

# Update

December 3, 2004

The newsletter of the  
Virginia Municipal League

## Inside ...

1-10



*Advisory panel gives qualified support to draft water regulations*

*Committee makes no recommendations on Line of Duty*

*Progress in funding JLARC education recommendations reviewed*

*Dec. 13 legislation deadline approaching*

*NLC policy committee nominations sought*

*Environmental Management System training offered*



**Feb. 3**

Richmond Marriott Hotel

## Local leaders must advocate for transportation funding fix

Local government officials must speak out in favor of resolving the state's long-term transportation funding problems in the weeks leading up to the 2005 session of the General Assembly.

The state's increasing inability to pay for critical transportation improvements is no surprise to local leaders. They have been coping with the fallout from a steadily shrinking transportation construction budget since the mid-1990s.

The sad facts:

- The Virginia Department of Transportation estimates that total transportation revenue growth will average only 2 percent for the next six years.

- Systems construction will decrease on average by 6.7 percent each of the next five years: VDOT will spend \$792 million on system construction in fiscal year 2005 and

only \$560.3 million in fiscal year 2010 (a difference of \$231.7 million).

The reason for the drop-off in transportation dollars is evident. Virginia has an aging infrastructure, a growing number of motorists and commuters, rising costs and increasing reliance on debt, much of which was issued in the 1990s. The Commonwealth Transportation Board has budgeted 8 percent, or \$1.6 billion, in the new six-year plan to retire debt. When isolating only road funding in the plan, VDOT has budgeted 14 percent to retire debt.

By comparison, in 1989 VDOT budgeted 1 percent of its program for debt service.

VML has long advocated securing new non-general funds for transportation,

*Continued on page 2*



## Senate Finance Committee examines revenues

Revenue growth of about 6 percent should cover proposed spending in the current 2004-2006 budget, in addition to unanticipated cost increases in mandated and high priority programs such as Medicaid. The outlook was part of a Senate Finance Committee staff presentation at the panel's annual retreat held in Charlottesville Nov. 18-19.

The revenue forecast is a change from last year at this time, when staff estimated a budget shortfall of about \$1 billion for the 2004-06 biennium. Virginia was placed on Moody's watch list for a potential downgrade of its coveted Aaa bond rating then.

While the 2004 General Assembly and Gov. Mark R. Warner took steps to alleviate the structural imbalance in the budget, they did not fulfill longstanding commitments to a number of programs or address the state's inability to pay for critical transportation improvements.

Transportation was a prominent topic at the Senate retreat. Senators were told that state revenues for transportation are expected to increase by an average of only 1.8 percent per year; federal revenue growth is estimated to increase 2.6 percent per year.

*Continued on page 2*

## FROM THE CAPITOL

## Transportation funding fix continued ...

including new and increased user fees. These could include such options as applying the sales and use tax to the price of gas, as well as increasing the gas tax, the motor vehicle sales and use tax and/or the DMV registration fee. (See related story Page 1 on Virginia Senate Finance Committee retreat.)

The upcoming General Assembly debates on spending for fiscal year 2006

and beyond will be intense because of a projected FY05-06 general fund revenue surplus of \$900 million. Transportation funding will be front and center throughout the 2005 session. While transportation may receive a portion of the surplus, a one-time appropriation for FY06 will not begin to solve the systemic shortcomings of Virginia's inadequate transportation system. ♦

### VML 2005 transportation priority policy position

"VML calls upon the governor and the General Assembly to make transportation a primary focus of the 2005 General Assembly session. Given the failure of the General Assembly to address this issue during the 2004 session, and the consequent decline in transportation funding, the Commonwealth is experiencing disinvestment in

its transportation infrastructure. Absent a major infusion of new and sustained investment in transportation, Virginia faces a congestion and mobility crisis that will strangle economic growth and profoundly and negatively affect the quality of life of all residents."

... Adopted Oct. 5, 2004. ♦

## Revenues continued ...



In comparison, state general fund growth is expected to be 6 percent.

Transportation programs are funded primarily by state motor fuels taxes as opposed to the state general fund, which relies heavily on individual income tax withholdings. Gasoline consumption has grown by just 1.4 percent since 1997, and the gasoline tax increase passed during the 1986 special session on transportation has not been indexed for inflation. This means the 17.5 cents per gallon tax passed in 1986 is now worth about 10.5 cents per gallon.

