

Update

May 20, 2005



The newsletter of the
Virginia Municipal League

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COMPENSATION

Online survey system to assist Va. localities

The Virginia Institute of Government has helped create an online, statewide compensation survey system that will enable Virginia localities to review the employee pay and benefits of other localities at the touch of a finger.

In partnership with the Virginia Municipal League and the Virginia Association of Counties, the institute will coordinate the required necessary training and serve as project administrator. VML, VACo and the institute will share the cost of the system equally for one year to encourage full participation. This means that during this time, every Virginia locality can participate in the program for free.

How it works

In a nutshell, each participating locality will post the salaries and benefits of all of its positions. This information will then be made available to participating jurisdictions throughout the state. The data can be sorted by locality, population, general fund operating budget and/or FTEs for apples-to-apples comparisons. Technology Net, a company based in Salt Lake City, is the system provider.

The locality's role:

- Send one person to a training session. This is required. (Locations, times and dates listed below.)

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Water cleanup price tag put at \$12.5 billion

A subcommittee studying how to pay for cleaning up Virginia's polluted waters learned last week that the cost could be as high as \$12.5 billion.

The joint subcommittee is considering various strategies for meeting these costs. One alternative could be the so-called "flush tax," which was mentioned by subcommittee members several times during a May 12 meeting. The committee also received a menu of recommendations embraced several years ago by the Governor's Natural Resources Funding Commission. These included a surcharge on local solid waste tipping fees, a fraction of a penny increase in the fuels tax, and a surcharge on electric utility bills, among others.

The 2005 General Assembly created the "Joint Subcommittee to Study Options to Provide a Long-Term Funding Source to Clean

Up Virginia's Polluted Waters, Including the Chesapeake Bay and its Tributaries." The subcommittee is expected to develop recommendations by the end of November.

According to Assistant Secretary of Natural Resources Russ Baxter, more than half of the 13,200 miles of waterways evaluated in Virginia have been designated as "impaired." Out of 109,000 acres of lakes in Virginia assessed, more than 80 percent, or 89,900 acres, are also impaired. The entire Chesapeake Bay has been designated an impaired water by the U.S. Environmental Protection Agency. These impairments are caused by pollution from bacteria, nutrients (nitrogen and phosphorous), sediments, toxics and certain natural conditions. By consent decree, waters on

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FROM THE CAPITOL

Online compensation survey continued ...

- Enter salary and benefit information onto the system.
- Keep your locality's information on the site current.

The institute's role:

- Serve as project administrator.
- Arrange training for a representative from each participating locality.
- Ensure that localities post current information on the system.
- Serve as liaison between Technology Net and local governments.

In order for this project to be successful, it must be a partnership between the Institute and Virginia's local governments, with each partner fulfilling its responsibilities. The system will only be as useful as the information entered into it.

Cost to localities

After the first year, the annual fee to participate in the system will be based on population. Maximum annual cost will be \$500; minimum will be \$50. The actual fee schedule will depend on the number of participating localities.

Background

The need for such a system became apparent when the institute's e-mail broadcast information service began receiving a high number of questions about compensation and benefits, and two statewide annual paper surveys, conducted by VML and the Virginia Chapter of IPMA, were cancelled several years ago.

After investigating systems used throughout the country, the institute selected Technology Net and introduced it to a 30-person focus group in November 2004. The institute also demonstrated the Technology Net system to representatives of several Virginia jurisdictions that had developed their own Web-based personnel information systems. Both groups felt that the Technology Net product would be an excellent tool and encouraged the institute to move forward with the project.

Virginia's selection of Technology Net is reinforced by positive feedback from states already using the system. Roger Makin, communications coordinator of New Mexico Municipal League, said, "The league's experience with Technology Net has been very positive from the beginning. Their willingness to respond to our specific needs has been great.

Once our members become familiar with the system, the time savings factor becomes significant for them."

