

Update

October 8, 2004

The newsletter of the
Virginia Municipal League

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Literary Fund loans evaporate for use in FY05-06 biennium

A General Assembly subcommittee studying state assistance for school construction has been told that the Literary Fund will have no money available for direct loans to local school divisions in either fiscal years 2005 or 2006.

The joint subcommittee established by HJR 105 during the 2004 General Assembly held its initial meeting in Richmond on Sept. 21.

Daniel Timberlake, assistant superintendent for finance for the Department of Education, briefed the subcommittee on the history, purposes and status of the Literary Fund. First established in 1810, the Literary Fund is now mandated by the Virginia Constitution. Revenues dedicated to the fund include criminal fines, fees and forfeitures, unclaimed property, interest and principal repayments of loans previously made by the fund.

Historically, most Literary Fund proceeds were used to make direct low

interest loans to localities for school construction projects. In fiscal year 2001, the last year such loans were made, the Literary Fund financed more than \$117 million in school construction. Since fiscal year 2002, however, the General Assembly has designated more than 90 percent of annual Literary Fund revenues to pay the state share of public school teacher retirement.

Timberlake told the subcommittee that the budgeted teacher retirement transfers of almost \$132 million in FY05 and \$136 million in FY06 are expected to leave no Literary Fund money available for direct school construction loans to localities.

Balances remaining after the retirement transfers will be used to pay interest on notes issued since 1999 to finance computer equipment and other technology for local school divisions. That will leave unfunded approximately \$260 million in local school

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State Board of Education proposes SOQ revisions

The State Board of Education will hold public hearings on proposed changes to the Standards of Quality on Oct. 13 and 14. The revisions that are the subject of the public hearings primarily relate to policy issues. Local governments, however, should be forewarned that testimony may be given at the hearings that support requiring local governments to maintain funding levels when state appropriations for education increase.

In a forum sponsored by the state board last July on a preliminary draft of the proposed revisions, the Virginia Education Association and the Virginia School Boards Association berated local governments for

cutting funding to education (*see Update, July 30, 2004*). Then VEA President Jean Bankos described how local governments funded education this year in light of increased state appropriations as a "travesty." Both associations spoke in support of the state requiring a maintenance of effort for localities.

According to survey data collected by the league and the Virginia Association of Counties, a few localities cut funding for education in the wake of increased state funding included in the 2004-06 Appropriations Act (*see Update, Sept. 2, 2004*). The survey revealed, however, that local govern-

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Literary fund continued ...



construction projects that have been ranked on the Literary Fund's first priority waiting list, some of which have been waiting since 2001.

Deputy Secretary of Finance Pam Currey also briefed the subcommittee on the pooled borrowing programs and other assistance offered to localities by the Virginia Public School Authority. Financing through VPSA offers smaller localities the ability to reduce the expense of bond issuance, and also provides a constitutionally approved mechanism for financing projects without seeking voter approval in a referendum. Using about \$5 million in money set aside each year, the Literary Fund also can subsidize the interest rates paid on VPSA loans by localities whose composite index puts them on the Literary Fund's first priority list. This effectively makes the interest cost of a VPSA loan more comparable to what the locality would pay on a direct loan from the Literary Fund.

The subcommittee instructed its staff to gather information on the capital needs of school divisions and the current backlog of projects without financing. It will meet at least once more in 2004 and four times in 2005 before making recommendations to the 2006 General Assembly.

Legislators on the joint subcommittee include Dels. Thelma Drake, Beverly Sherwood, Terry Kilgore, Terrie Suit and Algie Howell, and Sens. Edward Houck, Stephen Newman and Harry Blevins. Citizen members are Richmond bond attorneys Arthur Anderson and Richard Hurlbert, Fairfax architect Carl Shaw and Richmond architect Robert Mills. Also serving as ex officio members are Secretary of Education Belle Whelan, State Board of Education President Thomas Jackson, Superintendent of Public Instruction Jo Lynne DeMary and Attorney General Jerry Kilgore. ❖

SOQ revisions continued ...

ments continue to spend well beyond the minimum required by state law. The localities responding to the survey reported an average 4.9 percent teacher salary for the 2004-05 year, despite the fact that the state budget did not include funding for teacher salaries.

The 2004 General Assembly voted to begin funding higher standards for education that resulted in increased state revenues flowing to local governments for fiscal year 2004-2005. In short, the higher standards mean that the state is funding more instructional positions.

