

Update

The newsletter of the Virginia Municipal League

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State water board adopts supply plan regulations

The State Water Control Board adopted regulations June 28 that will affect all future local and regional water supply planning. The new regulations are far-reaching and establish a planning process and criteria that local governments will use to develop local or regional water supply plans.

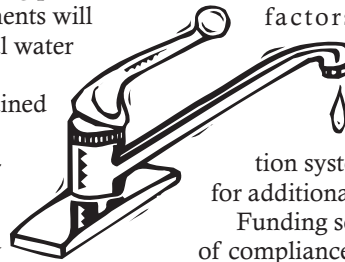
Board staff members explained that many of the comments received by the agency emphasized the need to ensure adequate funding for this planning, the need to follow through with permit issues raised by a technical advisory committee, and the desire by local governments for the state to take a more active role in supporting local water projects in the federal permit process.

The Department of Environmental Quality estimates that the cost to develop a

local or regional plan will range from \$13,000-\$115,000. Total costs to all localities to develop these initial plans are estimated to be from \$4.5 million-\$6.5 million. The actual cost will depend on

factors such as the size of the planning area, the degree of local staff involvement, the complexity of the current supply sources and distribution systems, and the degree of need for additional supply.

Funding sources to help defray the cost of compliance include a new water supply planning assistance grant program from the DEQ. The General Assembly provided \$300,000 to that fund for fiscal year 2006. Planning grants are also available from the Office of Drinking Water at the Virginia Department of Health. Grants and loan



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AT THE LEAGUE

Conference plans continue to take shape

Former Indianapolis Mayor William H. Hudnut will give the keynote address at the centennial gala kicking off VML's 2005 annual conference – a celebration of the league's 100th anniversary Oct. 23-25 at the Richmond Marriott Hotel, 500 E. Broad St., in downtown.

Hudnut, a past president of the National League of Cities and a former congressman from Indiana, is mayor of Chevy Chase, Md. He will speak on Sunday night, Oct. 23. The gala also will feature a performance by

Virginia music legend Ralph Stanley and the Clinch Mountain Boys.

The conference will begin Sunday at 2 p.m., with registration and the opening of the Exhibition Hall. The Exhibition Hall will be open through

Monday afternoon; participants should plan to visit the various booths in order to learn about

new products and services available to local officials and to be able to participate in the annual raffle. (The raffle will be Monday



VIRGINIA MUNICIPAL LEAGUE ANNUAL CONFERENCE

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FROM THE CAPITOL

Water supply plan regulations continued ...

guarantees may also be available from the USDA's Rural Utility Service in rural areas and in localities with populations of 10,000 or fewer.

Implementation of the plan will be accomplished in phases, depending on population. Localities with a population of 35,000 or more are required to submit a plan within three years. Those with a population between 15,000 and 35,000 must submit a plan within four years, and those with population fewer than 15,000 must submit their plan within five years. Localities can also elect to participate in regional water supply plans

The SWCB intends that the local plans be based on existing and readily available information so that additional detailed studies will not be required. The plans will include the following

elements: (1) description of how the locality currently supplies water and from what sources; (2) description of how water is currently used; (3) description of what sensitive environmental resources exist within that locality; (4) assessment of water demand 30-50 years into the future; (5) description of local actions to conserve water; (6) statement of whether the locality will need additional sources of water within 30-50 years; and (7) preliminary analysis of potential alternatives the locality would consider to meet projected water deficits.

The Department of Environmental Quality will review the local plans, and the SWCB will determine compliance with the regulations. If the local or regional plan meets the regulations, it will be included in the State Water

Resources Plan that is still being developed by DEQ. This "big picture" view will promote regional solutions to water supply problems, apprise potential water users of the availability of water supplies, and identify conflicts relating to the use of water resources.

Other related regulatory and legislative actions are underway. A technical advisory committee is developing amendments to the Virginia Water Protection Permit regulation, with a goal of having amendments for the water control board to consider at its September meeting. Also, legislation passed by the 2005 General Assembly requires DEQ and the Virginia Marine Resources Commission to issue their permits within one year of each other, whenever possible. ❖

AT THE LEAGUE

Annual Conference continued ...

afternoon at 1:15 p.m.; additional information will be in the conference packet participants receive upon registration.)