The institute, along with its partners, is excited about this new program. VML will supply more information to its members as the project proceeds. For additional information, contact Tedd Povar at 804/371-0202 or tep3e@virginia.edu.

Training registration

Step 1. Designate one person to attend one 3-hour training session. (TechNet will conduct the training.)

Whom should you send? The individual most likely to be responsible for inputting data into the system and doing research (generating reports) from the system.

Step 2. Reserve a date and time. Call Jovan Hackley at 804/371-0202 or e-mail jh5sr@virginia.edu. Each session holds 34 people.

Dates: Tuesday, June 14; Wednesday, June 15; and Thursday, June 16.

Sessions each day: Morning (9-noon); Afternoon (1-4)

Place: UVa School of Continuing & Professional Studies, Richmond. For directions, go to www.scps.virginia.edu/maps/ridirections.htm.

Cost: Training is free. The locality is responsible for employee travel costs.

Demonstration site

If you would like to take a look at the Web site prior to the training program, a demonstration site is available. Visit www.comp-survey.com. Use Login ID: demo388 and Password: demo.

Just click on the various headings on the left side of the screen starting with "My Account." You can click on several buttons on the pages to see what they do as well. By clicking on the numerous "help" buttons, you can learn a lot about the system and how it can be used.

Please do not try to enter/change any information. This is just for demonstration purposes. ❖

Water cleanup continued ...

the impairment list are subject to the development of a TMDL (Total Maximum Daily Load,) an engineering calculation of the volume by which pollutants must be reduced for a lake, stream or river to meet water quality standards and be removed from the impairment list.

The Joint Subcommittee also heard recommendations made last year by the Chesapeake Bay Watershed Blue Ribbon Finance Panel (chaired by former Gov. Gerald Baliles) to create a Chesapeake Bay Financing Authority. The authority would be a multi-state entity with

representatives from EPA, the District of Columbia and "bay state partners" (Virginia, Maryland, Pennsylvania, West Virginia, Delaware, and New York State), that would administer grants and loans to facilities undertaking major capital improvements to improve water quality. The Blue Ribbon Finance Panel recommended that the authority would manage a special fund (capitalized through a \$12 billion federal contribution) and award competitive grants that would be matched on an 80/20 basis. At the May 12 meeting, Dr. Jack Greer, senior adviser to the Environmental

Finance Center, acknowledged that the federal fiscal climate is "extremely tight," calling into question the prospect of substantial federal funding.

The subcommittee will meet again on July 20 at 10 a.m., probably in the General Assembly Building in Richmond. The subcommittee chair is Del. Vincent Callahan. The subcommittee also includes Dels. Harry Parrish, Kirk Cox and Scott Lingamfelter, and Sens. John Chichester and Charles Hawkins, along with Secretary of Natural Resources Tayloe Murphy and Secretary of Agriculture Robert Bloxom. ❖

FROM THE CAPITOL

Governor vetoes harmful solid waste hauling bill



Gov. Mark Warner vetoed HB 2168, the bill that would have placed additional hurdles in the way of a locality wanting to take over trash hauling where private contractors are providing the service. VML had sent a letter to the governor asking him to veto the bill. VML believed the legislation stymied the ability of local governments to provide for the health of its residents. Several larger localities also pressed for a veto.

The current law on displacement of private trash haulers was a compromise worked out in 1995. The bill would have made it much more difficult for a locality to take over trash hauling.

For local governments, public health is the goal in displacing private trash haulers and providing the services. In large

localities, the freedom to take over the service is important when the private companies are not meeting the demand of growing or dense areas. For small towns, two circumstances lead to taking over trash hauling. When a town annexes land, a common reason is the desire of the citizens of the annexed area to receive town trash hauling. In the case of small towns with growing populations, the existing Mom & Pop private trash haulers may become incapable of keeping up with the additional demand, requiring the locality to take over the service.