Maintenance needs continue to grow. This takes a bigger bite out of the transportation trust funds since maintenance is the highest priority for spending, before construction. Maintenance costs have grown from \$445 million in 1986, to \$1.3 billion in 2004. In 1986, for every dollar spent on construction, 73 cents was spent on maintenance. By 2003, the ratio was \$1 to \$1.85. Maintenance needs will continue to grow. Senate Finance staff predict that by 2018, all state-generated transportation revenue will be used for maintenance.

Federal dollars, the second largest source of transportation funding, will be transferred from new construction to cover the spiraling cost of maintenance.

As the amount of money for construction drops accordingly, the overall cost of construction continues to grow. This means there are fewer dollars to pay for increasingly costly projects.

Outside of transportation, funding needs for other historic commitments and non-discretionary spending continues to grow. If the state meets its historic funding commitment to HB 599, the cost to the state is expected to grow by \$1.7 million in 2004-05, and by \$1.8 million in 2005-06. For CSA, another \$3.5 million would be needed during 2005-06 to meet the state's share of costs. For jail per diems, staff projects a reduction of \$1.6 million in state funding needed during 2004-05, but an increase of \$4.8 million for 2005-06. ♦

## FROM THE CAPITOL

## Advisory panel gives qualified support to draft water regulations

Proposed state water supply regulations designed to ensure long-term supplies of drinking water still do not address several important concerns of local governments.

Members of an advisory committee that helped the Department of Environmental Quality develop the new regulations gave qualified support of them at the State Water Commission's Nov. 22 meeting. The commission heard from DEQ, as well as from members of the Water Supply Planning Technical Advisory Committee.

DEQ has worked with several advisory committees since the 2002 General Assembly directed the water commission to define the role the state should play in long-term water supply planning and allocation. The legislation also required that the state develop a preliminary state water resources plan, which will spell out how to comply with the planning regulation. The 2003 General Assembly required the SWCB to craft "a comprehensive water supply planning process for the development of local, regional and state water supply plans."

The water board was to complete draft regulations for water supply planning by December 2003. The advisory committee, however, was unable to reach consensus on controversial legal, technical and management issues by that date, so the 2004 General Assembly delayed the effective date for any new regulations until after July 2005. The advisory group made significant progress this summer, when DEQ set up a steering committee to lead the process.

Local governments, however, remain concerned about several important issues. Their objective during the discussions has been to acquire state support for local water supply projects that become part of a state plan. Local governments also wanted to streamline the permitting process. Streamlining and advocacy "were what I wanted most," said Sen. Marty Williams, chief patron of the 2002 legislation and water commission chair.

Multiple state and federal agencies must approve local and regional water

projects, a sometimes-unwieldy process that local governments navigate on their own. If the state steps prominently into the water project planning process, local governments want assurance that it will push for approval by these regulatory agencies of local and regional projects that are a part of a state plan.

Amendments proposed to the local and regional water supply planning section of the Virginia Administrative Code do not provide for state advocacy of projects included in approved plans. DEQ staff said that state support for approved local projects would be addressed in revisions to the Virginia Water Protection Permit (VWP) regulations. A work group will convene early next year to address VWP permit issues, including ways to streamline the permit process for water supply projects. The revisions should be available for public comment in early 2006.

Additionally, local governments are concerned about the availability of state funding to meet state planning requirements. Without state funding, the new water supply planning requirements constitute a significant unfunded mandate.

Judy Dunscomb, a member of the advisory committee and senior scientist for The Nature Conservancy told commissioners: "DEQ is now clearly laden with the responsibility to provide technical assistance to localities ... the fulfillment of this important function in service to localities will require an ongoing commitment ... on the part of the Commonwealth." DEQ Director Robert Burnley told the water commission that his agency would request an additional \$650,000 in FY06 for local and regional technical assistance, plus three new staff positions.

But additional funding beyond that provided to state agencies for technical assistance, especially for smaller local governments, is required for successful plan implementation. Language in the regulations states that DEQ will provide

"technical and financial assistance" but there are no specifics.

Representatives from the American Water Works Association gave conditional endorsement to the regulations. Robert Canova, chair of the Virginia section of AWWA noted that his organization is both "encouraged and discouraged" about the draft regulations.

