

# Update

June 3, 2005



The newsletter of the  
Virginia Municipal League

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### **VML, VACo hold tax symposium**

More than 50 local officials were briefed on a variety of real state property tax issues at a symposium sponsored by the league and the Virginia Association of Counties on May 25 in Richmond.

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## **Nutrient trading may save localities clean-up money**

A new nutrient-trading program passed by the 2005 General Assembly to improve water quality in the Chesapeake Bay could save local governments money.

Factories have long been able to buy and sell air credits. Air credits are created when a company voluntarily reduces emissions below that level required by law or emits less than allowed by its allocation or permit. Once created, an air credit can be sold or leased to another entity.

Now, local government wastewater treatment plants, as well as factories, will be able to trade nutrient credits in a similar fashion.

The new legislation may be especially beneficial to cities, counties and towns because it allows dischargers to obtain nutrient credits to meet new, more stringent wastewater permit limits, and thereby possibly avoid or defer expensive capital upgrades.

The Virginia nutrient trading program is expected to lead to compliance with new Chesapeake Bay-related nutrient regulations at a lower cost than would be possible otherwise. The new program, however, is fairly complex.

The State Water Control Board is expected to adopt a "general permit" in early 2006 that will specify the total point source nutrient load for each watershed and assign discharge limits for 120 major Virginia wastewater facilities. This includes plants with a design capacity of more than 500,000 gallons per day in nontidal waters, or more than 100,000 gallons a day in tidal waters. Plants that perform better than their nutrient limits can trade nutrient credits to other sources and presumably recoup some of the expense of achieving low nutrient levels. Virginia regulators will oversee the trading

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## **VML distributes personal property tax material**

lected officials in localities that levy a personal property tax will face a series of policy decisions as a result of changes made during the past two sessions of the General Assembly to the Personal Property Tax Relief Act (PPTRA). VML has commissioned the development of a model ordinance that will guide local officials through that decision-making process.

The model ordinance is written so that it would be enacted once in order to establish the overall framework for implementing the PPTRA changes; after that adoption, the locality would then implement the annual details by including them in its budget, or by separate ordinance or resolution specific to that year.

Alan Albert, special counsel to VML and attorney with LeClairRyan, wrote the ordinance. Albert is a widely respected expert on taxation and public finance issues in the General Assembly.

Copies of the publication will be mailed within the next two weeks to elected officials, managers, local government attorneys, municipal clerks, and legislative liaisons in VML-member localities.

A PDF version of the document also will be posted on the league's Web site at <http://www.vml.org/Wnew.html>.

The publication is the latest in VML's Local Officials Resource Series. ❖

## FROM THE CAPITOL

### Nutrient trading continued ...

program. Program details will be largely developed by the Virginia Nutrient Credit Exchange Association under the leadership of a 10-member board of directors. To keep pace with growth and development, state regulators must also develop policies for nonpoint source trading in the near future.

Some key items for local governments with wastewater systems to consider in evaluating nutrient trading:

- **Review the proposed waste load allocation for your facility.** The State Water Control Board will issue regulations later this year that establish these allocations for about 120 utilities, waste authorities and industrial plants. Your waste load allocation is your facility's nutrient cap or "budget" for the amount (in pounds) of nitrogen and phosphorus you'll be allowed to discharge from your wastewater plant into the Chesapeake Bay or its tributaries.

- **Determine how your facility is performing in relation to the forthcoming nutrient cap.** How does the amount of nitrogen and phosphorus your facility now discharges compare with your new waste load allocation? If your facility is already close to the cap or beyond the cap, a treatment upgrade or trading strategy will be necessary to maintain compliance.

- **Consider what implications your growth plans have for your wastewater treatment capacity and ability to live within your facility cap.** Will you need to upgrade or expand your plant, or build a new one? When can you expect to hit the cap? Could you arrange to buy nitrogen or phosphorus credits from another facility with advanced treatment rather than install costly new controls at your facility? New or expanding facilities that discharge 40,000 gallons per day or more will also be assigned nitrogen and phosphorus permit limits.

Facilities will need to work with the Department of Environmental Quality to establish an implementation or compliance schedule for meeting nutrient reductions. Typically, DEQ allows four years, but in this case some facilities may be allowed longer schedules due to the large number of upgrade projects.

- **Note that trades can be made only within a watershed.** Bay watersheds include the Potomac, the Eastern Shore, the Rappahannock, the James and the York river basins. Also, the new "general permit" just covers nutrients, and all wastewater facilities, whether involved in trading or not, must still comply with the other requirements of their permits.

Information and assistance is available through the new Virginia Nutrient Credit Exchange Association (in formation) and the Virginia Association of Municipal Wastewater Agencies at 804/716-9021. ❖

### VRS lowers economic assumption figure

The Virginia Retirement System Board of Trustees lowered the figure it uses to estimate its return on investments from 8 percent to 7.5 percent at its May 19 meeting.