For many years most local governments have voluntarily covered the cost of these positions to ensure that local school divisions are adequately staffed. In addition, localities have funded salary increases for school employees even though the state has not contributed to

those raises since 2000. As a result, localities in FY03 spent \$2.9 billion more for education than required by the state. With the receipt of the state money for these positions some localities chose to

use some local money previously targeted for education for other local priorities, including tax relief.

The revisions currently under consideration by the board:

- Require school boards to adopt a curriculum aligned with the Standards of Learning, to implement a program of instruction that corresponds to the SOL and to collect data that assists in making decisions about the instructional program.

- Provide state funding for 17 instructional positions per 1000 limited English proficient students (in accordance with the 2004-06 appropriations act).

- Strengthen requirements regarding reporting requirements.

- Require teacher evaluations based on classroom observation and require

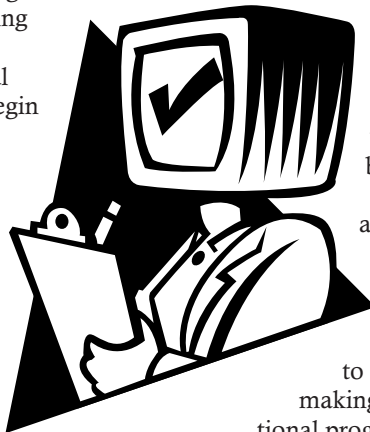
professional development for teachers, principals and school board members.

- Require school board to report compliance with meeting the SOQ.

Public hearings will be held at the following dates and locations:

- Oct. 13 Kings Fork Middle School, Suffolk
- Oct. 14 Marshall High School, Falls Church
- Oct. 14 George Wythe High School, Wytheville
- Oct. 14 Goochland High School, Goochland.

The public hearings will begin at 7 p.m.; speaker registration will begin at 6:30 p.m. Testimony is limited to three minutes and written copies of testimony are requested. For additional information on the hearings, contact Margaret Roberts, executive assistant to the Board of Education, at 804/225-2924 or 804/225-2540; mroberts@mail.vak12ed.edu. Details on the hearing are available on the DOE Web site at <http://www.pen.k12.va.us/VDOE/NewHome/pressreleases/2004/sep28.html>. ❖



FROM THE CAPITOL

Panel plans review of COI disclosure forms



A General Assembly subcommittee studying financial disclosure requirements for public officials and lobbyists plans to review and recommend revisions to the forms mandated by the State and Local Government Conflict of Interest Act.

The subcommittee created by HJR 186 in 2004 held its first meeting on Sept. 22 and elected Del. H. Morgan Griffith to be its chairman and Sen. Frederick M. Quayle vice chairman. Members then heard presentations by the deputy clerks of the Senate and House of Delegates about the disclosures currently made by legislators, and by staff members from the office of the Secretary of the Commonwealth about current disclosure rules for other state and local officials, as well as registration and disclosure requirements for lobbyists.

The subcommittee will meet five more

times between now and the 2006 General Assembly session to examine the issues identified in HJR 186:

- the feasibility and cost of developing a combined disclosure form for use by General Assembly members and other state and officials;
- the relationship between the Conflict of Interest Act disclosure forms and the annual expense reports filed by lobbyists; and
- the desirability and cost of posting information from the disclosure forms on the internet.

In addition to Griffith and Quayle, legislators on the subcommittee include Dels. Michelle B. McQuigg, Mark L. Cole and Robert H. Brink, and Sen. R. Edward Houck. Non-legislator members are David L. Bailey and Donald L. Hall, both professional lobbyists. ❖

Board of Education reviews federal accountability requirements



Deferring funding, instituting a new curriculum, and authorizing students to transfer to another school division are among the options available to the state in implementing the federal No Child Left Behind Act of 2001 (NCLB), according to a presentation made to the State Department of Education at its Sept. 22 meeting in Richmond.

Under NCLB, the state will be required to select corrective action for schools failing to meet the federally-prescribed Adequate Yearly Progress (AYP). Each state department of education is required to establish an accountability system for schools, school divisions and the state. The accountability must have sanctions and corrective actions for school divisions that do not make adequate yearly progress (AYP) for two or more consecutive years.

The 2004-2005 school year will be the second in which Virginia school divisions will have been held to AYP requirements and be subject to sanctions or corrective actions.

According to a presentation by Department of Education staff and a representative of the state Office of the Attorney General, NCLB requires the state to take at least one of the following corrective actions:

- deferring programmatic funds or reducing administrative funds;
- implementing a new curriculum based on state and local academic content and achievement standards;

replacing the local educational agency personnel who are relevant to the failure to make adequate yearly progress;

removing particular schools from the jurisdiction of the local school board and establishing alternative arrangements for public governance and supervision of the schools;

appointing a receiver or trustee to administer the affairs of the school division in place of the superintendent and school board;

abolishing or restructuring the school division; or

authorizing students to transfer from a school operated by the school division to a higher-performing public school operated by another school division, with transportation costs to be paid by the original division.