"We are encouraged because the regulations support responsible long-term water supply planning by communities," he said. "We are disappointed because the regulations do not adequately affect three issues that greatly affect successful implementation."

He cited the need for state financial assistance to localities for plan preparation, state advocacy for water supply projects and the streamlining of the water supply permitting process.

Winchester Director of Public Utilities Frank Sanders, a member of the advisory committee, told commissioners that water suppliers and local governments support the water planning regulations, with the understanding that state advocacy and permit streamlining become part of the planning process.

"We ask that the state hold to its word and follow through with action," Sanders said.

The new document was scheduled to be presented to the State Water Control Board as a draft regulation on Dec. 2. The board will accept public comments this spring. The final regulation will go before the water board in June. ❖



## FROM THE CAPITOL

## Committee makes no recommendations on Line of Duty

Following several hours of presentations on the Line of Duty Act, the legislative committee studying the Virginia Retirement System and benefits given public safety officers adjourned Nov. 29 without making any public recommendations. The report of the committee was due to be filed by Nov. 30.

The committee heard testimony on the administration and cost of the Line of Duty Act. Questions from the committee members seemed to raise a number of concerns about continuing the role of the state in paying for the benefits afforded under the act.

The Line of Duty Act provides benefits, paid for by the state, to public safety employees, or their survivors, who are disabled or who die in the line of duty. The benefits include a \$75,000 cash payment to the survivor for people killed in the line of duty. In addition, surviving spouses and dependent children receive health insurance benefits.

Employees disabled in the line of duty (which includes people disabled under the presumptions covered by workers' compensation), their spouses

and children also are eligible for health insurance under the Line of Duty Act.

The state appropriated \$3.1 million for benefits under the Line of Duty Act in fiscal year 2006, but a shortfall is expected. The cost of the program in fiscal year 2001 was \$475,000.

Last session, legislation was introduced to change the funding of the program to require local governments to pay the cost of the benefits provided local employees under the act.

Representatives from VML and the Virginia Association of Counties testified that the associations and individual localities opposed the legislation, which was expected to cost local governments more than \$11 million by fiscal year 2010.

Del. Steve Landes, a member of the subcommittee, asked the associations to examine the current list of the groups covered under the Line of Duty Act to see if any changes should be made.

Under the legislation, local governments would have been required to contribute a percentage of payroll to a Line of Duty Act Fund maintained by

the Virginia Retirement System. Benefits, including health insurance under the state umbrella, then would be paid from the fund.

At the request of some localities, the legislation was amended to allow localities to opt to provide local employees health insurance benefits under their own personnel programs.

The amendment, however, did not opt localities out of paying into the fund.

The league and VACo also told the committee that local opposition to changes in the act would be lessened if localities were allowed to opt out of paying into the fund, and instead assumed responsibility for the program under their own personnel benefits.

The legislation, which was introduced by Sen. William Wampler, is expected to be re-introduced in the next session. Handouts from the Nov. 29 meeting are available at the Division of Legislative Services Web site at [http://dls.state.va.us/groups/HJR34\\_VRS/Meetings/112904/handouts.htm](http://dls.state.va.us/groups/HJR34_VRS/Meetings/112904/handouts.htm). ❖

## Progress in funding JLARC education recommendations reviewed

Local governments financed more than half of total spending on education in fiscal year 2003, according to information presented by Senate Finance Committee staff member Sarah Dickerson. Dickerson presented the information during the annual Senate retreat, which was held Nov. 18-19 in Charlottesville.

Total spending – local, state and federal – for K-12 education was \$9.5 billion. Local governments paid \$4.9 billion – or 51.7 percent – of that total. The state paid 41.4 percent, or \$3.9 billion, with the federal government paying \$651 million, or 6.9 percent.

These percentages do not reflect the increased state appropriations to education made during the 2004 session, however, so the local percentage should go down and the state percentage should go up.

The state's policy is to pay 55 percent on average of recognized Standards of Quality costs.

The problem has been that the SOQ were not thoroughly updated from the late

1980s until the 2004 session, despite the far-reaching changes that had been made in the Standards of Learning and Standards of Accreditation programs.

Dickerson said that student enrollment is projected to increase about 1.3 percent in the current year and in FY 2006.

Dickerson shared with the committee a summary of the results of the survey of education funding done by VML and the Virginia Association of Counties last summer. The survey results showed that teachers received an average salary increase of 4.9 percent in the localities returning the survey.