This change in economic assumptions is likely to cause a greater increase in the contribution rates in the next year, but should prevent the need for sharp increases further down the road, according to an analysis presented by Palmer & Cay, the actuary for the VRS.

The VRS board certified a contribution rate for its retirement systems every two years. The General Assembly, how-

ever, has often lowered that rate for the state employee, teacher, and other systems covering state employees.

The General Assembly, however, does not have any authority over the contribution rates for the individual systems for political subdivisions. The VRS board sets those rates.

The board will certify this fall the new rates for the 2006-08 biennium.

VRS is required to have an actuarial study of its experience at least once every four years. The Palmer & Cay analysis used data for the five fiscal years between July 1, 1999 and June 30, 2004. ❖

### Legislative transportation panel formed

At least one legislative study of Virginia's transportation funding and administration will proceed this year, despite the inability of the House of Delegates and Senate to agree on a joint study of the issue during the 2005 legislative session.

Senate Finance Committee Chairman John Chichester announced May 19 that his committee, in conjunction with the Senate Transportation Committee, formed a Statewide Transportation Analysis and

Recommendation Task Force (START) to develop an action plan. The goal is to develop legislative and budget proposals for the 2006 General Assembly.

In making his announcement, Chichester emphasized that Virginia cannot depend on its now healthy general fund can meet the continuing needs in transportation. The needs are too large and continuous to be taken care of through sporadic appropriations from the general fund; the health

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## FROM THE CAPITOL

## Legislative transportation panel continued ...



of the general fund rises and falls with the economy; and making transportation dependent on the general fund puts it into direct competition with other basic state-funded services such as education, Medicaid, and behavioral health. Virginia's transportation funding situation is such that in a few years, maintenance needs will consume all of Virginia's transportation revenues, with nothing left for construction. This includes the state match for federal construction dollars, which Virginia has fought hard to garner.

Sen. Charles Hawkins, chairman of the Senate Finance Transportation Subcommittee, will coordinate START's work. Ten members of the Senate, along with 15 citizens from across Virginia, will work on this effort in the coming months.

Senate members include Sens. Chichester and Hawkins and Sen. Marty Williams (chair of the Senate Transportation Committee), as well as William Wampler, John Watkins, Bill Mims, Frank Wagner, Dick Saslaw, Ed Houck and Mary Margaret Whipple.

Citizen members are: Bob Archer, Virginia Chamber of Commerce (Blue Ridge Beverage, Salem); Robert Calhoun, Redmon, Peyton & Braswell, L.L.P. (former state senator); Ben J. Davenport Jr., Virginia Chamber of Commerce (First Piedmont Corp, Chatham); Susan Dewey, VHDA Executive Director, Richmond; Rocky Hedrick, Fort Chiswell Construction Co., Bluefield; Hugh Keogh, Virginia

Chamber of Commerce President & CEO, Richmond; Gerald P. McCarthy, Virginia Environmental Endowment, Richmond; William R. Ermatinger, Northrop Grumman Vice President of Human Resources & Management, Newport News; Pierce Homer, Secretary of Transportation, Richmond; Wiley F. Mitchell Jr., Wilcox and Savage, Norfolk (former state senator); Timothy Robertson, Bay Shore Enterprises, Virginia Beach; Barbara Stafford, Giles County Chamber of Commerce President; Deborah K. Stearns, Advantis Real Estate Managing Director, Norfolk; Robert G. Templin, Northern Virginia Community College President, Annandale; Margaret E.G. Vanderhuy, National Capital Planning Commission (former commission member), McLean.

The panel will meet four times beginning in September. The meeting dates are: Sept. 20 (Richmond), Oct. 20 (Richmond), Nov. 18 (Hampton) and Dec. 16 (Richmond).

Meanwhile, the Senate transportation subcommittee will hold at least two meetings in preparation for START's work this fall. The subcommittee met May 24 at the Hampton Roads Planning District Commission to discuss public-private partnerships, the evolution of the Public-Private Transportation Act, and the Hampton Roads toll feasibility study. Another meeting is scheduled for June 20. The time, place and topics will be announced closer to the meeting. ❖

## School performance data available



Comparative data on individual schools and school divisions in Virginia and throughout the nation is now available through [www.SchoolMatters.com](http://www.SchoolMatters.com). The Web site includes data on per pupil expenditures and funding sources, student proficiency on statewide reading and math tests, student and community demographics, class size and teacher-to-pupil ratios, and academic indicators such as dropout and student retention rates.

Site users also can sort data in order to compare divisions with similar characteristics, and can analyze data to find out ways to improve school performance.

The Web site is developed by Standards & Poor's with the intent of developing what the company terms an "impartial,

transparent analysis" of national educational data.

Because the site uses national data, some of the data sources are somewhat dated, but still are very telling. For example, a table comparing revenue sources for public education shows that in 2002, local revenues financed 52.9 percent of public education in Virginia as compared to 41.4 percent nationally.

