

Update

February 27, 2004

The newsletter of the
Virginia Municipal League

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Sen. John Chichester
Senate Finance Committee chairman

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Del. Vince Callahan
House Appropriations Committee chairman

House, Senate release budgets; localities have much at stake

The House and Senate presented two starkly different budget proposals Sunday that reflect significant differences in how to pay for the cost of providing core government services at the local level.

While each chamber includes an infusion of new revenue based on increases in some state taxes, the Senate’s plan offers systemic changes to address some of government’s most basic responsibilities.

The Senate plan, for example, increases K-12 education spending over the next two years by \$1 billion more than Gov. Mark R. Warner has proposed.

“The Senate [has] indicated its desire to be a true partner in public education,” Senate Finance Committee Chairman John Chichester said on Sunday. “Given the major thrust ... to reduce pressure on local real estate taxes, [the Senate does] not believe that we can in good faith change the way we calculate education costs and shift ... costs back on localities.”

The House Appropriations Committee, however, proposed a budget that would cut or freeze funding for a number of state-mandated programs that are carried out at the local level. The House, for example, would shift a significant portion of the cost of teacher retirement to local governments and cut some existing education programs.

“{Local governments} have been crying wolf for so many years, we’re getting immune to it here,” House Appropriations Committee Chairman Del. Vince Callahan told the Norfolk Virginian-Pilot. “They’ve got plenty of money.”

The House did take an important step last week by recognizing the need for additional state revenue. It voted to repeal long-standing commercial sales and use tax exemptions that applied to a handful of large businesses. Repealing the exemptions generates an estimated \$345 million in additional state General Fund revenue over the biennium. The plan generates an additional \$115 million for affected local governments through the local option sales and use tax, and an additional \$57 million for the Transportation Trust Fund.

The Senate revenue plan would provide more than \$3.5 billion in additional revenue over the next biennium. Its plan is responsive to many of the longstanding needs of local governments that are set forth in VML’s legislative program and policy statements.

The House budget would:

- Shift a significant portion of the cost of teacher retirement to local governments.

(See related story page 2)

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FROM THE CAPITOL

House, Senate budgets continued ...

- Cut or freeze other existing education programs. Cost to local governments: Still identifying and calculating.
- Continue the freeze on HB 599 funding at the FY03 level. Cost to local governments: \$35.56 million for the biennium.
- Further reduce the state funding share of jail per diems. Cost to local governments: \$16.2 million for the biennium.
- Reduce the state-share of funding for elected treasurers and commissioners of the revenue. Cost to local governments: \$6.76 million for the biennium.
- Freeze state ABC/Wine profits shared with local governments at the FY04 level as revenues to the state increase from these sources. Cost to local governments: Approximately \$8.2 million. The amount of money local governments receive in this category was cut significantly back in 2002.
- Cuts \$246 million from transportation, delaying or eliminating construction

projects in every VDOT district in the state.

Both Houses, however, restored the deduction of locally generated revenues in calculating the SOQ as included in the introduced budget.

The House and Senate were scheduled to vote on their respective budgets on Thursday (Feb. 26) as this edition of Update was being mailed. Following the votes, a conference committee will be named in hopes of working out a compromise. The legislature is scheduled to adjourn on March 13.

VML's legislative staff posted a preliminary analysis under the password-protected portion of VML's Web site at www.vml.org. A detailed analysis will be provided later in the week after details of the House and Senate budget amendments are released. These budget amendments, sometimes called "half-sheets" may be viewed on the General Assembly's Web site, <http://leg2.state.va.us/MoneyWeb.NSF/sb2004>. ❖

Teacher retirement: An explanation



The budget proposal put forth by the House Appropriations Committee would shift the cost of providing teacher retirement substantially. The House proposal would decrease funding by \$35.4 million in FY05 and by \$39 million in FY06 by establishing the policy that the state will base its share of teacher retirement contribution rates at the "normal cost."