The Virginia constitution places the management and supervision under the control of the local school board, so the Virginia Board of Education may not have the option of choosing some of these corrective actions. For example, the state board may not have the authority to replace the superintendent and school board.

A summary of Adequate Yearly Progress is available at the Virginia Department of Education's web site at <http://www.pen.k12.va.us/VDOE/src/vasrc-understandingayp.shtml>. The department has an extensive Web site devoted to NCLB. As the Web site notes, "For a school or

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Board of Education review continued ...

school division to make AYP, it must meet or exceed 29-35 benchmarks for participation in statewide testing, achievement in reading and mathematics, and attendance or science (elementary and middle schools) or graduation (high schools). Missing a single benchmark may result in a school or school division not making AYP.”

The department notes that the State Board of Education has attempted to receive a waiver from the U.S. Department of Education that will allow the scores of students who retake the Standards of Learning tests to be counted in the calculation for determin-

ing AYP. The federal department has rejected the waiver. The state department notes that high-performing schools and divisions likely will not make AYP.

NCLB has the following five goals:

- At a minimum, all students will attain proficiency or better in reading/language arts and mathematics by 2013-2014.
- All limited English proficient students will become proficient in English and reach high academic standards.
- All students will be taught by highly qualified teachers by 2005-2006.
- All students will learn in schools that are safe and drug free.

- All students will graduate from high school.

Under NCLB, Title 1 schools (those that receive federal Title 1 funds) face more rigorous consequences for failure to make AYP. The consequences become more rigorous, and more expensive, each year that the school fails to meet AYP. As an example, students in a Title 1 school that does not meet AYP for three years must have tutoring offered to them.

More than 100 Title 1 schools in 49 divisions are operating under sanction for failing to meet AYP. ❖

Work group ponders change to local condemnation authority

The eminent domain work group of the Housing Commission decided Sept. 23 to concentrate its future deliberations on two important issues affecting local government: May blighted land be condemned and then turned over to a private developer? Under what circumstances should the prior owner have the right to buy back his land if it was condemned?

Housing Commission Chair Del. Thelma Drake proposed legislation (HB 822) during the 2004 General Assembly session to limit the purposes for which land may be taken by eminent domain. Under her bill, any land condemned would have to be used for traditional public uses – parks, streets, public buildings – in order to be able to acquire it by condemnation. Drake introduced her bill after she learned of a city in Tidewater that condemned land and turned part of it over to the developer of a major manufacturing facility. HB 822 was referred to the commission.

In many cases, when a locality undertakes a redevelopment project, some or all of the land is turned over to a private group to develop a business or other enterprise. Generally, the ultimate goal of the locality – the public purpose – is to rid the area of blight by facilitating an economic development project. If the General Assembly were to limit this authority, the ability of localities and

redevelopment and housing authorities to improve blighted neighborhoods would be severely limited.

In a related development, the U.S. Supreme Court has agreed to decide the limits on a locality taking land for economic development projects. In *Kelo v. New Haven Connecticut*, the city condemned land that was not blighted. New Haven turned over the land, which included a number of homes in average condition, to a developer to attract major new businesses, thereby improving the economic health and tax revenues of the city.

The opinion the court issues next year will set the absolute limits on condemnation for economic development. It will not directly address the issue being studied by the Housing Commission because that body is reviewing projects with the sound public purpose of eliminating blight. The Supreme Court has long-recognized that eliminating blight is a valid public purpose. Even with the New Haven decision, the Housing Commission could limit the authority of local governments to use blight removal as the public purpose justifying condemnation, since a state may set limits on condemnation that are stricter than the U.S. Constitutional limits.

The other issue, the circumstance when a landowner may buy back land

that was condemned, was also the subject of a bill last session – SB 301 (O'Brien). VDOT rules and state code provisions require the original owner be given the opportunity to buy back land if VDOT didn't need it after 20 years. In that case, the price is the original condemned value. If the landowner reacquires it in less than 20 years, based on non-use by VDOT, the owner must pay current fair market value.

Last session, VML and local governments, along with several utility companies opposed the bill. In the case of local governments, a locality: may not be able to put together all the properties to begin a project in 20 years; may not be able to arrange financing for a project in that time; or may have other projects that eventually take priority.