The site also shows that Virginia schools outperform their counterparts across the nation in math and reading proficiency tests in grades 4 and 8. ❖

## AT THE LEAGUE

# Real estate tax issues aired at symposium in Richmond; resources for local officials to be posted on VML Web site

More than 50 local officials were briefed on a variety of property tax issues at a symposium sponsored by the league and the Virginia Association of Counties on May 25 in Richmond.

The purpose of the symposium was to develop a common base of knowledge about the real estate property tax, with the end goal of developing a policy position on property tax issues for the 2006 session of the General Assembly.

Key VML policy leaders, including members of the Executive Committee, the Legislative Committee, and the Finance Steering Committee, were invited to attend the symposium. The Virginia Association of Counties invited officials from their corresponding committees to attend as well.

Speakers included University of Virginia Professor Emeritus John L. Knapp, Fiscal Analytics' Jim Regimbal, VML Special Counsel Alan Albert, and Arlington County Governmental Affairs Director Frank Shafroth.

Copies of handouts distributed at the symposium will be posted on VML's web site under the "Property Tax Issues" link on the What's New page. Additional resources on the property tax issue, including an analysis by economist John Bowman, will be included on the site as well.

Some key points from Regimbal's presentation include:

- Property tax revenue is the main pillar of local government revenue, and thus is the main revenue source for local government expenditures.
- Placing restraints on property tax revenue would inevitably lead to more reliance on the state for public education and other local expenditure needs.

- Localities that rely the most on property tax revenue for providing public education and other services, are often the same localities with the lowest levels of state support.

- Property tax reductions on residential property are more viable for those localities with the greater ability to shift the tax burden to commercial property.

- With property tax caps, effective tax rates fall as properties increase in value, resulting in higher tax burdens on lower value properties.

- Appraisal caps or homestead exemptions exempt a larger amount of higher priced home assessments, generally redistributing the tax burden to lower income taxpayers.

- Capping appraisals until property is sold creates inequities between otherwise similar taxpayers.

- Appraisal caps bear no relation to the demand for public services caused by demographic shifts

such as high growth, industrial development, or other factors.

- Appraisal caps can adversely impact bond ratings, further limiting local governments' ability to respond to infrastructure needs.

- Studies show that property values are impacted by appraisal caps due to a reduction in service quality, particularly schools.

- Appraisal caps can distort economic development efforts by favoring retail development, which generate sales taxes, over other development.

As an alternative to the proposals put forth by gubernatorial candidates Tim Kaine and Jerry Kilgore, Regimbal suggests the institution of a refundable income tax credit for any amount above a percentage of property taxes paid compared to income earned, with the

credit reduced as income rises. Regimbal argues that this approach is an arguably fairer and more efficient way to reduce property tax burdens because the state administers and funds the property tax relief program targeted to those most in need. Further, no constitutional amendment is needed, which means that the program could be instituted at the 2006 session.

Arlington's Shafroth pointed out:

- That property tax caps ignore the fact that local costs increase because the costs of providing the services go up and populations continue to increase.

- Artificial caps also ignore the limited tax and fiscal flexibilities granted to Virginia's local governments.

- Restricting the capacity of local governments to provide services because of appraisal caps could lead to a reduction in the quality of life and economic performance of the state.

- If infrastructure investments are delayed, productivity would suffer, jeopardizing the state's current national fiscal ranking in federal procurement.

- If schools are unable to meet their needs and resources to comply with the federal No Child Left Behind law, educational quality will decline.

Knapp said that the current rapid appreciation in house values is short-term, and that proposals for constitutional amendments would not take place until after the current boom in house prices would have passed. He said that the best way to address the problem is for local governing bodies to show restraint in spending, but that the local governing body had the right to increase tax revenues. If voters disagreed with those actions, they have avenues to express that dissatisfaction, including participating in public hearings and local elections. Knapp also reviewed the array of tax relief programs currently available under state law.

VML's Legislative Committee and Finance Committee will continue to work on this issue throughout the summer. ♦



**FROM THE CAPITOL****FOIA session to examine children's records**

The Virginia Freedom of Information Advisory Council will hold a one-day symposium June 21 in Richmond to help identify and examine the statutes relating to the accessibility of children's records.

The FOIA council has prepared a survey to facilitate identification and discussion of the issues surrounding release of children's records. It is available on the council's Web site. After the symposium, the FOIA Council will

compile this information into a practical guide to help public officials better understand their responsibilities regarding children's records and handle requests for those records under FOIA.

In order to simplify registration, a form and a preparatory survey are available on the FOIA Council Web site at: <http://dls.state.va.us/groups/foiacouncil/symposium/welcome.htm>.

Follow the instructions on that page to register and to retrieve the survey

form. If you have questions or require additional information, contact the staff of the FOIA Council at 804/225-3056 or 866/448-4100 (toll free) or by e-mail at [foiacouncil@leg.state.va.us](mailto:foiacouncil@leg.state.va.us). Register as soon as possible.