Any contribution costs above the normal cost will be the responsibility of the school division. A normal cost is what the retirement contribution cost would be without reflecting any past losses or gains — for example, without recognizing past experience in the stock market or salary levels.

Two numbers to remember: the rate in the introduced budget for an uncoupled teacher retirement rate amortized over a 30-year period is 7.82 percent. The normal rate is 6.03 percent.

Under the House proposal, the retirement rate for teachers for FY05 would be 6.03 percent. In FY06, the rate charged the school divisions would be 6.63 percent (6.03 plus one-third of the difference between 7.82 and 6.03), but the state

reimbursement would be based only on 6.03 percent, the normal cost.

In FY07, the rate would 7.22 percent and in FY08, 7.82 percent but again, the state would reimburse based only on a 6.03 rate.

Another question mark: What happens when new rates are certified for teachers for FY07 and FY08? VRS will be recognizing losses from the downturn in the stock market for three more years so it would not be surprising if VRS certified higher rates for FY07 and FY08.

But under the House proposal, regardless of the certified rate, the state reimbursement would be based on the normal cost of 6.03 percent. Essentially the House proposal is treating teacher retirement in the same manner that it treats retirement costs for constitutional officers.

A final point to keep in mind is that the state reimbursement is based only on teaching positions recognized by the state. School divisions actually hire at least 20 percent more instructors than the state recognizes, so localities pay 100 percent of the salary, retirement and fringe benefits for these positions. ❖

FROM THE CAPITOL

Junk car bill moves to House Counties, Cities & Towns Committee



SB 204 (Quayle) would change the rules for junk cars in every locality that has a junk car ordinance. The bill would allow a person who is restoring or repairing an inoperative motor vehicle to keep that vehicle, plus one additional support junk vehicle, on his property for six months — so long as the vehicles are screened from view from adjacent properties. Under the current law, if the inoperative vehicles are not kept in a building, the locality may require them to be removed.

The original version of the bill allowed any inoperative vehicles to stay on the property forever, if screened from view. It would have severely weakened the work localities do to remove junk cars. VML and others worked with the patron to improve the bill. Another change agreed to by Sen. Frederick Quayle was to change his new definition of “screened from view.” The original version defined screened from view as the view from street level. The

current bill keeps that language and adds that the vehicle is screened only if it can't be seen from a building on adjacent property. This will include someone in an upstairs bedroom on the next-door lot.

Car restorers, who want to have cars out behind a house to scavenge for parts, asked for the bill. The restorers are not satisfied with the six-month rule and are working to have members of the House Counties, Cities & Towns Committee change the bill.

It is important to ask your delegate on the committee to keep the bill in its current form or to reject the bill altogether. In its original form, the bill really will make it difficult for localities to carry out junk car clean-up campaigns.

Members of the committee are delegates: Amundson, Armstrong, Bryant, Cline, Cole, Dudley, Hall, Hull, Hurt, Ingram, Jones D.C., Marrs, Marshall D.W., Marshall R.G., McQuigg, Oder, Orrock, Reese, Spruill, Stump, Suit and Ware O. ❖

AT THE LEAGUE

VML lends support to 2 groups

The VML Executive Committee voted Feb. 12 to join two groups pushing for more state funding of core government services.

The executive committee voted to join the Foundation for Virginia, an organization attempting to raise public awareness about the need to invest in Virginia's core

services. VML will be asked to recommend local officials to fill five Board of Director seats.

The committee also voted to join the Alliance for Virginia's Students, which promotes adequate public policy and funding support from the state for excellence in public education. ❖

REGULATIONS

Intended Regulatory Action

Regulations Relating to the Conservator of the Peace. The Criminal Justice Services Board has proposed action to establish a registration process to include a fingerprint-based background check, registration fees, compulsory minimum entry-level training standards, and administration, and administration of the regulatory system. The agency intends to hold a public hearing after publication. For more information, contact Ellen Spain, Department of Criminal Justice Services, at 804/786-1018 or e-mail her at espain@dcjs.state.va.us.