Sen. Thomas Norment asked if information was available about the maintenance of effort by localities in education funding. Dickerson said while the survey gathered some information on that issue, the late adoption of the state budget made it a tricky question. She said that it would not be unexpected that some localities would

*Continued on page 5*

**FROM THE CAPITOL****JLARC education recommendations continued ...**

choose to free up education funds for other local purposes.

Dickerson's presentation also noted that there is no Literary Fund money available for direct loans for school construction. The 2004-06 budget diverts more than \$130 million a year from the fund to the general fund to help pay the costs of teacher retirement. Sen. Roscoe Reynolds asked about the effect of localities adopting state traffic ordinances by reference. In this event, fines collected go to local treasuries and not the Literary Fund. Information on the effect on the Literary Fund was not available.

A staff overview on the 2004-2006 budget given Nov. 18, the first day of the retreat, suggested limiting the dependence on the Literary Fund to pay teacher retirement costs as one of several possible uses of any budget surplus.

Handouts from the Senate retreat are available at [http://leg3.state.va.us/quickplace/sfc2004/main.nsf/h\\_Discussion/ACB3676599656B7585256F4E00550FCA/?OpenDocument](http://leg3.state.va.us/quickplace/sfc2004/main.nsf/h_Discussion/ACB3676599656B7585256F4E00550FCA/?OpenDocument). ❖

**Dec. 13 legislation drafting deadline approaches**

If your locality plans to ask for legislation to be submitted in the next General Assembly session, be sure to contact your senator or delegate as soon as possible in order that the drafting request can be made by Dec. 13.

Legislators will need to submit requests for drafts for legislation to be prefiled with the Division of Legislative Services by that date, according to the procedural resolution proposed by the Joint Rules Committee at its Nov. 17 meeting in Richmond.

Legislators can request and prefile an unlimited number of bills, as long as the requests are made by Dec. 13 and prefiled by Jan. 12, the first day of the 2005 session.

For bills and resolutions not prefiled,

delegates are limited to introducing five pieces of legislation and senators are limited to eight. Any member, however, may request to introduce a bill with the unanimous consent of the entire body.

The procedural resolution will not be formally adopted until the beginning of the session, so the dates that follow (with the exception of the Dec. 13 and Jan. 6 dates) could change if the procedural resolution is amended.

Major dates included in the proposed calendar include:

- Dec. 13. Deadline for making requests to Legislative Services for drafts of legislation to be prefiled.
- Jan. 6. Deadline for requesting legislation (not pre-filed; counts against limit of bills that may be introduced).

- Jan. 12. First day of session; prefiling deadline is 10 a.m.; last day to file charter, local fiscal and correctional impact, sales and property tax exemption, and VRS bills, as well as legislation creating or continuing a study.

- Jan. 21. Deadline for filing for bills and joint resolutions.

- Feb. 8. Cross-over day; each house to finish its own legislation, except budget, revenue, debt, VRS bills.

- Feb. 21. Last day for committee action.

- Feb. 24. Budget conference report to be available by noon

- Feb. 26. Adjournment

- April 6. Reconvened session. ❖

**ETCETERA****NLC policy committee nominations sought**

Nominations are still being sought for the National League of Cities' 2005 policy and advocacy committees. VML coordinates the applications for these committees, which meet during NLC's two annual meetings: the Congressional-City Conference in early March in Washington, D.C., and the Congress of Cities, which will be held in Charlotte, N.C., in December 2005.

NLC has seven policy and advocacy committees: Community and Economic

Development; Energy, Environment, and Natural Resources; Finance, Administration and Intergovernmental Relations; Human Development; Information Technology and Communications; Public Safety and Crime Prevention; and Transportation Infrastructure and Services.

At the March meeting, each committee discusses and determines the policy priorities for the coming year. They may also hear from speakers on current and

emerging issues. After this meeting, the steering committee for each policy committee works on developing language to address the policy priorities. At the Congress of Cities, the policy committees meet again to discuss and adopt the policy priorities.

