If so, can cities remove / relocate publication boxes that do not comply? What companies will

design and install modular units for these publications?

If any city has conducted research on this issue, or has drafted an ordinance addressing publication boxes, please contact Scott Demharter, senior policy & management analyst, at 757/393-8641, or demharters@portsmouthva.gov. Information can also be sent via fax at 757/393-5241 or mailed to the Office of the City Manager, 801 Crawford St., Portsmouth, VA 23704-3822. v

Water, wastewater report completed

The 15th Annual Virginia Water and Wastewater Rate Report 2003 published by Draper Aden Associates will be mailed out the middle of October.

Copies also will be available at the VML Conference in Roanoke. This year's

version has data from more than 150 water and wastewater providers across the state.

For more information email wssurvey@daa.com or call Cathy Hanks at 540/552-0444. ♦

Transportation conference canceled

The Virginia Transportation Conference scheduled for Oct. 15-17 in Lexington has been canceled because of the extraordinary expenses incurred by the state in the aftermath of Hurricane Isabel.

After consulting with Virginia Department of Transportation Commissioner

Phil Shucet, Secretary of Transportation Whitt Clement decided that staging the conference would be inappropriate given the effect of storm-related repairs and clean-up on the state construction program.

The conference will be held next year. ♦

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.

Regional Planner, Rappahannock-Rapidan Regional Commission

SALARY: \$32,000-\$38,000 to start DOQ/DOE (+) benefits. Help lead regional agency in service to the commission's towns and counties. Exper. in govt. and regional planning preferable, plus knowledge of transportation, land use and environmental

quality planning. Appointed by exec. director; reports to deputy director.

Statement of interest and resume to: Mark Van de Water, 420 Southridge Parkway, Suite 106, Culpeper, VA 22701. Full position description at www.rregion.org. Deadline: Oct. 31. EOE.

Public Works Director, Gloucester County

SALARY: \$61,911 or higher DOQ (+) benefits. Reports to county administrator and supervises the engineering, building and grounds, mosquito control and solid waste functions. Master's degree, 6-9 yrs. exper. in municipal program engineering w/ 5 (+) yrs. supervisory exper. Must be Va.-registered PE. For application packet contact: Gloucester County Human Resources Department, 6467 Main St. (P.O. Box 329), Gloucester, VA 23061 or 804/693-5690, or visit: www.gloucesterva.info. Must submit county application and resume to above address. Deadline: Dec. 1. EOE.

Rural Economic Development Manager, Isle of Wight County

SALARY: \$33,548-\$46,967. New position effective Jan. 1. Responsible for developing a rural / agricultural business strategy and exploring ways for farmers to achieve greater profitability. Bachelor's degree in economic development, business admin. or related field; and at least 2 yrs. exper. in rural economic development; or an equiv. comb. of training and exper. Submit county application to: Human Resources Department, Isle of Wight County, P.O. Box 80, Isle of Wight, VA 23397. Application may be submitted electronically at www.co.isle-of-wight.va.us. Deadline: Nov. 21. EOE.

Street Division Superintendent, Fairfax

SALARY: \$56,857-\$62,685 (+) benefits. Perform supervisory and technical work related to planning, assigning and supervising-

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POSITIONS

ing subordinate supervisory, construction, equip. operation, and labor personnel engaged in the construction, repair, and maintenance of street, storm drainage systems, sidewalks, traffic signals, and street appurtenances. Must become certified in asphalt, concrete and aggregate by VDOT and obtain Virginia Erosion and Sediment certification within one year. Certification as a Combined Administrator in Erosion and Sediment is preferred. For info or to apply, call 703-385-7861 or see www.ci.fairfax.va.us. Open until filled. EOE.

Deputy Superintendent II, Rappahannock Juvenile Center, Stafford

SALARY: DOQ. Provides overall support and supervision for facility's 80-bed secure detention programs and for administrative staff involved in supervision of those programs. Bachelor's degree and min. of 3 yrs. exper. working with delinquent or maladjusted youths and managerial exper. req. Must have strong, practical knowledge of criminal and anti-social behavior in juveniles, functions of juvenile court system, state and local governing agencies. For applications and job descriptions contact 540/658-1691 or ddenormandie@rjdc-va.com. State applications required. Deadline: Oct. 13. EOE

Chief of Capital Projects, Alexandria

SALARY: \$56,418-\$91,254 (+) benefits. Manages the Capital Improvement Program, including base building construction or major renovation, project estimates, coordination of a/e and technical consultant services; establishes project budgets and schedules; reviews plans, specifications and bids. Reqs. 5 yrs. in building construction, including exper. coordinating contractors, and completion of college-level courses in structural engineering, building construction, or related fields. Prefer degree in engineering, architecture, or related field. Applications online at: <https://cheyenne.ci.alexandria.va.us/personnel/jobapp3.pdf>. Open until filled. EOE.