The gala will begin with a reception at 5:15 p.m., followed by a banquet at 6:15 p.m.

Monday's activities will begin with the annual Prayer Breakfast, held in honor of the past presidents of VML. The breakfast, which is normally held on the Tuesday morning of the conference, is scheduled for Monday in order to accommodate travel schedules.

The opening session on Monday morning will feature an address by David Brunori. David Brunori is contributing editor of *State Tax Notes* magazine and the author of *The Politics of State Taxation*, a weekly column focusing on state tax and budget politics. He is a research professor of public policy at The George Washington University and he also teaches state and local tax law at the law school.

The three gubernatorial candidates have been invited to speak at the opening session as well.

Monday afternoon's workshop sessions will focus on a variety of topics ranging from telecommunications to affordable housing. Detailed information on the preliminary agenda is posted on the VML Web site at www.vml.org.

Host City Night will be held on Monday evening, and will be hosted by the city of Richmond.

Tuesday morning's activities begin with a Women in Local Government Breakfast, followed by the annual meetings of the Urban, City and Town sections. The section meetings will be followed by the annual business meeting, including the adoption of the 2006 legislative program and the election of officers for the upcoming year.

The final event for the conference will be a leadership and awards session and luncheon. The 2005 Achievement Awards will be presented, and the new president of VML will have the opportunity to speak. Gov. Mark Warner has been invited to give a keynote address following lunch.

The conference will adjourn by 1:30 p.m. on Tuesday.

Conference registration and hotel reservation information has been sent to key officials and clerks, is posted on the VML Web site and is in *Virginia Town & City*. Please remember that you must be registered for the conference in order to make a reservation from the block of rooms available for the VML conference. Additional details on the conference will be published in upcoming editions of *Update* and *Virginia Town & City*. ❖

FROM THE CAPITOL

VRS estimates 2007-2008 teacher contribution rates

The Virginia Retirement System estimates that the Board of Trustees would certify teacher retirement rates of 12.82 percent for the 2007-2008 biennium, according to information presented by VRS Director Bob Schultz to the July 11 meeting of the Joint Legislative Audit and Review Commission. This figure does not include the 5 percent employee contribution that is paid by most employers.

While the news on projected contribution rates was not good, the report on growth of the VRS trust fund continued to be positive. The market value of the fund's assets was \$43.9 billion as of June 30, 2005. The fund's assets totaled slightly less than \$30 billion in September 2002.

Schultz also presented information showing the continued decline of the funded status of the teachers retirement system and the state employee system. The 12.82 percent retirement rates include a retirement contribution rate of 10.83 percent, a health insurance credit rate of 0.59 percent and a group life insurance rate of 1.40 percent.

The comparable rate for the current biennium is 7.17 percent: 6.62 percent for retirement and 0.55 percent for the health insurance credit. The budget has had a premium holiday (has not collected any premiums) for the group life insurance program for four years.

Local governments pay 60 percent of teacher retirement costs because of the persistent underfunding of teacher salaries by the state.

The General Assembly has set the budgeted contribution rates at less than the board certified rates for several years, and may take that approach in the upcoming biennium as well.

VRS estimates the rates for state employees at 9.28 percent in 2007-08, as compared to the current rate of 4.95 percent. (Again, these figures do not include the 5 percent employee contribution, which the state pays for its employees.)

The board will certify rates for the individual political subdivisions later this fall.

Factors affecting the new rates include:

- Continued recognition of the downturn in the stock market in 2001-2003. VRS uses a five-year smoothing technique for recognizing gains and losses. In 2007-2008, the system will recognize 100 percent of the losses from 2001, 80 percent of the losses from 2002, 60 percent of the gains from 2003, 40

percent of the gains from 2004, and 20 percent of the gains from 2005. Further, even though the system had a positive performance in 2003, the gains were so slight that they were not as high as had been predicted by the actuary, so they actually end up having

the effect of a loss.

- The Board of Trustees has lowered the investment return rate from the current 8 percent to 7.5 percent (see the June 3 issue of Update for more information). The actuary for VRS recommended the change, which will mean higher rates for the next biennium in order to prevent sharp fluctuations in the future.

- The board lowered expected cost-of-living increases from the current 3 percent to 2.5 percent in the next biennium.