The symposium will run from 9:30 a.m. until 1 p.m. and will be held in the Speaker's Conference Room on the 6th Floor of the General Assembly Building.

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**Hampton Roads to host prisoner re-entry conference**

More than 11,400 prisoners were released from Virginia correctional facilities back into Virginia communities in 2004. Most of these ex-convicts return to society with limited skills, education or resources to make a positive transition that would lead to social stability.

Given the effect of returning prisoners on communities in the Hampton Roads area, the region is sponsoring a conference on June 21-22 at the Norfolk Airport Hilton to discuss how to address and support positive re-entry initiatives.

The conference is open to people outside of Hampton Roads. The goal is to educate and inform people from local

and state government, public and private human services agencies, faith-based organizations, community organizations and residents.

The conference will begin with a town hall meeting on June 21. A panel of policy makers and law enforcement officials from Hampton Roads communities has been invited to speak to the issues surrounding re-entry and address questions from an audience of service providers, drug court and treatment facilities, community service agencies, correctional facilities and the affected population of ex-offenders. The town hall meeting is free.

On June 22, local and national speakers will be featured at the opening session. A number of workshops will follow that address issues critical to successful re-entry. These include housing, legal issues, employment and education, offender programs and services, substance abuse and mental health services, and a focus on families. A workshop on issues surrounding juvenile re-entry will be held as well.

Registration is \$35 per person. Registration deadline is June 10. For more information and registration, call 757/644-4282. ❖

**IN CONGRESS****Anti local government telecommunications bill introduced**

Rep. Pete Sessions, a Republican from the Dallas area of Texas, has introduced legislation aimed at stopping local governments from offering broadband telecommunications services to their residents.

HR 2726 amends the Federal Telecommunications Act with a subsection that states:

"neither any State or local government, nor any entity affiliated with such a government, shall provide any telecommunications, telecommunications service, information service, or cable service in any geographic area within the jurisdiction of such government in which a corporation or other private entity that

is not affiliated with any State or local government is offering a substantially similar service."

The bill is entitled the "Preserving Innovation in Telecom Act of 2005." This is a misnomer, because the bill has the exact opposite effect. It will prevent innovation in telecommunications services.

In rural areas in Virginia, as well as across the country, local governments and state agencies are working to provide broadband services in ways and using technologies that the telecommunications industry cannot or will not use. Virginia has the significant examples of Manassas, which is a national leader in

deploying broadband over power lines, and the town of Shenandoah and the county of Dickenson, which are both deploying broadband services through wireless internet technology.

Sessions had a long career with Southwestern Bell Telephone Co. and Bell Labs before being elected to Congress. The bill demonstrates an animosity toward governments offering telecommunications services.

It was introduced May 26 and has been referred to the Committee on Energy and Commerce. VML will work with NLC and other organizations to follow and fight the legislation. ❖

## REGULATIONS

### Intended Regulatory Action

**Regulations Relating to School Security Officers.** The Criminal Justice Services Board has proposed action to identify compulsory minimum standards for employment, entry-level and in-service training requirements and certification requirements for school security officers. The agency intends to hold a public hearing. Contact Donna Bowman, Department of Criminal Justice Services, at 804/371-6506 or e-mail her at [donna.bowman@dcjs.virginia.gov](mailto:donna.bowman@dcjs.virginia.gov) for more information.

**Biosolids Use Regulations.** The State Board of Health has proposed regulations to provide regulations and standards for enforcement and land application site management practices, to ensure permit compliance, to address nutrient management concerns, and other related amendments. A public hearing will be held. Contact Cal Sawyer, Department of Health, at 804/864-7463 or e-mail him at [cal.sawyer@vdh.virginia.gov](mailto:cal.sawyer@vdh.virginia.gov) for additional information.

### Proposed Regulations

**Comprehensive Roadside Management Program.** The Commonwealth Transportation Board has proposed regulations to set forth the requirements applicable to all individuals or community groups that wish to work through local governments to landscape portions of highway rights-of-way. This regulation includes procedures for approval and criteria used to evaluate each proposal and is intended to serve as a reference resource for parties involved in the planning, design, development, and maintenance of corridors and getaways into localities. Contact Jacob Porter, Department of Transportation, at 804/786-7218 or e-mail him at [jacob.porter@vdot.virginia.gov](mailto:jacob.porter@vdot.virginia.gov) for additional information.