Town Manager, Bluefield

SALARY: DOQ. (Pop. 5,018) Serve as chief administrative and operating officer, ensuring proper operations, staffing and budgeting, and advising council on policy making and governance. 65 FTEs. Reqs.

bachelor's in public admin., planning, finance, engineering or related field. Five yrs. of consecutive local govt. mngmnt. exper. with knowledge of budgeting, planning, economic development and utilities. Town application req. May be requested by calling 276/322-4626 or e-mail douthat@4seasonswireless.net. Resume with town application and salary reqs. to: Manager Search, P.O. Box 1026, Bluefield, VA 24605 or e-mail douthat@4seasonswireless.net. Deadline Oct. 31. EOE.

Manager of Accounting Services, Roanoke

SALARY: \$57,500-\$72,000. Oversees accounting and payroll systems; supervises staff of the accounting, accounts payable and payroll functions. Establishes and oversees financial and accounting policies; serves as deputy director and/or director of finance in their absence. Bachelor's degree with a major in accounting; 5-10 yrs. related exper. and/or training in accounting, a governmental operation and supervisory experience; or equiv. comb. of educ. and exper. CPA preferred. Visit www.roanokegov.com to apply on-line or to download an application. Applications mailed to: City of Roanoke, 215 Church Ave., SW, Roanoke, VA 24011. Open until filled. EOE.

Deputy County Assessor, Albemarle County

SALARY: \$46,353-\$55,624 DOE/DOQ. Assist in planning, organizing and directing the administrative, clerical, appraisal and assessment of real property. Direct subordinate appraisers and division admin. staff. Any comb. of educ. and exper. equiv. to graduation from accredited college or university with major course work in real estate, business mngmnt. or economics; and extensive exper. in real property appraisal in a responsible capacity. Professional designation preferred. Full job description and apply on-line at www.albemarle.org. Contact: Albemarle County, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Deadline: Oct. 17. EOE.

City Manager, Glenarden, Md.

SALARY: DOQ/DOE. ICMA (GA) recognized in 1977. Mayor and 7-member council elected 2 at large and 5 by districts; \$2 million bdtg; 17 employees. Suburban city with revitalized leadership located in Washington D.C. metro area. Prefer master's degree in public admin. and 5 yrs.

exper., preferably as manager or asst., and possess finance, bdgting, personnel and capital project mngmnt. skills. Exper. in municipal-type services, enterprise mngmnt., visioning and strategic planning skills and problem solving preferred. Letter detailing municipal operating exper. and skills, resume and 3 work-related references to Dick Conti, Range Rider / Interim Manager, 8600 Glenarden Parkway, Glenarden, Md. 20706. Fax 301/773-4388. Deadline: Oct. 27. EOE.

Assistant Director Department of Social Services, Suffolk

SALARY: \$54,959-\$67,324 (midpoint). Performs highly responsible supervisory and administrative work for the Social Services Department. Manages the service division and programs of the department and the Division of Comprehensive Services. Reqs. master's degree in social work, business admin., public admin., or a closely-related field, and 7 yrs. of professional social work exper., including considerable exper. in an administrative capacity; or any equiv. comb. of training and experience that provides the required knowledge, skills and abilities. For info. and application instructions visit www.suffolk.va.us or call 757/923-2070. EOE.

City Assessor, Winchester

SALARY: \$18.45/hr. FT. Plan, organize and direct the appraisal and assessment of real property working in office of the Commissioner of the Revenue. Maintain property tax records and read and maintain maps in AutoCAD Map format; strong computer assisted assessment skills desired. General Va. real estate appraiser license and CAE or AAS designation preferred. Extensive knowledge of CAMA and tax-related software. Knowledge of GIS software a plus. Apply: Administration Department, City of Winchester, 15 N. Cameron St., Winchester, VA 22601. 540/667-1815 ext. 449. TDD 540/722-0782. EOE.

OTHER POSITIONS

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

Police Chief, South Boston

SALARY: \$41,038-\$65,603 current range.
Deadline: Oct. 24.

Building Official, Campbell County

SALARY: DOQ (+) benefits. Open until filled.

Public Information Officer, Roanoke

SALARY: \$45,828-\$68,442 (+) benefits.
Open until filled.

Assistant City Attorney III (Senior Assistant), Roanoke

SALARY: \$64,076-\$96,113 DOE. Deadline: Oct. 31, but applications considered until position is filled.

Director of Tourism and Economic Activities, Fredericksburg

SALARY: Negotiable. Deadline: Oct 17.

Budget Manager, Manassas

SALARY: \$58,906-\$94,245. Deadline: Oct. 24.

County Administrator, Accomack

SALARY: DOQ. Deadline: Oct. 17.

Senior Administrative Analyst, Suffolk

SALARY: \$41,531-\$50,876 (midpoint).
Open until filled.

Historic Preservation Planner, Stafford

SALARY: \$34,382 (+) benefits. Open until filled.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Oct. 17. 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**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.

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

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

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

Speakers, workshops, exhibition hall and more at the 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.

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, Oct. 17. 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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