If you are interested in serving on one of NLC's policy and advocacy committees, call Janet Areson at VML, 804/649-8471, or e-mail her at [jareson@vml.org](mailto:jareson@vml.org). ❖

## ETCETERA

## Environmental Management System training offered



Two Virginia consulting firms are offering assistance to local governments interested in developing Environmental Management Systems. An EMS provides a systematic way to review and improve operations for better performance. According to the U.S. Environmental Protection Agency, an EMS can save money, reduce insurance premiums, improve bond ratings and help win some flexibility from regulators.

Gannett Fleming, an environmental and engineering firm, will provide a series of training courses in Richmond for municipalities interested in developing an EMS in 2005. The program will include an initial site visit by Gannett Fleming, followed by four classroom sessions throughout 2005 to implement a web-based EMS. Cost for the program is

\$15,000 per municipality, for up to two people. For information call Chuck Mason at 804/360-8708, or [ems@gfnet.com](mailto:ems@gfnet.com).

Environmental Solutions Inc. is offering "The ABC's of Environmental Management Systems." The programs are designed to help local governments and others develop an EMS that will meet the requirements for the Department of Environmental Quality's Environmental Excellence Program. The next session is scheduled for Dec. 9 from 8:30 a.m. until noon at the Center for Innovative Technology located at 1701 E. Parham Road in Henrico County. Registration is \$65. Participants will receive an EMS Awareness Training Certificate. Additional sessions will be held in 2005. For information contact Harry Gregori at 804/672-7570, or go to [www.envirsol.com](http://www.envirsol.com).



## REGULATIONS

### Proposed Regulations

**Water Quality Standards.** The State Water Control Board has proposed regulations to include updated numerical and narrative criteria to protect designated uses from the impacts of nutrients and suspended sediments in the Chesapeake Bay and its tidal tributaries. The

amendments include new and revised use designations for these waters and are additions to the existing water quality standards regulation, which contains numerical and narrative criteria to protect use designations. These amendments are substantive in that the Chesapeake Bay and its tidal tributaries will have separate uses and nutrient-related criteria from the rest of the state. To

meet these new criteria, pollution sources upstream of the designated area must be controlled. Public hearings will be held. Contact Elleanore Daub, Department of Environmental Quality at 804/698-4111 or e-mail her at [emdaub@deq.virginia.gov](mailto:emdaub@deq.virginia.gov) for additional information. ❖

## POSITIONS

### Longer version of job ads posted at [www.vml.org](http://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](http://www.vml.org). Visit the VML site and click on "Marketplace" to read the complete descriptions.

### Senior Public Information Officer, Office of Public Affairs, Fairfax County

SALARY: \$49,217-\$65,623 hiring range + benefits. Senior public information professional will serve as Communications Division chief; manage comprehensive public information programs; serve as

information consultant to county agencies; provide sensitive information to media; serve as member of the emergency on-call team; coordinate special events; produce publications. Diverse and responsible position reqs. initiative, creativity, motivation and strong leadership skills. Req. bachelor's degree and 6 yrs. exper. For full job description and to apply online, visit <http://www.fairfaxcounty.gov/gov/pers/pers1.htm>. Deadline: Dec. 28. EOE.

### Town Manager, Lovettsville

SALARY: \$50,000-\$60,000 + benefits. (Pop. 850) Northernmost incorporated town in Loudoun County expects its population to double during next several years. Developments under review include a town center and retirement community. Should possess bachelor's in mngmnt. or public admin. with 3-5 yrs. of mngmnt. exper., preferably in municipal govt. Must have working knowledge of municipal bdgt. and finance; land-use planning, zoning, and development related issues; capital plan-

ning, public facility mngmnt. and personnel admin. Resume, salary history and cover letter to: Town Manager Search, Town of Lovettsville, P.O. Box 209, Lovettsville, VA 20180. Deadline: Jan. 15. EOE.

### Director of Community Development, West Point

SALARY: \$34,000 (+) DOQ/DOE. Prefer strong planning background to develop and manage planning activities. Department-head position responsible for: professional advice to town council, town manager and appointed boards on land-use related matters, including maintenance of the comprehensive plan, updating and drafting ordinances, serving as zoning administrator and subdivision agent, interpreting and enforcing compliance with the land-use, environmental zoning, subdivision, wetlands and erosion and sediment control laws. Send town application, resume and 3 references to: Trenton L. Funkhouser, Town

*Continued on page 7*

## POSITIONS

Manager, P.O. Box 152, West Point, VA 23181. Call 804/843-3330 for application. Deadline: Dec. 31.