**Virginia Pollutant Discharge Elimination System (VPDES) General Permit for Domestic Sewage Discharges of Less than or Equal to 1,000 Gallons Per Day.** The State Water Control Board has proposed amend-

ments to reissue the existing general VPDES permit for domestic sewage discharges of less than or equal to 1,000 gallons per day that will expire on Aug. 1, 2006. The permit sets forth guidelines for the permitting of discharges of treated wastewater from small volume sources of domestic sewage. These plants are typically installed at individual homes, duplexes, churches, gas stations, etc. when central sewer is not available and the soil conditions prohibit the use of onsite disposal methods such as septic tanks and drainfields. The effluent limitations have been revised to recognize changes in the Water Quality Standards regarding bacteria standards and disinfection policy. A public hearing will be held. Contact Burton Tuxford, Department of Environmental Quality, at 804/698-4086 or e-mail him at [brtuxford@deq.virginia.gov](mailto:brtuxford@deq.virginia.gov) for additional information.

**Amount, Duration and Scope of Selected Services.** The Department of Medical Assistance Services has proposed amendments to implement coverage of new community-based, residential mental health services as mandated by Item 325 QQQ of the 2003 Appropriations Act. Under this regulation, Virginia's Medicaid program will permanently cover community-based residential services as mandated by the Appropriations Act of 2003. Under this expanded coverage, the federal government pays one half of the total cost, thus reducing the state and local expenditures by one half. The most recent estimates show a savings of \$0.9 million to local governments in FY 2005. State and localities could choose to use these savings either to reduce tax burden or increase spending on other programs. Contact Catherine Hancock, Department of Medical Assistance Services, at 804/225-4272 or e-mail her at [Catherine.hancock@dmas.virginia.gov](mailto:Catherine.hancock@dmas.virginia.gov) for more information.

**Organization and Regulation of Procedure.** The Commission on Local Government has proposed amendments to add language to reflect changes made to the Code of Virginia for property-owner initiated annexations, transition of city to town status, consolidations creating a new independent city, volun-

tary economic growth-sharing agreements, determination of city status, and additional public notice in the review of town-county agreements defining annexation rights. Provisions regarding the announcement and development of regulations are transferred to the public participation guidelines. Additional proposed changes (i) increase the commission's authority in the conduct of its proceedings, (ii) allow for the electronic filing of exhibits and materials, and (iii) allow for the pre-filing of direct testimony. For more information, contact Ted McCormack, Commission on Local Government, at 804/786-6508 or e-mail him at [ted.mccormack@dhcd.virginia.gov](mailto:ted.mccormack@dhcd.virginia.gov).

**Community Services Block Grant Program.** The State Board of Social Services has proposed amendments to establish the process for providing community action agency services to low-income individuals and families in areas of the Commonwealth that do not currently receive those services. The amendments lay out the preferences stated in federal law for expansion of community action agencies into unserved areas of the Commonwealth. The amendments address the process for expanding the services area of an existing community action agency and designation of a new community action agency. In addition, amendments address funding for new community action agencies and those who have expanded their service area. For additional information, contact Mark Grigsby, Department of Social Services, at 804/726-7922 or e-mail him at [james.grigsby@dss.virginia.gov](mailto:james.grigsby@dss.virginia.gov).

### Final Regulations

**Water Quality Standards.** The State Water Control Board has proposed amendments to update numerical and narrative criteria to protect designated uses from the impacts of nutrients and suspended sediments in the Chesapeake Bay and its tidal tributaries. The amendments include new and revised use designations for these waters and are additions to the existing water quality standards regulation, which contains numerical and narrative criteria to

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## REGULATIONS

protect use designations statewide. These amendments are substantive in that the Chesapeake Bay and its tidal tributaries will have separate uses and nutrient-related criteria from the rest of the state. To meet these new criteria, pollution sources upstream of the

designated area must be controlled. Changes to the proposed regulation include deferral of action on the numerical chlorophyll a criteria for the James River and the special standard for dissolved oxygen for the Mattaponi and Pamunkey rivers until the next scheduled State Water Control Board meeting and the addition of an allowance for compli-

ance scheduling for Virginia Pollutant Discharge Elimination System (VPDES) permits. The board will consider the adoption of these sections at a future meeting. Contact Eleanore Daub, Department of Environmental Quality, at 804/698-4111 or e-mail her at [emdaub@deq.virginia.gov](mailto:emdaub@deq.virginia.gov) for more information. ❖

## POSITIONS

### Longer version of job ads posted at [www.vml.org](http://www.vml.org)

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

### Principal Planner – Development Review, Stafford County

SALARY: \$44,948-\$75,524 DOQ. Handle project management duties in Office of Planning and Community Development. Plans and coordinates staff activities; staff planning projects and studies; coordinates application review; oversees preparation and maintenance of files and records. Oversees development of analysis and recommendations regarding physical, social and economic projects, and allied phases of the comprehensive plan. Any comb. of educ. and exper. equiv. to graduation from accredited college; master's degree in urban planning or related field preferred + 5 yrs. exper. Apply on-line at [www.co.stafford.va.us](http://www.co.stafford.va.us). #1119 Resumes not accepted in lieu of county application. Deadline: June 23. EOE.