At the meeting of the eminent domain work group, several individuals spoke about how they had suffered under condemnation by state agencies and by one Tidewater city. They were apparently asked to speak by panel member Joe Waldo, whose law practice focuses on representing landowners in condemnation cases. The speakers all expressed bitterness toward the utility companies and government agencies that had condemned their properties.

The work group will meet again Oct. 28 at 10 a.m. in the General Assembly Building. ❖

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Work group hears local problems in dealing with blight

The blight work group of the Housing Commission heard presentations by local government representatives on the state of local authority to deal with blight in Virginia, the condition of Virginia's core cities and requests for added powers to fight blight at its meeting Sept. 23.

Lynchburg City Attorney Walter Erwin presented a comprehensive overview of the tools localities have to fight blight. During his presentation, he also addressed new or enhanced powers localities need to continue fighting blight. He identified higher penalties for building code violations as a tool that would encourage compliance by slum-property owners. Under the current law, some slum owners find the penalty cheaper than the cost of compliance.

Erwin also identified the need for enhanced powers to deal with eyesore properties. He described these as structures that are unsightly and rundown, but that are not so bad that they can be razed under the provisions of the building code.

Erwin, along with Linda McMinnimy, who made the presentation on the condition of center cities on behalf of the First Cities Coalition, said a lack of state funding hampers the fight to beat back blight. They said that the cost of acquiring or demolishing blighted properties is so high that many cash-strapped cities cannot afford to mount much of a fight.

The work group will meet again Oct. 28 at 10 a.m. in the General Assembly Building.

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Additional car tax legislation needs passage in '05

Lack of state funding for reimbursement program in '06 will create problem

A state and local government work group is intent on developing legislation in 2005 to resolve several issues surrounding the car tax, including the timing of annual state reimbursement payments to localities. While a state appropriation of about \$270 million in fiscal year 2006 would solve a primary problem, the governor and legislature may not be willing to appropriate the money.

Changes to the state car tax reimbursement program adopted by the 2004 General Assembly create a revenue problem for many local governments in FY06. Beginning in fiscal year 2007, and for each year thereafter, the state will appropriate \$950 million to localities to provide car tax relief. In order to create a state budget savings of \$270 million in FY06, however, the legislature has eliminated all state reimbursements in the spring of calendar year 2006. Or stated another way: the state has budgeted only \$720 million — not \$950 million — for state reimbursements in FY06. This shortfall creates revenue and budget problems for many localities, especially those that assess and bill the tax in the spring.

An additional appropriation for \$270 million in FY06 would safeguard the "spring-billers." Competing state

interests and needs may prevent such an appropriation. Opponents of an additional appropriation will argue that the "spring-billers" will receive their funding, albeit in FY07.

As previously reported by VML, the 2004 legislative changes cap the amount of reimbursement to localities. As a result, local governments will have to convert their reimbursement into a new state-subsidized tax rate beginning in calendar year 2006. In accordance with the new law, each locality will apply at least two car tax rates: 1) a state-subsidized rate for the first \$20,000 of assessed value and 2) the locality's personal property tax rate for assessed values of more than \$20,000. Under the new program, the proportion of local car tax bills covered by state reimbursement will vary as a result of local factors such as population growth and the number of cars garaged in the jurisdiction. Over the same period of time, for example, the percentage of state subsidized car tax relief in Suffolk (a fast growing locality) will decline more quickly than the percentage of state-subsidized car tax relief in the City of Richmond (a slower growing locality). In accordance with the changes, localities no longer will receive their state reimbursements in real time, lump sum payments. For example, in FY07 localities may receive their

reimbursements in 12 equal payments over the course of the fiscal year.

As required by the car tax legislation of 2004, VML and VACo, along with the statewide associations of the local treasurers and commissioners of the revenue, have formed a team to work with the Warner administration and representatives of the legislature. The group is intent on bringing forward legislation in 2005. Secretary of Finance John M. Bennett held two meetings during the summer with local government leaders to discuss the changes. All told, the secretary met with about 40 local officials as well as staff of VML, VACO and the statewide constitutional associations. Subsequent to the meetings, the administration asked the local government groups to form a smaller workgroup to undertake the necessary legwork for 2005. The group includes 12 local government representatives.

The 2004 legislation was designed to rein in the escalating state cost to support the original Personal Property Tax Relief Act of 1998. ❖

FROM THE CAPITOL

Committees updated on bay cleanup costs, technology

Members of the General Assembly's agriculture, conservation and natural resources committees devoted two days to presentations, discussions and debate with state and EPA water managers, scientists, engineers, local government utility managers and conservation organizations.

