

# Update

The newsletter of the  
Virginia Municipal League

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## VML membership adopts new telecom tax position

### State: More revenue needed to protect localities

VML adopted a legislative position for 2005 supporting the development of a new telecommunications tax policy that is intended to protect the revenue base and responsibilities of local government.

The membership voted in favor of the position Oct. 5 during the 2004 VML Annual Conference in Alexandria.

In 2005, Virginia may develop a new tax system that imposes a single, competitively neutral service tax on the communications industry, including telephone and cable television services. VML maintains that any new tax must apply to new and emerging technologies, including Voice Over the Internet Protocol (VOIP) and wireless services. VOIP transmits telephone calls over broadband Internet connections instead of using the standard public switched telephone network.

A recent state report indicates that the proposed reforms outlined in HB 1174 (Bryant) from the 2004 General Assembly

session must be adjusted to guarantee revenue neutrality. The Auditor of Public Accounts confirms that the proposed reforms generate \$357 million annually statewide. More than \$390 million is required, however, to ensure that local governments do not lose money. The industry soon will propose amendments intended to generate the additional \$34 million. The current model excludes television services from the mix; the negotiators will revisit this issue.

The model requires local governments to forego specific authorities. This action is necessary because of emerging and proliferating new technologies, as well as pending federal tax safeguards, including the Internet Tax Moratorium. The present tax system may soon be obsolete because it relies on taxing traditional telephone service, which is quickly becoming a thing of the past. Congress and the FCC are poised to insulate

*Continued on page 2*

## Panel hears local experience with cash proffers

The Commission on Growth and Economic Development heard from Chesterfield, Prince William and Stafford counties Oct. 13 on how the cash proffer system works in those localities. The commission is evaluating cash proffers at the urging of the Home Builders Association of Virginia.

Cash proffers are a form of conditional zoning in the Commonwealth. Conditional zoning involves "proffered" conditions voluntarily offered by a developer or property owner that offset the effect created by a development, such as adding school-age

residents. Such proffered conditions are in addition to the general, uniform regulations otherwise applicable to land within the same zoning district, and are made to lessen the possible negative effects of an unrestricted rezoning. Upon approval by the local governing body, the conditions (i.e., proffers) become part of the rezoning and remain in effect even if the property is sold.

In some instances, the conditions proffered by the developer or property owner may include cash contributions to the locality. Generally, cash proffers are used to

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**FROM THE CAPITOL****Telecom taxes continued ...**

new technologies, such as VOIP, from state and local telecommunications taxation.

The passage of HB 1174 in 2004 set the stage for the adoption of telecommunications tax changes in 2005. HB 1174 is the result of three years of negotiations among the industry, local governments and the legislature.

HB 1174 calls for a new statewide, uniform telecommunications or communications tax rate of 5 percent to replace the assortment of current local taxes, including consumer utility and E-911. The negotiators also will contemplate replacing the cable franchise fee. The new uniform rate will apply to the respective bill of each of the proposed services. The proposed services include local exchange (local telephone calls), inter-exchange (a proposed new tax applied to long distance calls), wireless (a proposed new tax), paging (a proposed new tax) and if included in the final

agreement, cable and satellite television (a proposed new tax on satellite). The new E-911 fees will not be greater than 75 cents per

line (both landline and wireless). The revenues would be "pooled" into a single fund and allocated to local governments based upon their estimated 2004 revenue collections. The new rate also would replace the state Virginia Relay Center Assessment and wireless E-911 fee. The fees from the latter are disbursed to local governments.

HB 1174 required the state Auditor of

Public Accounts to verify whether or not the proposal was revenue neutral to local governments. The APA report was released on Oct. 15. The industry and local governments will return to the negotiating table soon.

Link to HB 1174: <http://leg1.state.va.us/cgi-bin/legp504.exe?ses=041&typ=bil&val=hb1174>  
❖

**VML's position**

"VML is committed to protecting the long-term financial interests of Virginia's local governments and to ensuring a modern communications (i.e., telecommunication and information) service tax policy that treats corporate competitors equitably. Local governments must be guaranteed – on a locality-by-locality basis – growing communications service tax revenues in exchange for the local right of entry and regulation, adequate local consumer protections and services, and efficient local public safety answering point operations (E-911 call centers)."