### Assistant City Manager for Operations, Roanoke

SALARY: \$83,193-\$128,949 negotiable DOQ (+) benefits. Lead and manage depts. within operations cluster of organization, which include Fire-EMS, Public Works, Civic Facilities, Technology, General Services, Management and Budget, Environmental and Emergency Management and Human Resources. Depts. to be supervised may be restructured based upon exper. and interest of candidate. Reqs.

MPA/MBA-related MA or equiv.; 5 yrs. exec. mngmnt. exper., excellent communication and people skills; proven skills in leading positive change, anticipating organizational needs and promoting innovation. Reports to city manager. Apply at [www.roanokeva.gov](http://www.roanokeva.gov). Open until filled. EOE.

### Finance Director, Fauquier County

SALARY: Negotiable (+) benefits. Manage and supervise Finance Department in areas of general ledger, payroll, accounts receivable, accounts payable, procurement and risk management. CPA or related master's degree preferred. Submit Fauquier County classified application form to: Fauquier County Human Resources Department, 320 Hospital Drive, Suite 34, Warrenton, VA 20186. For assistance call 540/428-8700. Fax: 540/347-3610. Applications may be printed from [www.fauquiercounty.gov](http://www.fauquiercounty.gov). Deadline: June 17. EOE.

### Director of Economic Development, Roanoke

SALARY: \$74,613-\$115,650 DOQ (+) benefits. (Pop. 95,000) Develop a strategic framework for stabilizing and growing the city's economic base. Important initiatives will include retention and expansion of retail development in downtown and other strategic locations; attraction and retention of commercial, office and industrial development; and development and reuse of strategic locations and sites. Reports to an assistant city manager; manage 7 FTE. Submit cover letter, resume and present salary by mail, fax or e-mail to: Robert E. Slavin, President, Slavin Management Consultants, 3040 Holcomb Bridge Road, Suite B-1, Norcross, GA 30071-1357 or phone: 770/449-4656 or Fax: 770/416-0848 or e-mail: [slavin@bellsouth.net](mailto:slavin@bellsouth.net). Open until filled. EOE.

### Director of Housing and Neighborhood Services, Roanoke

SALARY: \$66,097-\$102,450 negotiable DOQ (+) benefits. Will help reshape city housing by re-focusing on a newly adopted strategic housing plan. Initiatives include creating opportunities for upscale housing, development of downtown housing, and mixed-use projects. Manage and direct housing and environmental code enforcement, federal housing programs and citizen participation activities. Reports to an assistant city manager. Supervises 23 employees. Submit cover letter, resume and present salary by mail, fax or e-mail to: Robert E. Slavin, President, Slavin Management Consultants, 3040 Holcomb Bridge Road, Suite B-1, Norcross, GA 30071-1357 or phone: 770/449-4656 or Fax: 770/416-0848 or e-mail: [slavin@bellsouth.net](mailto:slavin@bellsouth.net). Open until filled. EOE.

### Budget Analyst, Albemarle County

SALARY: \$38,281-\$45,937 hiring range DOE/DOQ. Analyze operating and capital budget requests, estimates, projects and program activities. Reqs. any comb. of educ. and exper. equiv. to graduation from accredited college with bachelor's in business, public admin., pol. sci., or related field; and min. 2 yrs. financial forecasting or bdtg. analysis exper. Master's may sub. for 1 yr. of req. exper. Apply: Albemarle County Human Resources Department, 401 McIntire Road, Charlottesville, VA 22902. Phone: 434/296-5827, FAX 434/296-5828. Web: [www.albemarle.org/humanres](http://www.albemarle.org/humanres). Deadline: June 24. EOE.

### Assistant District Planner, VDOT (Staunton)

SALARY: Negotiable DOE/DOQ (+) benefits. Serve as liaison with local jurisdictions, regional planning organizations, MPOs, VDOT residency/sections, and central office. Perform planning and

## POSITIONS

engineering analysis using computer models (capacity, simulation, travel demand, GIS). Prefer degree in transportation planning or civil engineering or equiv. job-related training/exper. Resumes only accepted when accompanied by Va. state application (available at [www.vdot.virginia.gov](http://www.vdot.virginia.gov) "Careers" tab or through any state office). Apply: VDOT Human Resources, P.O. Box 2249, Staunton, VA 24402 or Fax: 540/332-9192 or e-mail: [stauntonjobs@vdot.virginia.gov](mailto:stauntonjobs@vdot.virginia.gov). TDD call 800-828-1120. EOE.

### Director of Communications, Alexandria

SALARY: \$66,429-\$107,447 DOQ. Directs and coordinates the city government's public information and communication outreach and response to the news media, residents, the public and employees. Serves as the city's chief spokesperson and is responsible for developing and directing a citywide communications program and providing guidance and direction to other city government communicators. For complete info. and req. application, visit: [www.alexandriava.gov](http://www.alexandriava.gov) or call 703/838-4422. Ref. # CMO-5-0402. Open until filled. EOE.