Virginia is part of the multi-state voluntary "Chesapeake 2000" cleanup agreement, and simultaneously faces a deadline from the U.S. Environmental Protection Agency to remove the bay and its tributaries from EPA's impaired waters list. Sen. Charles Hawkins, chairman of the Senate committee, called the two-day meeting of the Senate and House agriculture committees to answer questions and talk about money. Members of the Senate Finance natural resources subcommittee also attended.

While participants disagreed about how clean-up goals can be attained and the extent that scientific evidence supports the clean-up goals, all agreed that funding is critical.

Late in the agenda, legislators were told that the state's April cost estimate of \$3.2 billion to implement tributary strategies designed to clean up the bay is incorrect. State agency representatives promised to have better figures in the coming months. Much of the cost will

be borne by wastewater treatment plants, which are being required to reduce nitrogen and phosphorus discharges to so-called "limits of technology." Both public and private wastewater plant owners are concerned about the cost to achieve these stringent levels, and the extent to which meeting the limits will help.

Another concern is the effect on population growth in the bay watershed. The nutrient concentration limits are also being used to develop nitrogen and phosphorus volume caps for local government wastewater plants. Targets for reducing pollutants from farmland, as well as from commercial and residential parcels, are part of the tributary strategies. Nutrient caps set in the tributary strategies could limit wastewater treatment plant capacity available for growth and development. Less clear is the effect on the state's agricultural industries, for which controlling nutrient runoff is largely voluntary and supported by state and federal money.

Department of Environmental Quality staff explained that pending state regulatory changes driven by the bay cleanup will affect local government wastewater treatment plants. These include proposed new water quality standards, technology-based nutrient

concentration limits, and river basin nutrient load allocations. The State Water Control Board approved changes for public comment in June and August. Public comment periods and hearings are expected in late 2004 and early 2005, with final board action anticipated on the water quality standards next summer and on the wastewater regulations next fall. When the regulations are completed, most wastewater dischargers will be required to meet the new stringent standards by 2010. New or expanded facilities will be required to meet standards when they begin operating. Some state funding and technical assistance will be available.

Representatives from the Chesapeake Bay Foundation cited polling data to indicate the public's willingness to pay a proposed "flush tax" of approximately \$50 per household annually for bay cleanup. Other speakers proposed that the state set up mechanisms for nutrient trading to help lower costs for clean up. A representative from the Seafood Council suggested that the introduction of non-native oysters could help fisheries as well as provide natural filtration for the bay. Another speaker explained how low impact development techniques could be used to reduce pollutants coming from individual lots. ❖

REGULATIONS

Intended Regulatory Action

General Virginia Pollutant Discharge Elimination System (VPDES) Permit for Car Wash Facilities. The State Water Control Board has proposed action to reissue the existing general VPDES permit for car wash facilities that expires on Oct. 15. The agency intends to hold a public hearing on the proposed regulation after publication in the Virginia Register. Contact George Cosby, Department of Environmental Quality, 804/698-4067 or e-mail him at gecosby@deq.virginia.gov for additional information.

Virginia Water Protection General Permit for Minor Water Withdrawals.

The State Water Control Board has proposed action is to establish Virginia Water Protection permit for water withdrawals. The agency intends to hold a public hearing on the proposed regulation after publication. For more information, contact Ellen Gilinsky, Department of Environmental Quality, at 804/698-4375 or e-mail her at egilinsky@deq.virginia.gov.

Proposed Regulations

Standards for Juvenile Residential Facilities. The State Board of Juvenile Justice has extended the public comment period on the proposed Standards for Juvenile Residential Facilities until Nov. 12. Contact Donald Carignan, Department of Juvenile Justice, at 804/371-0743 for additional information.

POSITIONS

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

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

Zoning Administrator/Planner, King and Queen County

SALARY: \$32,000-\$34,000 (+) benefits. Administers the land-use planning program. Serves as zoning administrator and subdivision agent. Responsible for updating the comprehensive plan, zoning and subdivision ordinances, and the capital improvements program as needed. Bachelor's degree in planning or related field and experience with local government preferred. Must complete a county job application. For info. contact the King and Queen County Administrator's Office at 804/785-5975. Deadline: Oct. 20. EOE.

Town Manager, Gordonsville

SALARY: \$35,000-\$45,000 DOE. Bachelor's degree or equiv. exper. in planning, public admin. or related field (+) supervisory exper. Supervises 13 employees in the police, public works and treasury depts. Submit town application, resume, salary history and references to: Town of Gordonsville, P.O. Box 276, 112 S. Main St., Gordonsville, VA 22942. E-mail Gordonsville@NS.gemlink.com. Deadline: Extended until Oct. 27.