Policy for Nutrient Enriched Waters. The State Water Control Board has proposed action to establish numeri-

cal limitations for the discharge of total nitrogen, and the possible revision of numerical limitation for the discharge of total phosphorus, for certain discharges located within the Chesapeake Bay watershed. Public hearings will be held. For additional information, contact John Kennedy, State Water Control Board, at 804/698-4312 or e-mail him at jmkennedy@deq.state.va.us.

Virginia Water Protection General Permit for Impacts Less than One-Half of an Acre. The State Water Control Board has proposed action to correct several administrative procedures, clarify application and permitting requirements and allow for a more efficient application review process. Public hearings will be held. Contact Ellen Gilinsky, Department of Environmental Quality, at 804/698-4375 or e-mail her at

egilinsky@deq.state.va.us for more information.

Virginia Water Protection General Permit for Impacts from Development Activities. The State Water Control Board has proposed regulations to correct several administrative procedures, clarify application and permitting requirements and allow for a more efficient application review process. A public hearing will be held. For additional information, contact Ellen Gilinsky, Department of Environmental Quality, at 804/698-4375 or e-mail her at egilinsky@deq.state.va.us.

Proposed Regulations

Certification for Noncommercial Environmental Laboratories. The

Continued on page 4

REGULATIONS

Department of General Services has proposed a regulation that establishes the certification program required by § 2.2-1105 of the Code of Virginia for environmental laboratories submitting data to the Department of Environmental Quality under the state's air, water and waste laws. There are two proposed regulations, one for noncommercial environmental laboratories and one for commercial environmental laboratories. Each proposed regulation is organized

into two parts. Part 1 of each regulation contains the provisions pertaining to the administration of the program. This part describes the process that owners or operators of environmental laboratories must use to be certified and to maintain certification under the program. Part 2 of each regulation contains the quality assurance and quality control standards that these laboratories must meet to be certified under the program. The standards in Part 2 of Chapter 45 have been developed for Virginia noncommer-

cial environmental laboratories. The standards in Part 2 of Chapter 46 are the 2003 National Environmental Laboratory Accreditation Conference standards, which are incorporated by reference into the regulation. Public hearings will be held. Contact Nancy Saylor, Department of General Services, at 804/231-7980 or e-mail her at nssaylor@erols.com for further information. ❖

POSITIONS

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

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

Director of Public Works, Dumfries

SALARY: \$50,679-\$70,951 (DOQ). (Pop. 5,000) Manage public works operations for growing town. Reqs. technical, interpersonal and customer service skills, knowledge of infrastructure, public utilities, street maintenance, solid waste, site plan review, personnel supervision, and contract development, review and mngmnt. B.S. in civil eng. or related field and 5 yrs. municipal public works mngmnt. exper. at director or asst. director level preferred. Resume to: Town Manager John Barkley, "DPW Director Search," P.O. Box 56, Dumfries, Va. 22026, or via e-mail to djohnson@dumfriesvirginia.org. Deadline: March 12. EOE.

Business Development Coordinator, Buena Vista

SALARY: DOE (+) benefits. (Pop. 6,500) Readvertisement. Direct, review and participate in the promotion of complex economic development initiatives for commercial, retail and professional business development projects; act as project grants manager for development projects. Detailed

job description at www.buenavistavirginia.org/jobs. Send complete resume to: City Manager, City of Buena Vista, Attn: Business Development Coordinator, 2039 Sycamore Ave., Buena Vista, VA 24416. Open until filled. EOE.

City Assessor, Poquoson

SALARY: \$43,505-\$64,737 DOQ. Plan, organize and perform the biennial appraisal and assessment of real property. Prepare, install and maintain property tax maps and records. Review complaints concerning assessments and organize hearings before Board of Equalization. Should possess 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. Certification as Professional Real Estate Assessor from Department of Taxation req. Resumes and applications to: Office of the City Manager, 500 City Hall Ave., Poquoson, VA 23662. Deadline: March 26. EOE.