**Local experience with cash proffers continued ...**

offset the effects of a particular development by providing a funding source for new roads, schools, or other public facilities and services.

The Chesterfield, Prince William and Stafford representatives identified that cash proffers only pay for a small share of the total capital costs of building schools, roads, libraries, parks, recreation facilities and other improvements. In Chesterfield County, for example, cash proffers offset only 17.7 percent of the costs.

The speakers also demonstrated that the localities use sophisticated methods to determine the amount of cash proffers and to update the calculations over time using standard criteria. The county representatives also emphasized that their local governments spend the money

on the appropriate projects as soon as possible. All of the representatives, however, pointed out that their ability to spend cash proffers on road improvements has been hampered by the Virginia Department of Transportation's past problems with scheduling projects accurately.

During the meeting, Del. Frank Hall said that legislation would be introduced for consideration by the 2005 General Assembly that changes the rules for cash proffers. A home builders association representative identified two specific areas the organization would like to see changed: the time of payment – moving the payment to the time building permits are issued; and indexing issues. Indexing is the inflation factor used to determine the actual amount of cash that is

proffered in the present, but payable in the future. The home builders maintain that some localities use non-standard criteria for indexing increases in the cash proffers that result in unfair increases in the actual amount to be paid in the future.

Allen Carmody, the budget manager for Chesterfield County, who explained the county's process, said that linking proffer payments to building permit issuance would cause problems for new residents. ❖

## FROM THE CAPITOL

## State revenue growth jumps in 1<sup>st</sup> quarter

State revenue collections were 10.5 percent higher in the first quarter of fiscal year 2005 than the same period last year, according to the September revenue report presented by Secretary of Finance John Bennett to the House Appropriations Committee on Oct. 18 in Richmond.

The first quarter for this fiscal year included two additional deposit days, which account for about 1.5 percentage points of the growth rate. In addition, the growth reflects increases and changes to the sales, cigarette and recordation taxes that were included in the 2004-2006 budget.

Bennett noted that payroll employment in Virginia grew by 2.2 percent in August as compared to August 2003. Payroll growth in Northern Virginia has slowed from approximately 4 percent to the current 3.1 percent growth rate. The

Richmond-Petersburg area saw employment increase by 1 percent, while western Virginia had an increase of 0.7 percent. Significantly, all regions have posted consecutive gains in the last six months.

Looking at the performance of individual revenue sources for the month of September, Bennett reported that payroll withholding grew 12 percent in September, partly because of an extra deposit day in the month. Payroll withholding accounts for 62 percent of state general fund revenues. Year-to-date withholding is 10.1 percent, well ahead of the 4.6 percent growth rate included in the annual forecast. Adjusting for the extra deposit days lowers year-to-date growth to 6.7 percent, still ahead of the 4.6 percent rate included in the forecast.

Sales tax collections grew 7.1 percent in September and 7.3 percent in the first

quarter of FY05. Sales tax accounts for 22 percent of state general fund revenues. Sales tax growth was in the double digits in the fourth quarter of fiscal year 2004. Bennett said that growth had moderated because refinancings have slowed down and federal tax refunds have been spent.

ABC taxes decreased by 2.6 percent, which is a smaller decrease than the negative 8.7 percent included in the official revenue forecast.

Lottery net income increased 14.5 percent in September over last year. On a quarterly basis, lottery profits grew 7.4 percent, above the annual revenue estimate, which predicted a 3.2 percent decline.

The revenue letter is available at <http://www.finance.virginia.gov/KeyDocs/RevenueReports/FY2004-2005/2005ReportsList.cfm>. ❖

## Adequate Public Facilities panel spinning its wheels?

The Adequate Public Facilities Work Group of the Commission on Growth and Economic Development continued to discuss whether an APF law could work in Virginia. The group, which met in Richmond Oct. 13, is using a draft that it created as the basis for the discussion.

Generally speaking, adequate public facilities laws allow local governments to defer the approval of developments based on a finding that current public facilities are not adequate to support the proposed development. The deferral lasts until the necessary public facilities are built.

The work group's draft limits the APF law to school construction. Earlier, the group identified that while transportation costs are a major element of the costs associated with growth, it is impossible to tie growth to VDOT's schedule of building roads, because VDOT regularly fails to meet the schedules it has set.