### Director of Finance, Danville

SALARY: \$85,000-\$100,000 DOQ + benefits. (Pop. 48,000) Prefer executive with municipal exper. Provides supervision to the Administration Division, Purchasing, Accounting, Real Estate Assessment, and Central Collections. Provides advice and oversight for overall city operating budget. Oversees and manages employee retirement system and serves as exec. secretary to retirement board. Educ. and exper. equiv. to graduation from accredited college with major course work in accounting, finance or business admin., MS/MBA/MPA and CPA preferred. Submit detailed resume and completed city application to: Human Resources, P.O. Box 3300, Danville, VA 24543-3300 or e-mail to HR@ci.danville.va.us. To download application or for additional info. visit www.danville-va.gov. Deadline: Jan 12. EOE.

### Operations Engineer, Herndon

SALARY: \$41,814-\$66,905 DOQ (+) benefits. Perform operations and management of water and sewer system. Bachelor's in civil engineering technology or comb. of equiv. exper. and formal educ.; min. 2 yrs. exper. in water and wastewater systems field operation and design support. Must possess knowledge in GIS, water CAD, sewer CAD or similar software; must interpret data and status conditions generated from SCADA software MMI interface; must be able to read and interpret engineering drawings; must have exper. with water/sewer systems inspection and construction standards. Va. Class V Waterworks Operators license and Class IV Wastewater Works Operators license preferred. Contact: Human Resources, P.O. Box 427, 777 Lynn St., Room 110, Herndon, VA 20172. Call 703/481-1185 or visit <http://herndon-va.gov>. Open until filled. EOE.

### Assistant City Manager, Fairfax City

SALARY: \$74,308-\$115,276 DOQ (+) benefits. Responsible for variety of functions, including: liaison with mayor, council and city departments; budget preparation and oversight; state legislative liaison; planning, directing and coordinating special projects; and overseeing the Community Relations and Human Services Division. Min. reqs. include a bachelor's

degree in govt., public admin., planning or marketing; and substantial exper. with principles and objectives of city management, including comprehensive knowledge of local govt. operations. For information or to apply online, go to [www.ci.fairfax.va.us](http://www.ci.fairfax.va.us). Open until filled. EOE.

### Finance Director, Fauquier County

SALARY: \$57,928-\$86,892 (+) benefits. Support county government and public school programs. Duties involve managing and supervising the activities of the Finance Department in the areas of general ledger, payroll, accounts receivable, accounts payable, procurement and risk mngmnt. Reqs. bachelor's in accounting, public finance, or a related field, supplemented by 6 yrs. exper. or training that includes govt. accounting/finance or any equiv. comb. of educ., training and exper. CPA certification or related master's degree preferred. Submit completed classified application form available at [www.fauquiercounty.gov](http://www.fauquiercounty.gov) to: Fauquier County Human Resources Department, 320 Hospital Drive, Suite 34, Warrenton, VA 20186. For assistance call 540/428-8700 or Fax: 540/347-3610. Deadline: Dec. 30. EOE.

### Town Manager, Chincoteague

SALARY: \$70,000-\$80,000 DOQ (+) benefits. (Pop. 4,000 / 1.4 million visitors annually) Prefer exper. as a town or city manager, county administrator, assistant city, county or town manager in a diverse, full service community with a wide range of duties in operations and management. Reqs. bachelor's degree or equiv. exper. in planning, public admin., personnel, business, finance or related field. Master's desirable. Min. 5-9 yrs. progressively responsible local govt. exper. is req. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Vice President, or Roger M. Scott, Senior Vice President, Springsted Inc., 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757/422-6617 or e-mail [virginiabeach@springsted.com](mailto:virginiabeach@springsted.com). More info. at [www.springsted.com](http://www.springsted.com). Deadline: Dec. 17. EOE.

### Director of Administration/ Finance, Tidewater Regional Group Home Commission

SALARY: \$45,916-\$50,500 (+) benefits. Direct all financial management and MIS activities for regional public agency serving

children and families in Hampton Roads. Annual operating budget is \$6 million. Bachelor's in business mngmnt., accounting or related field req. Must have 5 yrs. progressively responsible exper., including supervision of staff. Send state application form, recent DMV driving record and 3 recent written reference letters to: Executive Director, Tidewater Regional Group Home Commission, 2404 Airline Blvd., Portsmouth, VA 23701. Indicate unit name with the position title on the state application. There is no position number. Open until filled. EOE.