King William County, Director of Community Development

SALARY: \$57,600 to start (+) benefits DOQ. (Pop. 13,900) Manage the county's comprehensive planning, land-use planning, zoning, subdivision development, Chesapeake Bay Preservation Act, erosion and sediment control, storm water management, building inspection, capital improvements programming, geographic information system, emergency management and animal control programs. Min. qualifications: bachelor's degree in urban and regional planning, public admin. or urban studies and 3 yrs. of relevant community development/planning exper. Send county application form or resume, including 5 professional references and salary history,

to: King William County Administrator, P.O. Box 215, King William, VA 23086. Application form at www.kingwilliamcounty.us. Open until filled. EOE.

Wastewater plant/waterworks operator, Shenandoah

SALARY: \$17,500-\$21,000 to start DOQ. FT. Perform daily operations of the wastewater treatment plant, sewer and water pumping stations. Duties include maintenance of equipment, sampling, record keeping and reports, as required by state and federal regulatory agencies. Must be willing to be trained to obtain license. For information or application contact: Town Hall, 426 First St., Shenandoah, VA 22849, or phone 540/652-8164. Visit www.TownOfShenandoah.com. Deadline: March 11. EOE.

Business Development Representative, York County

SALARY: \$38,571 base (+) benefits. Perform basic marketing, research, analytical, public relations, technical and special events work in the Office of Economic Development. Direct the county's business retention and expansion program and assist with attracting new business investment. County application req. Obtain from Human Resources Office, 120 Alexander Hamilton Blvd., Second Floor, Yorktown, VA; from the county's Web site www.yorkcounty.gov; or by calling 757/890-3690. Hearing impaired only call TDD 757/890-3300. Open until filled. EOE.

Business Development Specialist, Martinsville

SALARY: \$38,966-\$48,707 DOQ (+) benefits. Perform research and project

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POSITIONS

management activities designed to promote domestic and international business development, redevelopment and related economic expansion activities. Three-to-five yrs. exper. req. Req. city application can be obtained from Web site:

www.ci.martinsville.va.us, or by calling 276/403-5181 or apply directly to Human Resources Office, Room 213, Municipal Building, 55 W. Church St., Martinsville, VA 24114. EOE.

Field Maintenance Superintendent, Purcellville

SALARY: \$42,993-\$51,591 DOQ/ DOE (+) benefits to start; \$42,993 to \$63,521 full range. Responsible for personnel management of a growing Streets and Maintenance Department in town located in western Loudoun County. Coordinate and prioritize projects regarding the maintenance of the water, sewer and street systems. To apply, pick up application and job description at the town office or download an application at <http://town.purcellville.va.us>. Completed applications to: Steve Plante, Director of Streets and Maintenance, Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Fax: 540/338-6205. Apply immediately. Deadline: Feb 27. EOE.

Town Manager, La Crosse

SALARY: DOQ (+) benefits. (Pop. 750) Manage day-to-day operations of small town in Mecklenburg County that is in the process of revitalization effort. Reqs. administrative and fiscal management skills, good written and oral communication skills, exper. as a deputy manager or supervisor, and experience supervising a staff of six or more. Will consider person with one year of experience. Apply by sending cover letter and resume with references to: Town of La Crosse, P.O. Box 178, La Crosse, VA 23950. Deadline: March 19.

Director of Finance, Waynesboro

SALARY: DOQ/DOE. Perform highly responsible supervisory, administrative and fiscal control work as chief accounting and financial officer. Plan, coordinate and direct all aspects of city financial management and administration. Graduation from an accredited college or university with a degree in finance, public or business admin. or closely related field plus 6-7 yrs. related exper., including 3-4 yrs. of supervisory exper. GFOA / VGFOA certification or equiv. desirable. Submit letter of application, detailed resume with salary history

and work related references to: James C. Fitzgerald, Human Resources Department, Room 101, 503 W. Main St. Waynesboro, VA 22980 or e-mail fitzgeraldjc@ci.waynesboro.va.us. Deadline: March 26. EOE.