The draft provides that only when a locality has the requisite growth pressure, has adopted a comprehensive plan and a capital improvement plan, and has an

organized method of evaluating the public facility demands of new projects may it impose a program for APF. When the locality meets the criteria, it may require new projects for development to tie the development timing to the times when new schools will be built. The bill also contains a major escape valve: If the locality fails to build the necessary facilities on time the development may go forward. The maximum time to build a school is five years from the date of agreeing with a developer.

During the meeting, two major issues arose: the timing of development and the allocation of costs of development.

On the timing issue, the Home Builders Association of Virginia continued to balk at any APF law that does not commit the locality to building the school when promised. Such commitment has a possible constitutional problem of one board of supervisors binding a future board to spending money. Several speakers argued that this could be overcome.

On the cost issue, the home builders remain opposed to impact fees as a way to spread the cost of development among

all new housing that contributes to the need, and at the same time, the association opposes cash proffers, as that tool is currently used. Sen. John Watkins, a co-chair of the work group and the full commission, proposed for discussion purposes, impact fee authority that would come into effect some five years from approval by the General Assembly, with escalator clauses for three years after the initial five years, with further escalations at regular intervals.

The home builders objected to the proposal. They said that such a method would drive down the cost of housing in the short term, as developers would attempt to get projects going before the five-year window ended.

APF legislation does not appear to have much of a chance of success in the legislature at this time. The APF work group appears divided on supporting any meaningful legislation. The group made no progress at last week's meeting. The meeting went over the same issues as last year, with no real change in the positions of the parties. ❖

## FROM THE CAPITOL

## SEC receives report on custody relinquishment

A work group investigating why parents turn over custody of their children to the state in order to obtain mental health and substance abuse treatment services for them has concluded that a primary factor contributes to the troubling practice: Virginia lacks a comprehensive mental health system for children.

The 2004 Appropriations Act called on the State Executive Council for the Comprehensive Services Act for At-Risk Youth to examine this issue and report to the chairmen of the House Appropriations and Senate Finance committees, as well as to the Joint Commission on Health Care by Nov. 1. The work group gave its findings to the SEC at its Oct. 13 meeting in Richmond.

The work group found that relinquishing custody solely to obtain mental health services was an inappropriate and inefficient way to make use of Virginia's foster care and juvenile justice systems. The foster care system is intended to assist children who are subject to abuse and neglect, not to remove children from families who want their children to remain in the family but do not have the financial resources to pay for treatment and services. Families with private health insurance often face limits or ceilings on mental health services. These families, as well as those lacking health insurance, face the custody dilemma.

The work group found significant differences in how localities apply foster care and foster care prevention policies

and practices. Not surprisingly, the group found substantial variation as well in the availability of services and resources across localities.

The work group recommended changes in code, regulatory, policy and practice as a short-term strategy to improve access to services and to reduce some of the negative effect of relinquishing custody for some families. In the long term, the group recommends transforming and adequately funding Virginia's system of care for children and families, building on the CSA, and using evidence-based solutions to improve access to behavioral health services. ❖

## VRS fund posts higher return; rates still struggling

The Virginia Retirement System's trust fund realized a robust 17.7 percent market rate of return in 2004, according to an actuarial report presented to the Board of Trustee's Benefits and Actuarial Committee at its Oct. 19 meeting.

On an actuarial basis, however, the rate of return is only 2.9 percent, because only 20 percent of a year's experience is recognized each year. In other words, it takes five years for all the losses or gains in any particular year to affect the actuarial valuation of the trust fund. For 2004, the fund fully reflects all the losses in 2000, 80 percent of the losses in 2001, 60 percent of the losses in 2002, 40 percent of the underperformance in 2003, and 20 percent of the gains in 2004.

It will take several more good years of high returns, therefore, before the actuarial rate of return is healthy.

This smoothing technique distributes gains and losses over a five-year period in order that the value of the fund does not fluctuate as wildly as it would otherwise.

In setting rates, the actuary assumes an 8 percent rate of return, so the 17.7 percent is well above that. But in 2003,

for example, the market rate of return was only 2.8 percent, while the actuarial rate was 2.4 percent. Even though there was positive growth in revenues, the fund still under performed in 2003.