City Engineer, Waynesboro

SALARY: DOE/DOQ. Design, manage and/or administer consultant contracts for project designs, programs, and capital improvements. Prepare and review traffic studies, feasibility studies, cost estimates/reports for potential future projects, and review site and subdivision development plans and plats. Supervises 5-member engineering staff. Submit cover letter with resume and salary requirements to: Human Resources Director, 503 W. Main St, Room 101, Waynesboro, VA. 22980 or e-mail dysonar@ci.waynesboro.va.us. Deadline: Oct. 18. EOE.

City Attorney, Petersburg

SALARY: \$60,972-\$100,397. Performs complex professional and administrative work in overseeing the legal affairs of the city; does related work as required. Submit application and/or resume to: City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit www.petersburg-va.org. Deadline: Nov. 12. EOE.

County Planner III, Henrico

SALARY: \$44,942-\$78,886 range. Project manager for long-range planning and land use functions, rezoning activities, and other aspects of Comprehensive Planning Division. AICP certification preferred. For more specific descriptions of duties and qualifications and to apply, visit the Job Opportunity Source for Henrico on the Internet at www.henricojobs.com. #0012. Deadline: Oct. 24. EOE.

Budget and Finance Director, Isle of Wight County

SALARY: \$68,320-\$85,400 starting range. Plan and direct the county's financial operations. Minimum reqs. include min. 8 yrs. public accounting exper. and a bachelor's degree from an accredited college with major course work in accounting, finance, business administration or related field. CPA preferred. Submit resume/application to: Human Resources, P.O. Box 80, Isle of Wight, VA, 23397. Deadline: Oct. 29. EOE.

Public Utilities Director, Isle of Wight County

SALARY: \$68,320-\$85,400 range. Manage construction, operation and maintenance of the county's water and sewer systems. This is a rapidly growing system via new additions primarily from the development community. Staff of 14 includes administrative, utility billing and collection, construction administration and inspection, and field operations and maintenance. Operating budget is \$2.6 million. Submit resume/application to: Department of Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Deadline: Oct. 29. EOE.

Finance Director/Treasurer, Vinton

SALARY: \$50,167-\$60,199 DOQ (+) benefits. Direct department, including supervision of personnel, municipal fiscal activities, and preparation of annual audit. Reqs. extensive knowledge of governmental finance and accounting. Submit resume,

town application, salary history and references to: Town Manager, 311 South Pollard St., Vinton, VA 24179. Application available on-line at www.town.vinton.va.us. Deadline: Oct. 15. EOE.

Police Chief, Orange

SALARY: DOQ/DOE (+) benefits, including car. Plan and direct activities of the Police Department and is responsible for preparation and management of department's estimated \$890,000 operating bdtg. Min. 5 yrs. exper. as an upper level manager in a law enforcement setting. Submit cover letter and resume to: Sabrina M. Martyn, Town Manager, Town of Orange, 119 Bellevue Ave., Orange, VA 22960. For inquiries, e-mail the town manager's office at townclerk@townoforangeva.org or telephone at 540/672-5005. Only resumes chosen for an interview will be acknowledged. Deadline: Nov. 5. EOE.

Human Resources Director, Front Royal

SALARY: \$44,034-\$63,710 DOQ (+) benefits. Responsible for the town's human resource functions, including compensation and fringe benefits. Also responsible for the risk management function, including all lines of insurance and workers' compensation. Send application/resume to: Director of Management Services, 16 N. Royal Ave., P.O. Box 1560, Front Royal, VA 22630, 540/635-3929, or e-mail HumanResources@ci.Front-Royal.va.us. Visit www.ci.Front-Royal.va.us. Deadline: Nov. 12. EOE.

County Attorney, Stafford

SALARY: Negotiable DOE/DOE. Chief legal adviser to Board of Supervisors, appointed commissions and boards, constitutional officers, county administrator and county departments. Supervises 2 attorneys and 3 professional support staff. Apply with required county application to: Stafford Human Resources, P.O. Box 339, Stafford, VA 22555. Call 540/658-8628 for application or www.co.stafford.va.us. Open until filled. EOE.