### Maintenance Supervisor/Water Operator, Timberville

SALARY: DOQ/DOE. Responsible for the supervision of maintenance personnel, operation of water treatment facility, knowledge of sewer services and repair work, and general maintenance duties. Class IV water license req. A Town of Timberville application should be submitted to the town office at 392 S. Main St., Timberville, VA 22853. Application forms are available at the town office. Open until filled. EOE.

### Human Resource Director, Radford

SALARY: \$43,000 (+) benefits DOQ. Plan, direct, manage and administer comprehensive Human Resources program. Reqs. a bachelor's degree in human resource mngmnt., business admin., public admin., or closely related field (master's preferred) supplemented by 6 yrs. previous exper. and/or training that includes progressively responsible exper. involving all aspects of HR admin. (preferably in local govt.), budget admin. and mngmnt. Applications may be obtained at [www.radford.va.us](http://www.radford.va.us) and returned to: Office of the City Manager, Attention: Judith Bruce, 619 Second St., Radford, VA 24141. Deadline: Dec. 31.

### Management Analyst II (Public Works-Transportation), Norfolk

SALARY: \$40,767-\$50,912. Designs, conducts and coordinates studies and research projects on issues with implications for management decisions relating to funding, personnel, policies, procedures and organizational structure. Knowledge of Hansen Work Management System preferred. Reqs. graduation from accredited 4-yr. college with bachelor's in public admin., business admin., or related field and at least 3 yrs. of professional exper. in

## POSITIONS

mngmnt. analysis; or any equiv. comb. of training and exper. Contact: 757/664-4486 or visit <http://www.norfolk.gov>. Send city application to: Department of Human Resources, Room 100, City Hall Building, 810 Union St., Norfolk, VA 23510. Position #3585. Open until filled. EOE.

### County Attorney, Prince William

SALARY: \$140,000s-\$150,000s. Serve as principal legal officer in matters before local state / federal / appellate courts; serve as advisor to Board of Supervisors and others. Directs staff of 26 and \$2 million bdtg. Recruitment profile containing detailed info., min. reqs. and the application process is available at [www.pwcgov.org/jobs/](http://www.pwcgov.org/jobs/) or call 703/792-6644. Apply with detailed resume to: Human Resources Director, Prince William County, 4380 Ridgewood Center Drive, Woodbridge, VA 22192. Position #891034. Deadline: Dec. 27. EOE.

### City Attorney, Petersburg

SALARY: \$60,972-\$100,397. Oversees the legal affairs of the city under the general direction of the city council. Any comb. of educ. and exper. equiv. to graduation from a law school of recognized standing and extensive exper. as a practicing attorney, a considerable amount of which shall have been in the practice of municipal law. Must be eligible to practice law in Va. Must be Petersburg resident or willing to relocate within 1 yr. of hire. Submit application and/or resume to: City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit [www.petersburg-va.org](http://www.petersburg-va.org). Deadline: Dec. 30. EOE.

### Deputy Town Manager, Nags Head, N.C.

SALARY: \$61,391-\$86,743. Has direct responsibility over the Administrative Services Department and oversight for Public Safety, Public Works and Planning. Administrative Services functions include finance, human resources and information systems. Bachelor's degree req. in public admin., business, human resources or closely related field; master's preferred; reqs. 6-10 yrs. progressive governmental managerial exper. Ability to motivate and achieve results essential. Residency req. Apply to: Human Resources, P.O. Box 99, Nags Head, N.C. 27959. Include references. Deadline: Jan. 7. EOE.

### Director of Parks and Recreation, Bath County

SALARY: DOQ/DOE. Plan, direct and coordinate all activities of the department. Performs hands on work with other employees to provide residents with high quality parks and recreation activities, facilities and overall programs for all groups, ages and interest levels. Application packet may be obtained by contacting: Office of County Administrator, P.O. Box 309, Warm Springs, VA 24484 or by calling 540/839-7221 or toll free for local residents outside the local calling area 888/823-1710. Send applications to the Office of County Administrator. Deadline: Jan. 25. EOE.