In addition to experiencing losses since 2000, the state employees system and the teacher system had significant liability losses due to the large number of service purchases. This added to the actuarial asset losses.

The actuary also presented information on what rates would be recommended for FY 2006 for the state employee and teacher retirement funds (as well as for three other smaller state funds). Information on what rates would be recommended for political subdivisions will be released later this fall.

These recommended rates will not go into effect, however, because the General Assembly sets rates for two years at a time, following the schedule for the biennial budget. These rates are calculated only in order to indicate the direction in which rates might go.

Were rates adjusted annually, the actuary would recommend a 10.27 percent retirement contribution rate for teachers. In addition, the actuary calculated a rate of 1.01 percent for the

teacher retiree health care credit. Neither of these numbers includes the 5 percent employee share, which most employers pay on behalf of their employees.

The state budget funds a teacher retirement contribution rate of 6.62 percent in the FY 2006 and a health credit rate of 0.55 percent.

The teacher retirement system is now funded at 87.2 percent; in other words, the fund has 87.2 percent of the assets needed to pay its liabilities. Several board members expressed the opinion that a public system did not necessarily need to have the goal of being 100 percent funded, in that public bodies are not going to go out of business. In fact, Al Sampers, chairman of the board, said that Standards & Poors was comfortable with a public system having a funded ratio of somewhere between 85 and 100 percent.

Looking ahead to the out years, the actuary projected that calculated teacher retirement rates would peak in 2006 at 12.39 percent, and would decline slightly over the next six years to 11.77 percent in 2012.

Board member Doug Conway noted that the current contribution rate is below what is needed, and that the unfunded liability of the system would continue to grow were this to continue. ❖

## FROM THE CAPITOL

## Sheriffs Association proposes state contributions to LEORS



The Virginia State Sheriffs Association recommended at an Oct. 19 public hearing that the state encourage all localities to provide enhanced law enforcement retirement benefits to deputy sheriffs, and that the state provide localities funding for this purpose.

The legislative committee studying the Virginia Retirement System and the benefits given public safety officers held the hearing in Richmond specifically to hear testimony on the Virginia Law Officers Retirement System (VALORS), which provides enhanced retirement benefits to some categories of state employees.

Localities may elect to provide their public safety officers with enhanced retirement benefits by participating in the Law Enforcement Officers Retirement System (LEORS). Sheriffs are automatically given LEORS benefits, but deputies are covered only at the option of the locality.

The sheriffs' association spokesman, Executive Director John W. Jones, recommended that deputies be allowed the option of participating in either VALORS or LEORS.

Jones said that of the 120 cities and counties with sheriffs' departments, 75 have extended LEORS benefits to deputies, leaving 45 without this benefit.

Under the sheriffs' proposal, the 75 localities that already have opted to provide LEORS coverage would be eligible

for state assistance to pay for coverage for deputy sheriffs.

Localities have resisted being required to provide LEORS coverage to deputies because of the high cost.

Another particular problem with retirement benefits for all constitutional officers is that the state caps its share of retirement rates for these employees and officials at the state retirement contribution rate. The maximum reimbursable VRS rate is 3.91 percent for fiscal year 2005. Reimbursement is based on the VRS rate approved for the locality, or 3.91 percent, whichever is less.

The officers and employees, however, are treated as any other local employee in terms of the rate actually charged by VRS and paid by the locality. Most localities have retirement contribution rates beyond the 3.91 percent rate.

A number of state employee associations spoke in support of inclusion in VALORS. Some of the groups asking to be included in VALORS included correctional investigators, lottery investigators, hazardous material investigators employed by the Virginia Department of Emergency Management, state airport fire officials and employees of the Department of Juvenile Justice.

The legislative committee will hold its next meeting Nov. 16 in Richmond. Line of duty benefits are expected to be the topic for that meeting. ❖

## Needs, resources for limited English proficiency students assessed

The number of students with limited English proficiency (LEP) increased from fewer than 20,000 in 1993 to almost 60,000 in 2003, according to information presented to the House Appropriations Committee on Oct. 18 in Richmond. A group of school board members and school superintendents made the presentation.