Regional Director, Innovations Group

SALARY: \$42,000-\$52,000 DOQ (+) benefits. The Virginia and Carolinas Office of The Innovation Groups seeks regional director of a national non-profit local government association, serving cities, counties, and towns in Va., N.C., S.C.,

POSITIONS

Tenn., Md. and W. Va. Work with local govts. to provide training and networking events. Choose office location in N.C. or Va. Submit cover letter and resume to: Bob Hart, President, The Innovation Groups, e-mail: bhart@ig.org, Tel: 813/622.8484, mailing address: P.O. Box 16645, Tampa, FL 33687-6645. Open until filled.

Business Auditor, Albemarle County

SALARY: \$41,072-\$49,286 DOE/DOQ (+) benefits. Inspects and investigates business establishments to secure compliance with state and local business license and tax ordinances. Educ. and exper. equiv. to bachelor's in business mngmnt., finance, or a related field with course work equiv. to a major concentration in accounting and/or auditing; min. 2 yrs. audit exper. req.; CPA or related certification preferred. Apply on-line at www.albemarle.org/jobs.asp, County of Albemarle, Department of Human Resources 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Deadline: Oct. 29. EOE.

Other positions

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

Public Works Manager, Botetourt County

SALARY: Up to \$65,000 to start DOQ (+) benefits. Open until filled.

City Manager, Goldsboro, N.C.

SALARY: DOQ/DOE (+) benefits and auto. Deadline: Oct. 13.

Chief of Police, Fredericksburg

SALARY: \$71,731-\$100,423 starting range (+) benefits and auto. Deadline: Oct. 14.

Finance Director, Eden, N.C.

SALARY: DOQ. Open until filled.

Main Street Manager, South Boston

SALARY: \$30,000-\$36,000 DOE (+) benefits. Deadline: Oct. 29.

Deputy County Manager/Chief Operations Officer, Arlington County

SALARY: \$100,000 (+) DOQ/negotiable. Open until filled.

Assistant Director of Planning, Chesterfield County

SALARY: \$60,445-\$103,216. Deadline: Oct. 14.

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

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

Director of Human Resources, Isle of Wight County

SALARY: \$50,773. Open until filled.

Senior Transportation Planner, Northern Shenandoah Valley Regional Commission

SALARY: Mid to upper \$50s (+) benefits. Open until filled.

Assistant Planning Technician (part time), Town of Purcellville

SALARY: \$15-\$21 per hour / 32 hours (4 days per week). Open until filled.

Operations Manager, New River Resource Authority

SALARY: \$49,000 min. entry-level DOQ (+) benefits. Deadline: noon Oct. 15.

City Attorney (Part-time), Covington

SALARY: Negotiable.

Civil Engineer, City of Manassas Park

SALARY: \$46,093-\$60,000 hiring range DOQ. Open until filled.

Management Analyst, City of Manassas Park,

SALARY: \$44,320-\$77,716 DOQ (+) benefits. Open until filled.

Chief of Public Safety Department, Morgantown, N.C.

SALARY: \$58,837-\$88,256 (+) benefits. Deadline: Oct. 15.

Chief of Police, Town of Bluefield (Va.)

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

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Oct. 15. 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

53rd Virginia Transportation Conference, Oct. 17-19, Roanoke

Theme: "Virginia's Transportation Challenge: Enhancing Mobility Through Safer, Simpler, Smarter Solutions." For registration, hotel and program details visit: <http://www.vatransconf.org>.

Virginia Water Monitoring Council Conference, Oct. 18, Richmond

From 10 a.m.-4 p.m. at the Henrico County Government Training Center, 7701 E. Parham Road. Keynote speaker, interactive panel discussion and explanation of new state storm water law will address ways to handle urban watershed issues. Scientists from the U.S. Geological Survey, VIMS and Virginia Tech will discuss new monitoring techniques and recent research findings. Registration: \$20 before Oct. 12 includes

lunch and an afternoon break. Registration at the door is \$25, but does not include lunch. For more information and a registration form, see www.vwrrc.vt.edu/vwmc or contact vwmc@vt.edu.

Governor's Conference on Workforce and Career Development, Oct. 19-20, Richmond

Registration for local government officials reduced to \$150. Conference

Continued on page 7

CALENDAR

details available at <http://www.vec.state.va.us/vecportal/vwc/gwcd.cfm>.

2004 Virginia Brownfields Conference, Oct. 20-21, Richmond

Sponsored by the Virginia Department of Environmental Quality and the Virginia Economic Development Partnership at the Koger Center. Designed to assist local governments, economic development organizations, nonprofit organizations, and the professional services community in recognizing brownfield redevelopment opportunities and how to utilize new state and federal liability protections, federal grants, and innovative public/private sector financing. For program, registration and hotel information visit <http://www.deq.virginia.gov/brownfieldweb/conference.html>. Contact: Chris Evans, Virginia Brownfields Coordinator (DEQ), at 804/698-4336.