In his veto message, the governor explained that the bill did not provide “adequate financial and environmental protections” in the form passed by the General Assembly. ❖

JLARC homeland security study gets underway

The legality and wisdom of expenditures made with homeland security funds will be among the issues examined by the Joint Legislative Audit and Review Commission between now and the end of the year. JLARC commissioned the study in December. The research design for the project was revealed at the commission’s meeting on May 10.

The study is to cover these areas:

- the extent and sufficiency of homeland security funding;
- the effectiveness of the state Office of Commonwealth Preparedness in coordinating and directing security efforts;
- the oversight of homeland security grants to ensure that homeland security funds are being used for their intended purposes; and
- the extent to which security improvements are implemented in a timely manner.

In its study, JLARC will describe the state’s security strategy, determine the effectiveness of its organizational structure, determine whether the state effectively coordinates security efforts among the various state, federal and local agencies involved, determine whether grants are distributed and

monitored effectively, determine whether the grants are used in an appropriate manner, and describe what measures are in place to determine the state’s level of preparedness.

The project will be presented at JLARC’s meeting in September. In the meantime, JLARC staff has begun site visits to local governments. Sixteen localities will be visited over the next six weeks.

More than \$414 million in federal homeland security funds have been received in Virginia since Sept. 11, 2001. The biggest portion – \$255.3 million – has been through the homeland security grant program; 80 percent of these funds go to localities.

Information on the work plan is available on JLARC’s Web site at: <http://jlarc.state.va.us/Meetings/May05/wrkplnbw.pdf>.

Some JLARC commission members seem concerned about how homeland security money is being spent. Sen. Thomas Norment said he had read accounts in the media of expenditures that appeared to have little to do with homeland security. Del. Leo Wardrup said that the funding represented a veritable grab bag of money, and was particularly interested in having Virginia Beach included among the site visits.

In the meantime, the Auditor of Public Accounts released this month a special report on homeland security funding, with a focus on the Department of Emergency Management, Virginia Department of Health, Virginia State Police, and Virginia Port Authority. The report notes that federal funding is expected to decrease over the next several years, and that the state and localities will need to decide whether to make up for the loss in funds or choose not to maintain and replenish equipment or supplies. The report is available on the APA’s Web site at: http://www.apa.virginia.gov/data/download/reports/audit_local/HomeSecurity05.pdf. ❖

FROM THE CAPITOL**Biosolids, human services research designs released**

Whether localities have adequate resources and support from the Virginia Department of Health to administer local biosolids ordinances will be among the issues researched by JLARC in its 2005 study the land application of biosolids.

Other issues to be part of the study include the advantages and disadvantages of the applications of biosolids, whether the Department of Health has effectively implemented and enforced the state's regulatory biosolids program, and what changes (if any) would improve the overall effectiveness of the process.

The study was requested under HJR 643, which was passed in the 2005 session. The commission is to be briefed on the report at the October meeting of the commission.

JLARC will undertake several studies in the human services area, including the operation and performance of the social services system, whether the social services system fosters self-sufficiency, and a review of Medicaid reimbursement rates for home and community-based services.

The study of the social services system will include a survey of all 120 local departments, and case studies of 15-20 local departments. Issues to be studied include whether the state provides adequate program supervision, if local departments efficiently and effectively administer programs, are funding levels adequate for local operation and performance, and whether the current structure and allocation of responsibilities is

optimal. The study will be presented to JLARC in October.

The study of the effectiveness of the social services system in fostering greater self-sufficiency will include site reviews in 15 localities, including interviews with personnel in the social services departments, community action agencies, community services boards and workforce development and career system partners. The study will focus on changes to improve progress toward self-sufficiency and the potential effects of federal changes. The study will be presented to JLARC in December.

The study of Medicaid reimbursements will look at the rates issue from two perspectives: the providers and the recipients. First, the study will focus on whether the current rates limit the availability of home and community-based providers. Also, the study will determine if there are problems of access to home and community-based services for individual eligible to receive them through Medicaid. Most Medicaid home and community-based services provided through waivers to the elderly and disabled, mental retarded, individuals needing technology assistance, individuals with AIDs, and the developmentally disabled. The report will be completed for the October meeting.