The number of school divisions with 50 or more LEP students has more than doubled, from about 20 divisions in 1992 to nearly 50 divisions in 2003. Divisions with 50 or more LEP students are required to report adequate yearly progress for the students under the federal No Child Left Behind legislation. NCLB requires the LEP students to become proficient in English and to

reach high academic standards. Under NCLB, test scores for students with limited English proficiency are counted toward determining a school's adequate yearly progress, despite research that shows it takes about five-to-seven years for students to attain the same level of proficiency in English as native English speakers.

The presentation also presented data on the budgets of eight school divisions: Alexandria, Harrisonburg and Manassas cities and Loudoun, Arlington, Fairfax, Prince William and Shenandoah counties. For these eight jurisdictions, LEP students cost 20 to 40 percent more to educate. The presentation also showed that the bulk of funding to

educate LEP students comes from local governments.

The superintendents and school board members concluded by saying that for LEP students to be successful, school divisions need more funding for teachers and staff, state funding for LEP tests, improved data collection, additional state assistance for facilities, and extra technical assistance for smaller divisions.

The presentation can be downloaded from the House Appropriations Committee's web site at [http://hac.state.va.us/Committee/OtherPresentations/2004/October\\_18/Limited\\_English\\_Proficiency-10-18-04-Print.pdf](http://hac.state.va.us/Committee/OtherPresentations/2004/October_18/Limited_English_Proficiency-10-18-04-Print.pdf). ❖

**FROM THE CAPITOL**

**Workforce Investment Act meetings scheduled across state**

A series of meetings to increase awareness about the Workforce Investment Act and how local elected officials can use it to advance local economic development strategies will be held across the state over the next month.

Sponsored by the Virginia Workforce Council and Virginia Economic Developers Association, the workshops are designed to follow-up in more detail on two statewide videoconferences held last month on the topic.

The six regional meetings will:

- provide a forum for local elected officials, economic developers and workforce boards to enhance local/regional collaboration on issues of economic and workforce development;
- move from understanding the issues and opportunities to developing clear agreements between partner agencies/organizations;
- examine existing partnership relationships and memoranda of understanding to explore ways to broaden and deepen

collaboration, including resource-sharing and joint activities; and

- identify next steps and possible action plans to advance a joint agenda in several regions.

All workshops will be held from 9 a.m. until noon. For more information, including how to register, contact one of the people listed below.

Date	Location	Contact
Oct. 26	Roanoke	Bruce Wood (540) 767-6149
Oct. 27	Keysville	Debra Crowder (434) 392-4737
Nov. 4	Weyers Cave	Bob Satterwhite (540) 442-7134
Nov. 5	Falls Church	David Hunn (703) 752-1606
Nov. 16	Petersburg	Levin Sullivan (804) 737-7053
Nov. 17	Norfolk	Judy Begland (757) 314-2370 ❖

**NLC nominations due Nov. 8**



National League of Cities

Nov. 8 is the deadline for local officials to apply for seats on the National League of Cities' steering committees and standing committees.

NLC's policy structure consists of policy committees, which are large groups which set the overall policy agenda for the year, and steering committees, which are smaller subsets of policy committees. Steering committees usually consist of about 35 members. They carry out policy development and advocacy work recommended by the larger policy committee. Each state is allotted seats on the policy committees, which are appointed in January. VML and the other state municipal leagues nominate members of policy committee members. In contrast, the NLC president, in consultation with each committee chair and vice chair, chooses the steering committee membership from among the applications received by Nov. 8. Current members of steering committees must reapply each year to continue their service on these committees.

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 and Infrastructure Services.

Nov. 8 is also the deadline for applications to serve on NLC's standing committees. These committees are: Congress of Cities Program Committee; Council on Youth, Education and Families; International Task Force; Leadership Training Council; Central Cities Council; First Tier Suburbs Council; Small Cities Council; Municipalities in Transition Panel on Community and Regional Development; Municipalities in Transition Panel on Democratic Governance; Municipalities in Transition Panel on Equity and Opportunity; and Municipalities in Transition Panel on Public Finance.

The NLC president appoints the members of these committees, as well from the applications received by Nov. 8. Information about each of these committees may be found on NLC's website, [www.nlc.org](http://www.nlc.org). Look at the "NLC Groups" drop down menu.