- The contribution rates certified by the board have not been fully funded in recent years, resulting in lower contributions to the fund.

The funded status of the teachers retirement fund continues to drop. The funded status looks at the anticipated assets of the fund in contrast to anticipated liabilities – in other words, at any given time, would the fund have enough money to pay all the retirement benefits. In 2001 the funded status for the teacher system was 106.2 percent; that is, the system's assets exceeded its liabilities. Since that high point, the funded status

has dropped each year. The funded status is expected to be 83.2 percent in 2005.

The funded status of the state employee system is anticipated to be 89.7 percent in 2005, down from the high point of 106.8 percent in 2001.

The funded status of the teachers system has dropped more than the state employee system because retired teachers are living longer than was actuarially anticipated, and teacher salary increases have exceeded the actual salary increases granted.

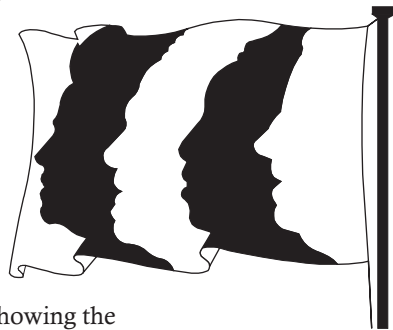
In contrast, the salary increases given by the state (which in several years has been zero) have been less than actuarially anticipated.

JLARC also took up an issue that has received quite a bit of attention in the media, the severance package granted the former VRS Director Forrest Matthews. JLARC concluded that the severance package was executed without the approval of the board and may be invalid. The then chairman of the VRS board negotiated a severance package with Matthews that included two years pay (amounting to \$263,122) and the purchase of service by VRS of six months of service (amounting to \$3,289).

JLARC also made a number of recommendations for VRS regarding the hiring of high-level staff.

Paul Timmreck, the current chairman of the board, said that the board was meeting July 12 to review the severance agreement and to consider the recommendations made by JLARC. Timmreck said the motion would be made to approve the two years of severance pay. If that motion is defeated, a motion will be made to propose a severance payment equivalent to six weeks of pay, the amount any classified employee would be entitled to receive under the provisions of the state Workforce Transition Act.

Matthews was appointed director of the system in 2002. His original contract called for severance of up to years salary for the first two years of the agreement, but did not provide for severance beyond that initial period. ❖



FROM THE CAPITOL

Board adopts water quality standards; extends comment period

The State Water Control Board adopted numerical water quality criteria for chlorophyll a — a measure of undesirable algae — in the James River. The board then suspended the standards without an effective date, thus re-opening the public comment period. Comments can be submitted to the board from July 25 through Aug. 24. The board invoked the same provision of the Administrative Process Act for its proposed Policy for Nutrient Enriched Waters (Chesapeake Bay) and Water Quality Management Planning Regulations. The comment period for these regulations is also July 25 through Aug. 24.

The board suspended the effective date of the regulatory actions at its June 28 meeting because substantial changes had been made to the proposed regulations. Changes were made in response to numerous comment received from the public, including local governments. Many local governments, planning district commissions, regional wastewater agencies and manufacturers such as Georgia Pacific, MeadWestvaco and Phillip Morris objected to the numerical chlorophyll standard for the James River.

Also, the proposed regulations were updated to conform to the new nutrient trading law and to the Virginia Environ-

mental Excellence Program, both passed by the 2005 General Assembly.

The nutrient enriched waters policy and water quality management planning regulations are important because they set limits on the amount of nitrogen and phosphorus that can be discharged within the Chesapeake Bay watershed.

They establish annual point source waste load allocations in each of the bay's major tributary basins that would accompany the discharge concentration requirements in discharge permits. The waste load allocations, combined with non-point source pollution reductions, are intended to meet basin-wide tributary strategies aimed at removing the bay and its tributaries from EPA's Impaired Waters list.

Tributary Strategy Plans guiding the restoration and protection of the Chesapeake Bay and its tidal provide the basis for the point source nutrient discharge waste allocations.

Policy statements made by Virginia Secretary of Natural Resources W. Tayloe Murphy reflect the decision to seek nutrient reductions to the maximum extent practicable at point sources, even approaching state-of-the-art treatment because they are considered highly reliable, cost effective, measurable and enforceable. ❖

ETCETERA

Book assists in dealing with TMDL water quality issues

The book *Total Maximum Daily Load: Approaches and Challenges* is available for purchase.