Chief of Police, Hopewell

SALARY: DOQ (+) benefits. (Pop. 22,354) Reqs. bachelor's degree in criminal justice, law enforcement, police science or a related field, or equiv. exper. and at least 10 yrs. exper. in law enforcement in a diverse community of similar or larger size with 5 or more yrs. in a managerial role as a chief, deputy/assistant chief, or in a command level position. Master's degree desirable. 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 Incorporated, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757/422-6617 or e-mail virginiabeach@springsted.com. For further information visit www.springsted.com. Deadline: March 25. EOE.

Director of Finance, Front Royal

SALARY: DOQ (+) benefits. Plan, organize, direct and supervise the financial programs, systems and services of the town, including preparation of the CAFR and GFOA budget document, accounting, internal audit, investments, accounts payable, meter reading, customer service, billing and collection. Reqs. any comb. of educ. and exper. equiv. to graduation from accredited college with major course work in accounting or related field and extensive exper. in public financial admin. Cover letter of interest and a confidential resume, including a minimum of four references, to: Director of Management Services, P.O. Box 1560, Front Royal, VA 22630. E-mail: Humanresources@ci.Front-Royal.va.us. See: www.ci.Front-Royal.va.us. Deadline: April 23. EOE

City Manager, Martinsville

SALARY: \$90,000-\$100,000 (+) benefits, including auto allowance. DOQ/DOE. (Pop. 15,416) Council-manager form of government w/ 351 city employees. Budget appx. \$60 million. Responsible to city council for proper administration of all affairs of the city. Must have ability to embrace/take charge of the community's strategic framework. BS/BA in public administration or related field. Related MS/MA preferred. See www.mercergroupinc.com. Resumes to:

James L. Mercer, The Mercer Group Inc., 5579B Chamblee Dunwoody Road #551, Atlanta, GA 30338. Phone: 770/551-0403. Fax: 770/399-9749. E-mail: mercerc@mindspring.com. Deadline: March 31. EOE.

Senior Planner, Stafford County

SALARY: \$39,936-\$65,457 DOQ. Work independently in the development and analysis of proffer administration in Code Administration Department. Coordinate with developers to track all proffer compliance; prepares technical reports; and assist the zoning administrator. Any comb. of educ. and exper. equiv. to graduation from accredited college or university with master's degree in urban planning or related field; considerable exper. in professional planning and zoning work. For application, contact 540/658-4596 or www.co.stafford.va.us. Submit required county application to: Stafford County, Human Resources, P.O. Box 339, Stafford, VA 22555. Fax: 540/658-4597. Open until filled. EOE.

Civil Engineer (roads), Stafford County

SALARY: \$44,075-\$72,238 DOQ. Review development plans, plats and construction cost estimates for public works projects with emphasis on road projects; prepare engineering drawings, plats and legal documents; review requests by developers for establishment of financial securities for road construction projects; inspects field construction and prepares reports of status; develops requests for proposals for engineering and construction services; serves as project engineer on construction projects; manages street light program and assists with street sign program. For application, contact 540/658-4596 or www.co.stafford.va.us. Submit required county application to: Stafford County, Human Resources, P.O. Box 339, Stafford, VA 22555. Fax: 540/658-4597. Open until filled. EOE

Civil Engineer (water / wastewater), Stafford County

SALARY: \$44,075-\$72,238 DOQ. Assists with planning, design, construction quality control and project administration of water and wastewater utility improvements. Responsibilities include: analysis and conceptual development of utility improvements; oversight of consulting engineers; preparing detailed plans and specifications

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POSITIONS

for specific improvements, oversight of bid process and selection of contractors. Bachelor's degree in engineering or related field (exper. in a municipality or engineering firm performing similar work may be considered in lieu of engineering degree). Prefer: CADD exper. and knowledge of word processing, spreadsheets and database programs. E.I.T. preferred. For application, contact 540/658-4596 or www.co.stafford.va.us. Submit required county application to: Stafford County, Human Resources, P.O. Box 339, Stafford, VA 22555. Fax: 540/658-4597. Open until filled. EOE.