Call Janet Areson at VML if you have any questions about participating in the NLC policy and committee process. ❖

## ETCETERA

## Southern Growth Policies Board seeks 'innovator' nominations

The Southern Growth Policies Board honors innovative Southern programs and initiatives that are improving the quality of life in the region. Awards are presented annually to one organization in each of Southern Growth's member states, which includes Virginia.

Award winners represent initiatives from the public, private and nonprofit sectors that fit both the criteria for innovation and relevance to the theme of Southern Growth's annual conference, where the awards are presented.

This year, the focus of the Innovator Awards is on rural development. Nominated initiatives must be unusual or unique in their content or approach. Initiatives that include components for

reaching traditionally underserved groups are of particular interest. Nominated initiatives can be from the local, state or regional level and relate to workforce development, technology and innovation, community development, or responses to globalization.

Initiatives should display some of the following characteristics: Regional collaboration; higher education institutions engaged as partners; entrepreneurial focus; connecting rural leaders to national and regional peer networks; identifying and leveraging underutilized wealth and leadership in a rural region; using technology in an innovative way; connecting rural businesses to the global marketplace; elevating the capacity of the rural workforce; and working

effectively across racial, cultural or economic lines.

Nominations may be submitted online or by mail and fax by downloading a nomination form. See <http://www.southern.org/innovators.shtml> for specifics. Deadline for nominations is Nov. 22.

An outside evaluation panel will choose one innovator from each Southern Growth state for this recognition. Alabama Gov. Bob Riley will present the awards at Southern Growth Policies Board's Summit on the Rural South conference in Point Clear, Ala., on June 12-14.

Questions? Contact Sandra Johnson at [sjohnson@southern.org](mailto:sjohnson@southern.org) or 919/941-5145. ♦

## 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.

### Assistant to the Directors of Department of Human Services, Arlington County

SALARY: \$47,168-\$77,985. Provide professional assistance to the director and the deputy director of the Department of Human Services (DHS), which involves coordination, planning, evaluation, analysis and implementation relating to departmental policies and programs. See full job description and submit Internet application at [www.arlingtonva.us/enews](http://www.arlingtonva.us/enews). Do NOT send a resume. Resumes submitted without an application will be returned without consideration. Questions? Call 703/228-3500 or e-mail [pers@arlingtonva.us](mailto:pers@arlingtonva.us). #1506-5A-DHS. Deadline: Nov. 4.

### Director of Community Development, Goochland County

SALARY: Negotiable (+) benefits. (Pop. 16,863) Oversees and coordinates activities and functions of the departments of Building Inspections, Zoning, Planning, GIS and Plan Development and Review. AICP certification preferred. For more information check: [www.springsted.com](http://www.springsted.com). 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 [Janzivino@springsted.com](mailto:Janzivino@springsted.com). Deadline: Nov. 19. EOE.

### Manager of Waste Water Operations, King George County Service Authority

SALARY: DOQ. Oversees operation and maintenance of wastewater treatment plants with direct responsibility for methods of executing required tasks and for safety of crew members. Must possess valid Va. Waste Water Operators Certificate Class 1. Call 540/775-2746 for further information. Open until filled. EOE.

### Planner I, Poquoson

SALARY: \$35,395 or DOQ. Reviews subdivision plans and site plans for compliance with ordinances, regulations, policies and design criteria. Provides information and assists the general public with the use permit/rezoning process; coordinates review of such applications and assists with other functions within the Planning Department. Degree in urban planning req. Master's preferred. Send resumes to: Office of the City Manager, 500 City Hall Ave., Poquoson, VA 23662. Open until filled.

### Social Services Director, Winchester

SALARY: DOE. (Pop. 22,000) Manage and supervise benefit and social service programs. Duties include personnel coordination and staff development; budget preparation; supervision of the Housing Choice Voucher Program and Comprehensive Services Act; ability to utilize the principles and practices of case management involving child and adult protective services, substance abuse, family services, and benefit programs. Master's degree and extensive experience in social work preferred. Apply: Administration Department, Rouss City Hall, 15 N. Cameron St., Winchester, VA 22601. 540/667-1815 ext. 1449. TDD 540/722-0782. Open until filled. EOE.