The book explains how to use the latest technologies to develop and implement an effective and innovative TMDL program. Case studies mostly focus on three major causes of water impairment in the United States: bacteria, sediments and nutrients.

TMDL is a calculation of the maximum amount of a pollutant that a body of water can receive and still meet state water quality standards. Percentages of the total maximum daily load are allocated to the various pollutant sources.

The TMDL book has nine chapters written by experts who have significant knowledge and experience on issues related to the topic:

- Origins and status of TMDL regulations

- TMDL development approaches
- Stakeholder involvement in TMDL policy decisions
- TMDL case studies
- Approaches to developing a TMDL implementation plan
 - Bacterial source tracking: Concept and application to TMDL
 - Taxonomy of effluent trading programs: Concepts and applications to TMDLs
 - Assessment of the value of new information for adaptive TMDLs
 - Use attainability analysis: Principles and case studies

The book can be ordered at: <http://shop.store.yahoo.com/pennwell/totmaxdaillo.html>. ❖

REGULATIONS

Proposed Regulations

Waste Management Facility

Operators Regulations. The Board for Waste Management Facility Operators has planned regulation amendments to assure the existence of an infrastructure of trained and qualified individuals to operate waste management facilities in compliance with both federal and state regulation that have the protection of Virginia's environment as their goal. All citizens benefit from properly operated waste management facilities that assure that the quality of our environment is protected and enhanced. The proposed amendments (i) create a new license classification (Class V) for Municipal Solid Waste (MSW) composting facilities and move MSW composting from Class II to the new Class V; (ii)

clarify that a waste management facility for which the Board has not established training and licensure requirements may be operated by a Class I licensee; (iii) require applicants using experience to substitute for a high school diploma to have obtained that experience during the seven years immediately preceding the date of application; (iv) require applicants to document at least one year of experience with a waste management facility in order to qualify for licensure; (v) repeal language requiring facility specific training to have been completed after Jan. 1, 1989, and language concerning the first renewal after May 1, 2000, that assign a single expiration date to all classes of license held by a single individual; (vi) require license renewal applicants to state that they are in compliance with all Virginia and federal laws and regulations; (vii) amend the

training course curriculum section to be more reflective of current technology and training needs, to amend Class II training to remove MSW composting requirements, and to create a new curriculum for Class V MSW composting; and (viii) amend the "grounds for denial of application, denial of renewal or discipline" section to make renewing a license through fraudulent means or misrepresentation grounds for license denial and disciplinary action and to cite the provisions off 54.1-204 of the Code of Virginia pertinent to applicants with criminal convictions. A public hearing will be held on Aug. 11. For additional information, contact David Dick, Board of Waste Management Facility Operators, at 804/367-0219 or e-mail him at wastemgt@dpor.virginia.gov. ❖

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.

Town Clerk, Middleburg

SALARY: DOQ. Part-time and/or flexible hours. Prepare and maintain official town records; prepares agenda packets; attend council meetings and keep minutes; update town code and maintain town record systems. Reqs. associate's degree in business admin. or related field, with bachelor's preferred, and extensive exper. in records mngmnt. Send resume to: Mike Casey, Town Administrator, Town of Middleburg, P.O. Box 187, Middleburg, VA, 20118, mcasey@middleburg.org, or call 540/687-5152 for more information. Apply immediately. Open until filled. EOE.

Zoning Officer, Fredericksburg

SALARY: \$34,874 (+) benefits. Assist zoning administrator with enforcement of

zoning ordinance; review permits, plans and certificates; perform site inspections for compliance with proffers and conditions of special use permits, special exceptions and variances; and assist in development of plans and ordinances to implement goals of comprehensive plan. Reqs. bachelor's degree in relevant field, supplemented by 1 yr. of exper. in performing related duties; or equiv. comb. of training and exper. Employment application req. Apply to City of Fredericksburg Department of Personnel, 715 Princess Anne St., Fredericksburg, VA 22401. Mailing address: P.O. Box 7447, Fredericksburg, VA 22404. Open until filled. EOE.