Additional information on these and other studies in the 2005 JLARC work plan are available on JLARC's Web site at: <http://jlarc.state.va.us/Meetings/May05/wrkplnbw.pdf>. ❖

ETCETERA**Virginia localities to receive bioterrorism funding**

Virginia is in line to receive \$32.2 million in bioterrorism preparedness funding from the federal government. This funding is targeted to localities in Northern Virginia and the Hampton Roads area, and to hospitals to help strengthen their capacity to respond to terrorism and other public health emergencies.

Virginia will receive \$20.5 million in grant funding to enable Northern Virginia localities (as a part of the Washington, D.C., metropolitan area) to continue to receive Cities Readiness Initiative (CRI) funding. Virginia Beach, Norfolk and Newport News will receive funding for this program for the first time. The CRI program targets selected metropolitan areas or cities to help ensure they are prepared to provide oral medications

during a public health emergency to 100 percent of their affected populations. Funding goes toward enhancing each area's dispensing plans with training staff and developing plans to augment with federal resources and alternative means of delivery.

Virginia also will receive \$11.7 million to help the state work with hospitals and health care providers to develop surge capacity to deal with mass casualty events. This includes expansion of hospital beds, development of isolation capacity, identifying additional health care personnel, establishing hospital-based pharmaceutical caches, and offering mental health services, trauma and burn care, communications, and personal protective equipment. ❖

ETCETERA

Livable communities symposium canceled

The symposium on livable communities scheduled for May 24 in Richmond has been canceled. "Livable Communities: Mixed-Use, Mixed Income Development," sponsored by the Virginia Center for Architecture, may be rescheduled for a date in September. ❖

REGULATIONS

Intended Regulatory Action

General Pollutant Discharge Elimination System (VPDES) Watershed Permit Regulation for Total Nitrogen and Total Phosphorus Discharges and Nutrient Trading in the Chesapeake Bay Watershed in Virginia.

The State Water Control Board has proposed action to establish a general VPDES permit for annual maximum VPDES permitted point source discharge limitations for total nitrogen and total phosphorus to the Chesapeake Bay Watershed and a nutrient trading mechanism. A public hearing will be held. Contact Allan Brockenbrough, Department of Environmental Quality, at 804/698-4147 or e-mail him at abrockenbrough@deq.virginia.gov for additional information.

Nutrient Management Training and Certification Regulations. The Department of Conservation and Recreation

has proposed amendments to (i) modify phosphorus and nitrogen management criteria for nutrient management plans; (ii) expand training requirements for individuals seeking certification as a nutrient management planner; (iii) modify the nutrient management plan content and procedures in areas other than phosphorus and nitrogen management; (iv) provide additional options to satisfy the education and experience requirements for certification or renewal of certification as a nutrient management planner; (v) modify recordkeeping and reporting requirements for certified nutrient management planners; (vi) expand conditions under which certification may be denied; (vii) require nutrient management planners to sign all nutrient management plans prepared by them; (viii) restrict nutrient management plans for croplands to be maximum of three years; (ix) update documents incorporated by reference; and (x) specify the conditions under which nutrient management plans need to be modified immedi-

ately. For additional information, contact David Dowling, Department of Conservation and Recreation, 804/786-2291 or e-mail him at regcord@dcr.virginia.gov.

Final Regulations

Water Quality Management Planning Regulation. The State Water Control Board has proposed amendments to this regulation consisting of the inclusion of four Total Maximum Daily Load (TMDL) waste load allocations contained in four TMDL reports. The TMDLs were developed in accordance with federal regulations and are exempt from the provisions of Article 2 of the Virginia Administrative Process Act. The TMDLs have been through the TMDL public participation process and the waste load allocations are adopted as part of 9 VAC 25-720 in accordance with Virginia's "Public Participation Procedures for Water Quality Management Planning." ❖

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.