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## POSITIONS

### Town Attorney, Blacksburg

SALARY: \$85,000-\$105,000 negotiable DOQ/DOE (+) benefits, including moving expenses. (Pop. 41,065) Min. criteria: Grad. from accredited law school; admitted to practice in Va.; 10 yrs. of increasingly responsible exper. in practicing law. Trial exper. a plus. Past local govt. exper. an important consideration. Town residency req. For complete position description and the town's reqs. visit: [www.springsted.com](http://www.springsted.com). Submit resume to: John A. Anzivino, Springsted Incorporated, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451-5263. Contact: 804/726-9750, Fax: 757/422-6617 or e-mail: [virginiabeach@springsted.com](mailto:virginiabeach@springsted.com). Deadline: Nov. 22. EOE.

### Hazardous Materials / Safety Officer, Manassas

SALARY: \$51,792-\$59,500. Reqs. 4-yr. degree or equiv. in industrial safety, hygiene, risk mngmnt. or related field and 2 yrs. prof. exper. Assist risk manager in ensuring compliance with city, OSHA, VOSHA and EPA practices, policies and procedures. Conducts field inspections. Apply to: Department of Human Resources, 9027 Center St. Room 302, Manassas, VA 20110. Contact: Fax: 703/257-5827 or e-mail: [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us). Open until filled. EOE.

### Human Services Business Administrator, Roanoke

SALARY: \$46,371-\$69,557. Serves as fiscal administrator and supervises the support function of Human and Social Services. Oversees all financial functions, including state and local Social Services budgets, Comprehensive Services Act budget, and Human Services budgets. MBA with 5-10 yrs. related exper. and/or training in fiscal monitoring, management and supervision preferred; or equiv. comb. of educ. and exper. Apply on-line at [www.roanokegov.com](http://www.roanokegov.com) or at City of Roanoke, Department of Human Resources, 215 Church Ave. S.W., Room 207, Roanoke VA 24011. Open until filled. EOE.

### Town Manager, Altavista

SALARY: \$53,000 min. (+) benefits DOQ/DOE. Current manager moving to serve as manager of larger community; 2 managers since 1977. Responsible for the efficient operation of all town services, including administration, police, public works, and water/wastewater utilities. \$6 million annual bdgt. and 57 employees. Reqs. min. of a bachelor's degree plus 3 yrs. supervi-

sory exper. Master's preferred. Town residency req. Send cover letter and resume to: Mayor J.R. Burgess, P.O. Box 420, Altavista, VA 24517 or e-mail to [townhall@ci.altavista.va.us](mailto:townhall@ci.altavista.va.us). Position profile available. [www.ci.altavista.va.us](http://www.ci.altavista.va.us). Open until filled. Deadline: Nov. 15.

### County Planner II, Henrico

SALARY: \$40,919-\$71,825. Principal duties include reviewing applications for the Board of Zoning Appeals and drafting zoning conformance letters. Reqs. considerable knowledge of the principles and practices of planning and zoning; ability to research and organize material in good report form; and to give reliable advice on zoning and planning issues. AICP or CZA certification preferred. For specific description of duties and qualifications and to apply, visit [www.henricojobs.com](http://www.henricojobs.com). #0004. Deadline: Oct. 31. EOE.

### Project Manager, Richmond Redevelopment and Housing Authority

SALARY: \$47,709-\$61,072 hiring range / \$47,709-\$80,131 full range (+) benefits. Manage downtown and commercial real estate projects and assets; negotiate real estate operating and management agreements; conduct market analysis; implement redevelopment plans; prepare and manage budgets and the financial performance of projects; review and evaluate economic development proposals; and serve as a liaison between RRHA, city officials and the public. Submit resume to: Human Resources Department, Richmond Redevelopment and Housing Authority, 901 Chamberlayne Parkway, Richmond, VA 23220; FAX to: 804/780-4689. Tel: 804/780-4931. #1340 Deadline: Oct. 15. EOE.

### Engineer III, Chesapeake

SALARY: \$51,515-\$64,395. Performs difficult professional and routine administrative work as licensed professional engineer in the Engineering Division of the Department of Public Utilities. Responsible for review of development plans, as well as administering construction projects, preparing engineering reports, policies, procedures, cost estimates, responding to inquiries, reviewing utility related legal documents and developing water and sewer master plans. Apply at [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net). Deadline: Nov. 1. EOE.