Director of Parks, Recreation and Tourism, Danville

SALARY: \$61,000-\$85,000 DOQ (+) benefits. (Pop. 48,000) Lead dept. in the planning and directing of all parks, recreation and tourism activities. Dept. has 200 + FT and PT employees and \$3M bdgt. Reqs. 5-7 yrs. related exper. with at least 3 yrs. of sr. mngmnt. and admin. exper. in parks, rec. and tourism. Reqs. graduation from accredited college with degree in relevant field. CLP and city residency req. Apply: City of Danville, Human Resources, 427 Patton St., Danville, VA 24541, or e-mail to HR@ci.danville.va.us. For more info. see www.danville-va.gov. Open until filled. EOE.

Erosion and Sediment Control Inspector, Falls Church

SALARY: \$23,000-\$28,000 DOQ (+) benefits. Responsibilities include inspecting construction activities, preparing field reports, issuing violation notices and communicating with builders/citizens to ensure that state mandated E & S regs are followed. H.S. diploma or equivalent; B.S. in engineering preferred. Certification as an E&S Inspector by the Department of Conservation and Recreation or ability to be certified within 6 mos. of employment req. To apply: Submit resume to City of Falls Church Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or E-mail to hr@ci.falls-church.va.us. Open until filled. EOE.

Urban Forester, Falls Church

SALARY: \$25,000-plus DOQ (+) benefits. Prunes and plants trees and shrubs; mulches and removes invasive vegetation; waters beds and planters; inspects construction sites; constructs small landscape projects; understands arboricultural practices such as "target" and "structure" pruning. Reqs. graduation from H.S. and considerable experience in urban forestry and landscape maintenance related fields, codes enforcement or inspections work; min. 2 yrs. exper. in arboricultural/horticultural work; Virginia Pesticide Applicator License. Must submit copy of current DMV driving record with application. Send resume or applica-

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POSITIONS

tion to City of Falls Church, Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or hr@ci.falls-church.va.us. Open until filled. EOE.

City Manager, Emporia

SALARY: DOQ (+) benefits. (Pop. 5,665). Full service municipality, \$14.3M General Fund; \$2.9M Utility Fund; 115 FTEs. Reqs. bachelor's degree in public admin. or related field; master's preferred; 5 yrs. progressively responsible municipal mngmnt. exper. Must be effective leader and team builder who values community involvement. Submit cover letter, confidential resume and references to: Mayor Samuel W. Adams III, City of Emporia, P.O. Box 511, Emporia, VA 23847. Deadline: Aug. 15. EOE.

Executive Director, Central Shenandoah Criminal Justice Training Academy

SALARY: \$65,000-\$75,000 negotiable. Responsible for day-to-day operations of the academy and ensuring that it is in compliance with all training standards mandated by the VDCJS. Qualifications: bachelor's degree and 10 yrs. progressively responsible mngmnt. exper. in relevant field. All previous applicants encouraged to reapply. Send resume to: Central Shenandoah Criminal Justice Training Academy, ATTN: Superintendent John M. Higgins, 3045 Lee Highway, Weyers Cave, VA 24486. For more info., contact Superintendent Higgins at: 540/464-1188 or visit <http://centralshenandoahacademy.com>. Deadline: July 29. EOE.

Stormwater Inspector, Albemarle County

SALARY: \$34,254-\$41,105 DOE/DOQ. Implements stormwater mngmnt. facilities inspection program; schedules and performs field inspections. Resolves drainage complaints and related issues. Reqs. thorough knowledge of stormwater mngmnt., erosion and sedimentation control, and construction. Reqs. 3-5 yrs. exper. Apply on-line at www.albemarle.org/jobs.asp. Contact: 434/296-5827. Deadline: July 29. EOE.

Risk Manager and Loss Administrator, York County

SALARY: \$38,311 base or higher DOE/DOQ (+) benefits. Manages and coordinates all aspects of insurance and risk programs to include property, general liability and workers compensation programs in order to control risks and

losses. A York County application is required and may be obtained from the 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 890-3300. Deadline: Aug. 5. EOE.