### Senior Pumping Station Operator, Falls Church

SALARY: \$33,000-\$45,000 DOQ (+) benefits. Involves skilled work operating and maintaining water pumping and related mechanical electrical equipment, and making repairs and adjustments to complex electrical control boards, motors, pumps, meters and related equipment at the city pumping station. Submit city application, a copy of Class V Water Treatment Plant Operator's Certificate and a copy of driving record obtained from the DMV. Send 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](mailto:hr@ci.falls-church.va.us). City application at [www.ci.falls-church.va.us](http://www.ci.falls-church.va.us). EOE.

### Attorney (Request for Proposals), Gordonsville

SALARY: Negotiable. Town Council is soliciting proposals from attorneys to provide legal services. Scope of services will consist of legal representation and participation in meetings as requested, including regular monthly and special meetings of the town council. Submit original and 7 copies in sealed envelope

marked "Proposal for Legal Services" to: Town Clerk Ethel Hutchinson, P.O. Box 276, Gordonsville, VA 22942, or deliver to Town Office Building, 112 S. Main St. For additional info. contact Town Manager Sabrina Martyn at 540/832-2233 or via e-mail at [townmanager1@verizon.net](mailto:townmanager1@verizon.net). Deadline: June 13.

### District Construction Engineer, VDOT (Fredericksburg District)

SALARY: \$48,032-\$98,576 hiring range DOQ/DOE. Direct and coordinate oversight of contract construction for projects related to highways, structures, drainage and environment. Completed state application must be submitted or faxed to: HR, VDOT, 87 Deacon Road, Fredericksburg, VA 22405 or e-mail in MS Word format to: [Fredjobs@VirginiaDOT.org](mailto:Fredjobs@VirginiaDOT.org). Applications must include the position title and number and are available at any VDOT office, VEC, or at [http://jobs.state.va.us/eo\\_appl.htm](http://jobs.state.va.us/eo_appl.htm). For more info., call or fax: Human Resources Office: 540/372-3576 or Fax: 540/899-4261. Position # 09582. Deadline: June 10.

### Administrative Assistant/Project Coordinator, Purcellville

SALARY: \$35,651-\$47,000 DOQ/DOE (+) benefits. Provide secretarial and technical support to town engineer and Utilities Department. Handle questions from the public; develop reports and agendas; develop and keep updated computerized record systems and provide analysis and reports. Complete town application and submit a resume with any supporting documentation to: Director of Human Resources, Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Deadline: June 22. EOE.

### Assistant Director of Human Resources, Norfolk

SALARY: Mid \$70,000s-low \$80,000s start range DOE. Works with the director of HR, team leaders and staff within all areas of HR mngmnt. New initiatives in this dept. include development of strategic recruitment policies and practices, workforce planning, leadership development, and civil service reform. Reqs. 5-7 + yrs. senior HR mngmnt. and business exper. Submit statement of interest, resume and current salary info. to: Andrea Sims or Jerry Oldani at Waters-Oldani Executive Recruitment, 10900 NE 4th St., Suite 2030, Bellevue, WA 98004. Phone: 425/451-3938

or Fax: 425/453-6786. E-mail: [search@watersconsulting.com](mailto:search@watersconsulting.com). See [www.watersconsulting.com](http://www.watersconsulting.com). Deadline: June 24. EOE.

### Electrical Inspector, Gloucester County

SALARY: \$27,033 min. Performs technical and skilled inspection work in Building Inspections Dept. Involves enforcement of compliance with codes governing electrical systems of building structures. Application packet may be obtained by visiting Gloucester County Human Resource Department; phone 804/693-5690 or download from: [www.gloucesterva.info/hr/employmentopportunities/application.htm](http://www.gloucesterva.info/hr/employmentopportunities/application.htm). Submit req. Gloucester County application and resume with cover letter to: Gloucester County Human Resources Department, 6467 Main St., Suite A, Gloucester, VA 23061. Deadline: June 24. EOE.

### Plumbing/Mechanical Inspector, Gloucester County

SALARY: \$27,033 min. Performs technical and skilled inspection work in the Building Inspections Department. Involves interpreting, applying and enforcing rules and regs. relating to construction of new buildings and repair of existing buildings. Application packet may be obtained by visiting Gloucester County Human Resource Department; phone 804/693-5690 or download from: [www.gloucesterva.info/hr/employmentopportunities/application.htm](http://www.gloucesterva.info/hr/employmentopportunities/application.htm). Submit req. Gloucester County application and resume with cover letter to: Gloucester County Human Resources Department, 6467 Main St., Suite A, Gloucester, VA 23061. Deadline: June 24. EOE.