Other positions

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

Senior Planner / Deputy Zoning Administrator, Ashland

SALARY: \$37,837-\$56,757 DOQ. Open until filled.

Bus Driver, Virginia Regional Transportation Association

SALARY: \$10 per hour (+) limited benefits.

Assistant Town Manager, Culpeper

SALARY: \$60,118-\$89,225. Deadline: March 26.

Landfill Superintendent, Stafford County

SALARY: \$41,974-\$68,764 DOQ. Open until filled.

Building Commissioner, Roanoke

SALARY: \$51,540-\$77,309. Open until filled.

City Assessor, Poquoson

SALARY: \$43,505-\$64,737 DOQ. Deadline: March 26.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, March 5. Submit ads via e-mail to David Parsons at: dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

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

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

National League of Cities Congressional City Conference, March 5-9, Washington, D.C.

For registration form brochure, other details, visit www.nlc.org.

Virginia Water Conference, March 7-9, Virginia Beach

Speakers, workshops, exhibitors and more. Conference theme: "Restoring Virginia's Watersheds." Full registration: \$175. Double Tree Hotel conference room rate: \$55 per night. Contact: Stuart Stein, at 703/642-5080 or sstein@gky.com.

Virginia Rural Water Association 16th Annual Exposition, March 15-17, Richmond

At Holiday Inn Select-Koger Center. Contact: 540/261-7178.

Succeeding as a First-Time Supervisor Seminar, March 23, James City County

For people new to supervising the work of others. Location: James City County / Williamsburg Community Center. Time: 8:30 a.m.-4 p.m. Sponsored by the Virginia Institute of Government. Program designed to help ease the move of employees into management and increase their chances at success. Topics include comparing leadership methods; applying good management and legally sound practices; overview of current employment law; problem-solving techniques; group decision-making methods; effective planning principles and tools, including establishing smart goals, strategic and operational planning, and evaluating alternatives. Registration, \$75 (includes lunch). Contact: Jovan Hackley at 804/371-0202 or jh5sr@virginia.edu.

Virginia Municipal Clerks Association Annual Conference, April 21-23, Williamsburg

The conference will be held at the Williamsburg Hospitality House. Contact: Shelia Crist 757/220-6103 or scrist@ci.williamsburg.va.us.

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

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

5th Annual Mid-Atlantic DUI Conference, April 26-28, Virginia Beach

Virginia Beach Police Department-sponsored conference at Pavilion Convention Center, 1000 19th St. Contact: MPO Scott E. Wichtendahl, Tel: 757/427-8295 or sewichte@vb.gov. Conference details: www.vbgov.com/dui.

Liability Issues, Design Data and Inspection Techniques for Wood Decks, Balconies, and Porches, April 28-30, Blacksburg

This course at Virginia Tech is designed for local building officials, design professionals, contractors, home inspectors, and manufacturers and suppliers of related construction materials. Plan reviewers and building inspectors are encouraged to attend. Their participation, as well as the information obtained at the course, could benefit their locality. Details at: www.conted.vt.edu/sdww/

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CALENDAR

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 Association of Assessing Officers Annual Conference, Sept. 22-24, Richmond

Omni Hotel. Contact: vaao@hotmail.com

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.

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.

2004 NLC Annual Congressional City Conference

March 5-9, 2004 • Hilton Washington and Towers • Washington, D.C.



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Virginia Municipal League

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P.O. Box 12164
Richmond, VA 23241
(804) 649-8471
Fax: (804) 343-3758
E-mail: e-mail@vml.org
www.vml.org

Executive Director
R. Michael Amyx

Editor
David Parsons

Associate Editor
Manuel Timbreza