Rural Broadband 2004, Oct. 27-28, Alexandria

At the Hilton Hotel in Old Town. See <http://www.ruralbroadbandcoalition.net> for more information. Contact Laura Goodwin: 202/835-7819.

Virginia Recycling Association Annual Conference, Oct. 27-28, Richmond

Sessions on recycling program operation and outreach and litter prevention will be stressed. Wednesday evening reception will feature a presentation of clothing and costumes created from recycled materials by students at Virginia Commonwealth University. Tours of recycling and waste diversion programs scheduled Thursday afternoon. Visit www.vrarecycles.org or contact vra@vrarecycles.org or call 1-888-867-1923 for more information.

Virginia Government Communicators' Quarterly Conference, Oct. 27, Yorktown

Program entitled "Our Counterparts in Uniform: The Special Challenges of Military Public Affairs Officers" from 9 a.m.-noon at the U.S. Coast Guard Station. Buffet lunch follows. \$30 members; \$40 non-members. Sponsored by the Hampton Roads PIO Group. For more information, visit www.vgconline.net.

Talent Management Seminar, Nov. 3, Prince William County

The Art of Talent Management: Successful Tools to Put the Right People in the Right Jobs seminar from 10 a.m.-2 p.m. Concerned with losing key employees in the next few years? Feel you have the wrong person in a key job? Faced with moving current employees into expanded roles? You'll learn a simple, practical system to identify, select, and develop key talent. Learn to: establish a clear job benchmark; measure quickly and reliably the critical talents of candidates; use assessment instruments that are highly valuable and reliable; create and develop opportunities for job candidates or current employees based on the needs of their roles. This program is for managers, department heads and supervisors. Sponsored by the Virginia Institute of Government and Virginia Innovation Group. Register by Oct. 29. Registration: \$75 for VIG & Institute members; \$100 for non-members. Includes lunch. Contact Tedd Povar at 804/371-0202 or tep3e@virginia.edu.

Rail-to-Trail Workshop (Southside), Nov. 5, Keysville

Daylong program will be held at the Keysville Campus of the Southside Virginia Community College. Local government officials, farmers and other landowners encouraged to learn about the economic, recreation and local quality of life benefits found in converting abandoned railroad rights-of-way into trails and greenways in Southside. The 22 Southside counties have appx. 400 miles of abandoned rail lines. Sessions will focus on success stories from Virginia and West Virginia, the economics of rail-to-trails, the myths and realities of rail-trails as neighbors and more. A field trip to the nearby Staunton River Battlefield State Park rail-trail and lunch are included in the \$10 registration. For information and to register, go to www.dcr.virginia.gov and click on "New Stuff." Workshop sponsors include the Old Dominion Resource and Development Council, Virginia Department of Conservation and Recreation, Virginia Tourism Corporation and Virginia Tobacco Commission.

2004 Virginia GIS Conference, Nov. 8-9, Roanoke

Sponsored by the Virginia Association of Planning District Commissions and the Virginia Association of Mapping and Land Information Systems at the Hotel Roanoke & Conference Center. \$169 full registration before Oct. 1 includes continuous refresh-

ments and both luncheons. Contact: VAPDC at 540/343-4417 or e-mail rvarc@rvarc.org.

2004 Governor's Housing Conference, Norfolk, Nov. 15-17

Registrations being accepted for three-day program at the Norfolk Waterside Marriott. More than 800 affordable housing advocates expected to learn about new programs and initiatives to improve housing conditions. The event is Virginia's most comprehensive affordable housing event of the year. Register online and read more information about the conference at <http://www.dhcd.virginia.gov/ADMIN/GHC.htm>. Contact: 804/371-7171.

Structural Design With Wood (Introductory Course), Nov. 16-18, Blacksburg

For individuals who never learned wood design basics in a university-level course, but are involved in the design, construction and inspection of wood buildings. Primary focus and objectives are a mastery of wood design basics and understanding of the factors routinely used and required by the 2001 National Design Specification for Wood Construction. Course notebook will contain the designs presented at the course, relieving participants of extensive note taking. It will also contain publications that relate to the construction of residential wood and plastic decks, preventing cracked ceramic tiles and grout, and I-joint repair. 1.7 CEUs equivalent to 17 hrs. of instruction. For information, visit: www.conted.vt.edu/sdww/

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

Theme is "Workforce: Developing New Attitudes." Registration opens Oct. 4. See www.dhrm.virginia.gov for more details.

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

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

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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