### Senior Accountant, Potomac and Rappahannock Transportation Commission

SALARY: \$48,103-\$76,965 DOQ. Account for state and federal bus transit grants; assist with grant applications; prepare audit schedules; and monitor compliance for public transit agency in Washington metro area. Prefer B.A. in accounting, business related field or public admin., and 3-5 yrs. related exper. Send cover letter and resume with salary history to: PRTC, Attn: M. Reid, 14700 Potomac Mills Road, Woodbridge, VA 22192. Fax: 703/583-1377. Deadline: June 13. EOE.

*Continued on page 9*

## POSITIONS

### Director of Economic Development/Grant Writer, Elkton

SALARY: \$25,000-\$30,000 DOQ (+) benefits. New position created because of projected growth over next 5-7 yrs. Develop and manage an economic development program for the town. Any comb. of educ. and exper. equiv. to graduation from accredited college with major course work in economics, business or public admin. or related field. Application available by contacting the Office of the Clerk of Council at 540/298-9480 ext. 114 or townmanager@townofelkton.com. Submit letter of interest, resume, references and a completed town application to: Town Manager, 173 W. Spotswood Ave., Elkton, VA 22827. Deadline: June 24. EOE.

### Police Chief, Norton

SALARY: \$39,355-\$58,680 DOE/DOQ. 21 FTEs / \$1.2 million annual operating bdt. Serves under supervision of city manager. Min. 10 yrs. law enforcement exper. w/at least 2 yrs. in police supervision and/or mngmnt. Prefer bachelor's degree in criminal justice or police admin. and/or equiv. combination of exper. Submit application and/or resume to: E.W. Ward, City Manager, City of Norton, P.O. Box 618, Norton, VA 24273. Telephone: 276/679-1160, e-mail: erniew@nortonva.org. Deadline: June 30. EOE.

### Town Manager, Chincoteague

SALARY: \$70,000-\$80,000 DOQ (+) benefits. (Pop. 4,000) Reqs. bachelor's degree or equiv. exper. in planning, public admin., personnel, business, finance or related field. Master's desirable. Reqs. min. 5-9 yrs. progressively responsible local gov. exper. in one or more of the above areas, some of which should be in supervisory role. Residency req. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Vice President or Roger M. Scott, Senior Vice President, Springsted Incorporated, 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757/422-6617 or e-mail virginiaeach@springsted.com. For further information visit www.springsted.com. Deadline: June 20. EOE.

## Other positions

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

### Procurement Officer, Loudoun County

SALARY: \$38,965-\$50,000 hiring range (+) benefits. Ref # 05-369.

### Planner, James City County

SALARY: \$31,463 (+) benefits. Deadline: June 10.

### County Administrator, Northampton

SALARY: \$90,000-\$100,000 (+) benefits. Deadline: June 13.

### Deputy Police Chief, Warrenton

SALARY: \$56,890 (+) benefits. Deadline: June 17.

### Town Manager, Blacksburg

SALARY: \$110,000 min. to start DOE/DOQ (+) benefits. Deadline: June 7.

### Building Plans Reviewer, Botetourt County

SALARY: \$31,781-\$48,292 DOQ/DOE (+) benefits. Open until filled.

### Public Affairs Specialist, Ashland

SALARY: DOQ/DOE. P/T, flexible hours (average 20 hrs./week). Open until filled.

### Library Staff Development Coordinator, Virginia Beach

SALARY: \$44,620-\$53,544. Deadline: June 7.

### Assistant General Manager, King George County Service Authority

SALARY: DOQ.

### Director of Electric Services, Front Royal

SALARY: \$48,589-\$77,605 DOQ (+) benefits.

### Finance Director, Front Royal

SALARY: \$51,022-\$81,536 DOQ (+) benefits.

### City Attorney, Franklin

SALARY: \$64,000-\$80,000. Deadline: June 6.

### Finance Director, Fort Lauderdale, Fla.

SALARY: \$85,571-\$130,166 (+) benefits. Open until filled.

### Environmental Inspector, James City County

SALARY: \$29,118. Open until filled.

### Water Production Assistant, James City County Service Authority

SALARY: \$21,362-\$26,703 (+) benefits DOE. Open until filled.

### Director of Parks, Recreation and Cultural Resources, Arlington County

SALARY: Negotiable to the \$120,000s DOQ. Open until filled.

### Library Director, Arlington County

SALARY: Negotiable to the \$120,000s DOQ. Open until filled.

### Planner, Chesapeake Public Schools

SALARY: \$41,787-\$46,137 starting range (+) benefits. Open until filled.

### Deputy Chief of Police, Wilmington, N.C. (2 positions)

SALARY: \$61,457-\$94,029 DOQ/DOE. Deadline: June 17.

### Civil Engineer, James City County

SALARY: \$20.62 per hour / 20 hrs. per week. Deadline: Open until filled.

**DEADLINE:** The deadline for placing a job advertisement in the next issue of Update is Friday, June 10. 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.

# Update

The newsletter of the  
Virginia Municipal League

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CELEBRATING 100 YEARS OF LOCAL  
GOVERNMENTS WORKING TOGETHER