Program Manager for Workforce Development, Norfolk

SALARY: DOQ/DOE. Responsibilities include creation of new initiatives, including a planned Workforce Development Center, and expanding partnerships with employers and social service agencies. Reqs: 5-plus yrs. exper. in public social services agency and 2 yrs. supervisory exper; master's degree in relevant subject area. Submit statement of interest, resume and current salary info. to: Andrea Sims, Waters-Oldani Executive Recruitment, 2695 Villa Creek Drive #104, Dallas, TX 75234. Phone: 972/481-1950; Fax: 972/481-1951; E-mail: search@watersconsulting.com, <http://www.watersconsulting.com>. Deadline: Aug. 5. EOE.

Assistant Director of Human Services (Child & Family Services Division), Norfolk

SALARY: DOQ/DOE. Reqs. include: 5-7 + yrs. clinical and/or technical mngmnt. exper. in human services or social services. Master's degree and LCSW highly desirable. Submit statement of interest, resume and current salary info. to: Andrea Sims, Waters-Oldani Executive Recruitment, 2695 Villa Creek Drive #104, Dallas, TX 75234. Phone: 972/481-1950; Fax: 972/481-1951; E-mail: search@watersconsulting.com, <http://www.watersconsulting.com>. Deadline: Aug. 5. EOE.

Library Director, Danville

SALARY: \$47,784-\$58,000. DOQ. Manage activities of the city's public library and public law library. Serves 48,000 pop. with 100,000 + collection and staff of 13 FT (2 professional) and 6 PT employees. Reqs. educ. and exper. equiv. to master's degree in library sci. from accredited ALA library school and considerable exper. in a public library system; possession of Virginia State Library certificate. Apply at City of Danville, Human Resources, P.O. Box 3300, Danville, VA 24543, the VEC or visit www.danville-va.gov to access an application. Open until filled. EOE.

Associate Attorney (Private Local Government Practice), Richmond

SALARY: Negotiable. Sands Anderson Marks & Miller, a mid-sized, full-service law firm, seeking associate with zero-3 yrs. exper. to join local govt. practice in Richmond. Should have strong academic credentials and excel. interpersonal skills, plus interest in zoning enforcement, land-use litigation and transactional work relating to local govts. Va. licensure req. Send resume and law school transcript to: Director of Attorney Recruiting, Sands Anderson Marks & Miller, PC, P.O. Box 1998, Richmond, VA 23218-1988. FAX: 804/783-7291 or e-mail: dmcdowell@sandsanderson.com. Visit www.sandsanderson.com. Open until filled.

Director of Public Works, Berryville

SALARY: DOQ (+) benefits. (Pop. 3,400). Reqs. knowledge and exper. with principles and practices of civil engineering and municipal public works admin., planning and design. Reqs. any comb. of educ. and exper. equiv. to graduation from 4-yr. accredited college, preferably with background in civil eng. or related field. Must have extensive exper. supervising construction and maintenance. Complete job description: call 540/955-1099 or e-mail townclerk@berryvilleva.gov. Submit cover letter and resume, including info. personal and professional references (min. of 2 each) to: Town Manager, 23 E. Main St., Berryville, VA 22611. Deadline: July 22. EOE.

Finance Director, Radford

SALARY: \$57,229 (+) benefits DOQ. Plan, organize, implement and direct financial activities and operations. Reqs. comprehensive knowledge of general statutes, laws and administrative policies governing municipal financial practices and procedures. CPA preferred. Applications may be obtained at www.radford.va.us and returned to the Office of the City Manager, Attention: Zack Kyle, 619 Second St., Radford, VA 24141. Deadline: Aug. 3. EOE.

Town Manager, Rich Creek

SALARY: DOQ/DOE. (Pop. 665) Responsibilities include overseeing HR management, developing operating bdtg and serving on boards and commissions as necessary. Reports to town council and should be familiar with zoning regs., wastewater treatment plants and grant

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POSITIONS

procurement. Prefer business or engineering degree and willingness to reside in Rich Creek. Send resume to: Mayor, Town of Rich Creek, P.O. Box 65, Rich Creek, VA 24147. Deadline: July 30. EOE.

Risk Manager, Fauquier County

SALARY: \$42,612 min. to start (+) benefits. Manage the county and schools insurance programs, including health, liability, and property; formulate risk mngmnt. policy and procedures; identify and analyze loss exposures; prepare financial transactions and analyze financial data. Reqs. bachelor's degree in business admin., risk mngmnt., insurance, or closely related field + 5 yrs. relevant exper. or training. Submit Fauquier County Classified Application to: Fauquier County Human Resources Department, 320 Hospital Drive, Warrenton, VA 20186. Contact: 540/428-8700. Applications may be accessed from www.fauquiercounty.gov. Job # FIN005. Open until filled. EOE.