### Director of Public Safety, Amherst County

SALARY: \$47,382 or higher DOQ/DOE (+) benefits. Develop, direct and implement comprehensive local govt. public safety program for essential functions including E-911 dispatch, fire, emergency medical services, emergency services mngmnt. and communications. Serves as emergency program manager and coordinator of emergency services. Job description and county application are available from the Office of the County Administrator (434/946-9400) or [www.countyofamherst.com](http://www.countyofamherst.com). Submit letter of interest, resume, 3 references and completed county application to: Office of the County Administrator, P.O. Box 390, 153 Washington St., Amherst, VA 24521. Deadline: Dec. 30. EOE.

### Business Development Facilitator, Albemarle County

SALARY: \$47,280-\$61,464. Serves as liaison with business community to encourage development consistent with the comprehensive plan. Exper. or educ. equiv. to graduation from 4-year college with major course work demonstrating knowledge of land development practices; min. 5 yrs. exper. related to land development practices; prefer exper. as a licensed engineer or architect, building inspector, contractor or superintendent of building construction, and 3 yrs. in responsible charge of such work. Apply on-line at [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Deadline: Dec. 14. EOE.

### Treasurer, Chase City

SALARY: DOQ (+) benefits. Plan, direct and supervise accounting, payroll and financial record keeping programs, and all

areas of financial mngmnt., including budget and investment. Min. 5 yrs. exper. in bookkeeping, accounting and/or office admin. or equiv. Req. knowledge and exper. of accounting practices and procedures, payroll and benefits, revenue and accounts payable, insurance and financial management software. College degree preferred. Appointed by council. Forward application/resume, salary history and references to: Town of Chase City, ATTN: Town Manager, 319 N. Main St., Chase City, VA 23924. Deadline: Dec. 31. EOE.

## Other positions

**NOTICE:** The following positions also are listed on VML's Web site at [www.vml.org](http://www.vml.org).

### County Administrator, Surry

SALARY: Negotiable DOQ (+) benefits. (Pop. 6,829) Deadline: Jan. 6.

### State Court Administrator, Supreme Court of Virginia

SALARY: Negotiable. Open until filled.

### Property Maintenance Manager, Richmond

SALARY: \$51,829-\$85,131. Deadline: Dec. 10.

### Director of Finance, Front Royal

SALARY: DOQ (+) benefits. Deadline: Feb. 18.

### Public Works Director, South Hill

SALARY: \$42,910-\$62,150 DOQ/DOE (+) benefits. Deadline: Dec. 17.

### Economic Development Director, Arlington County

SALARY: Low-to-mid \$100,000s negotiable. Open until filled.

### Economic Development Director, Asheville, N.C.

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

### County Administrator, Fauquier

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

### Finance Director, Asheville, N.C.

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

*Continued on page 9*

## POSITIONS

### Utility Director, Manassas

SALARY: \$100,000-\$120,000 (+) benefits.  
Deadline: Dec. 10.

### Treasurer (part time), Haymarket

SALARY: Negotiable. Deadline: Dec. 15.

**DEADLINE:** *The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 10. Submit ads via e-mail to David Parsons at [dparsons@vml.org](mailto:dparsons@vml.org). You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's Web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

## CALENDAR

### 2004 Human Resources Leadership Conference, Dec. 8- 10, Hampton

Theme is "Workforce: Developing New Attitudes." Registration opens Oct. 4. See [www.dhrm.virginia.gov](http://www.dhrm.virginia.gov) for more details.

### VML/VACo Legislative Day, Feb. 3, Richmond

Annual legislative briefing and program for local officials will be held at the Richmond Marriott Hotel in downtown. Contact: Peggy Blunt at [pblunt@vml.org](mailto:pblunt@vml.org) or (804) 649-8471.

### Virginia Municipal Clerks Association Conference, April 20-22, Chesterfield County

Hosted by Region IX. For information, contact Lisa Elko at 804/748-1200.

### 2005 Greenways and Trails Conference, May 1-4, Richmond

Sponsored by BikeWalk Virginia. Presentations, mobile workshops and a bonus whole-day technical field workshop will provide attendees information and skills to plan, design, construct and maintain active communities and build support for them by promoting health, recreation and environmental benefits. For more information, call BikeWalk Virginia at 757/229-0507 or write [info@bikewalkvirginia.org](mailto:info@bikewalkvirginia.org).

*Preferred method of submitting items is via e-mail to David Parsons at: [dparsons@vml.org](mailto: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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