### Deputy County Administrator, King George

SALARY: DOQ. Support the county administrator overseeing the daily operations

of county government and act in the absence of the county administrator. Provide direct supervision on behalf of county administrator to assigned departments and agency heads. Reqs. strong fiscal management skills, including budget preparation and general obligation bonds; relevant Va. exper. in grants, state/federal programs, economic development and Bright Financial System. Residency req. County administrator is making retirement plans. This is a contract position hired by the board of supervisors. Applications available at [www.king-george.va.us](http://www.king-george.va.us), or contact county administrator's office at 540/775-9181, 10459 Courthouse Drive, Suite 200, King George, VA 22485. Open until filled.

### Appraiser, Loudoun County

SALARY: \$33,661-\$45,442 hiring range. Reqs. thorough knowledge of appraising real property and ability to exercise judgment in the determination of property values. Bachelor's degree supplemented by 2 yrs. professional exper. in real property appraisals or real property assessments. Va. Licensed (certified) Residential Appraiser or a Certified General Real Estate Appraiser desirable. For additional information and to receive a req. application visit [www.loudoun.gov](http://www.loudoun.gov) or call 24-hr. job line: 703/777-0536. Voice: 703/777-0213. Ref # 05-136. Deadline: Nov. 5. EOE

### Plumbing/Cross Connection Inspector, Danville

SALARY: \$27,951-\$31,500 DOQ. Inspect new and existing plumbing, mechanical and related piping systems for compliance with USBC, Va. waterworks regulations and local ordinances. Educ. and exper. equiv. to grad. from technical school and at least 3 yrs. exper. in the plumbing construction trade; possession of a Va. Master Plumber Certificate and Certification as a Cross Connection Control Inspector and as a Plumbing Inspector within 1 yr. of employment. Apply at the City of Danville, Human Resources Department, P.O. Box 3300, Danville, VA 24543 or the Virginia Employment Commission. Go to [www.ci.danville.va.us](http://www.ci.danville.va.us) to download an application. Deadline: Oct. 22. EOE.

### Business Auditor, Albemarle County

SALARY: \$41,072-\$49,286 DOE/DOQ (+) benefits. In Finance Department. Performs difficult technical work in the inspection and investigation of business establishments

*Continued on page 9*

## POSITIONS

to secure compliance with the state and local business license and tax ordinances. Education and experience equivalent to a bachelor's degree in business management, finance, or a related field with course work equivalent to a major concentration in accounting and/or auditing; minimum of 2 years audit experience required; CPA or related certification preferred. Apply online 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: Oct. 29. EOE.

## Other positions

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

### Town Manager, Gordonsville

SALARY: \$35,000-\$45,000 DOE. Deadline: Extended until Oct. 27.

### City Attorney, Petersburg

SALARY: \$60,972-\$100,397. Deadline: Nov. 12.

### County Planner III, Henrico

SALARY: \$44,942-\$78,886 range. Deadline: Oct. 24.

### Budget and Finance Director, Isle of Wight County

SALARY: \$68,320-\$85,400 starting range. Deadline: Oct. 29.

### Public Utilities Director, Isle of Wight County

SALARY: \$68,320-\$85,400 range. Deadline: Oct. 29.

### Police Chief, Orange

SALARY: DOQ/DOE (+) benefits, including car. Deadline: Nov. 5.

### Human Resources Director, Front Royal

SALARY: \$44,034-\$63,710 DOQ (+) benefits. Deadline: Nov. 12.

### County Attorney, Stafford

SALARY: Negotiable DOE/DOE. Open until filled.

### Regional Director, Innovations Group

SALARY: \$42,000-\$52,000 DOQ (+) benefits. Open until filled.

### Public Works Manager, Botetourt County

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

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

**DEADLINE:** The deadline for placing a job advertisement in the next issue of *Update* is Friday, Oct. 30. 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

### 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](http://www.vrarecycles.org) or contact [vra@vrarecycles.org](mailto: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](http://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](mailto:tep3e@virginia.edu).

*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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