Tourism Director, Isle of Wight County

SALARY: \$45,333-\$56,600 DOQ. Reqs. 5-8 yrs. related exper. with emphasis on marketing. BA/BS and VTTI certification preferred. Responsible for marketing the county and area attractions. Also manages Visitor Center and Boykin's Tavern, and offers educ. programs to citizens. Submit application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA. For more info. visit www.co.isle-of-wight.va.us or call 757/365-6304. Open until filled. EOE.

Environmental / Site Planner, Isle of Wight County

SALARY: \$36,000-\$45,000 DOQ. Coordinate and review site plans, subdivision plats, land development plans and land-use proposals to ensure compliance with county's adopted plan and land development ordinances. Reqs. any comb. of educ. and exper. equiv. to bachelor's degree in urban planning or related field with 2 yrs. related work exper. Submit application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA. More info. at www.co.isle-of-wight.va.us or 757/365-6304. Open until filled. EOE.

Planning and Zoning Technician, Isle of Wight County

SALARY: DOQ/DOE. Provide customer service for development related activities, reviewing site plans to ensure compliance

with county ordinances, and issuing zoning and related land-use permits. Applicants must provide copy of current DMV record with application. Reqs. H.S. diploma or equiv. (GED), and preferably 2 yrs. of related exper. Submit application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA. For more info. visit www.co.isle-of-wight.va.us or call 757/365-6304. Open until filled. EOE.

Town Engineer, Orange

SALARY: \$49,156-\$69,169 (+) benefits. Primarily perform civil engineering work related to infrastructure design, construction or maintenance and water and waste treatment. Prefer solid civil engineering background, including bachelor's degree in civil engineering, PE designation and municipal exper. Resumes to: Town of Orange, Town Manager's Office, 119 Belleview Ave., Orange, VA 22960. Questions? Contact Town Manager's Office at townclerk@townoforangeva.org or telephone 540/672-5005. Open until filled. EOE.

Tourism Development Coordinator, Wytheville

SALARY: DOQ/DOE. Reqs. exper. in marketing and/or PR, extensive writing ability, and willingness to travel to trade shows/sales missions. Bachelor's degree in marketing, communications, journalism, hospitality, public admin. or closely related field and 2 yrs. exper. or a comb. of educ. and progressive work exper. desired. Application packages available from Libby Henley at the Municipal Office, 150 E. Monroe St., or on town's Web site at www.wytheville.org. Deadline: July 15. EOE.

Other positions

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

Director of the Department of Transportation, Fairfax County

SALARY: \$84,918-\$125,000 DOQ. Open until filled.

GIS Technician, Shenandoah County

SALARY: \$26,482-\$39,313 start range (+) benefits. Open until filled.

Director of Finance and Personnel, Eden, N.C.

SALARY: Negotiable DOQ/DOE. (Pop. 16,000) Open until filled.

Director of Public Works, Front Royal,

SALARY: \$53,580-\$85,621 (+) benefits. (Pop. 13,500) Open until filled.

Assistant Town Manager, Purcellville

SALARY: \$55,000-\$60,000 to start DOQ (+) benefits. Full range: \$52,259-\$81,001. Deadline: July 29.

Assistant City Attorney, Danville

SALARY: \$50,172-\$60,000 DOQ. Deadline: July 29.

Assistant Director of Human Services, Budget and Finance, Norfolk

SALARY: Starting high \$70,000s to mid \$80,000s DOE. Deadline: July 22.

Zoning Administrator, Windsor

SALARY: \$28,000-\$37,000 DOQ (+ benefits). Open until filled.

City Clerk, Colonial Heights

SALARY: DOQ/DOE. Deadline: Aug. 1.

Director of Transportation Services, Loudoun County

SALARY: Up to low \$100,000 to start DOQ. Deadline: Aug. 12.

Procurement/Assistant Purchasing Agent, Loudoun County

SALARY: \$52,219-\$65,000 hiring range. Open until filled.

City Attorney, Franklin

SALARY: \$64,000-\$80,000. Deadline: Aug. 19.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, July 22. 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.*

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