Procurement Officer, Loudoun County

SALARY: \$38,965-\$50,000 hiring range (+) benefits. Responsible for goods and services procurement contracting through competitive sealed bidding, competitive negotiation, and non-competitive negotiation. Emphasis

on facilities contracts. Comb. of educ. and exper. equiv. to bachelor's degree in business admin. or related field and 3 yrs. exper. in purchasing. For additional info. and to receive req. application contact www.loudoun.gov. E-mail resumes to: hr@loudoun.gov. Contact HR: 703/777-0213. Ref # 05-369. EOE.

Assistant Zoning Administrator, Prince William County

SALARY: \$58,032-\$63,254 to start. \$58,032-\$92,851 full range (+) benefits. Assists in interpreting, administering, and enforcing the county zoning ordinance. Reqs. bachelor's in urban or transportation planning, civil engineering, or closely related field, 7 yrs. progressively responsible planner exper., and 2 yrs. mngmnt exper., or master's degree with 5 yrs. exper. and 2 yrs. mngmnt. exper. AICP certification preferred. Use "Apply Now" feature to submit resume and cover letter at <http://www.pwcgov.org/jobs/>. Do not send

attachments or questions through the resume builder. Or mail resume and cover letter: Human Resources, 4380 Ridgewood Center Drive, Woodbridge, VA 22192. #996005. Deadline: May 27. EOE.

Associate Planner/Zoning Enforcement Officer, Vinton

SALARY: \$31,620 minimum. Administers and enforces zoning, subdivision and land development ordinances and related codes. Assists planning director in planning, zoning, code and policy development, including processing permits, investigating complaints and documenting/maintaining records. Reviews and approves subdivision plats and site plans for conformance with town codes. Experience in Microsoft Windows environment. Reqs. bachelor's degree in urban planning or closely related field. Prefer 1-2 yrs. code enforcement / planning and zoning exper. in local

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government. Valid Va. driver's license req. Submit applications to: Town of Vinton, Att. Human Resources, 311 S. Pollard St., Vinton, VA 24179. For complete job description or to download an application, visit www.town.vinton.va.us. Deadline: May 27. EOE.

Network/Systems Engineer, James City County

SALARY: \$54,099 (+) benefits. Support desktop and PC maintenance and other info. system functions for 911 Emergency Communications Dispatch Center. Reqs. operation of dispatch and police records mngmnt. software produced by OSSI; bachelor's in computer science or related field, training in installation of networks, and in use and repair of microcomputers, and exper. working with servers and microcomputers. For info. visit www.jccEgov.com or call 757/253-6736. # 512-01. Deadline: May 27. EOE.

Tax Auditor, James City County

SALARY: \$33,996 (+) benefits. In Office of the Commissioner of Revenue. Conduct audits of business tax returns for accounts carried under business license, business tangible personal property, machinery and tools, and excise taxes. Reqs. some knowledge of Va. tax law. Must have ability to accurately and correctly conduct tax audits, and be skilled in Excel and Crystal Reports. Bachelor's in accounting, business admin., or related field, and 3 yrs. exper. CPA/candidate preferred. For info. visit www.jccEgov.com or call 757/253-6736. # 186-01. Deadline: May 27. EOE.

Planner, James City County

SALARY: \$31,463 (+) benefits. Provides exposure to all aspects of urban planning. Reqs. bachelor's in planning or related field and 1 yr. of planning experience, or any equiv. comb. of educ. and exper. Computer skills desired. For info. visit www.jccEgov.com or call 757/253-6736. # 704-05. Deadline: June 10. EOE.

County Administrator, Northampton

SALARY: \$90,000-\$100,000 (+) benefits. Responsible for day-to-day oversight of full-service county. Five-member Board of Supervisors elected for 4-yr. terms with \$34.5 million GF bdtg; 156 FTEs. Reqs. bachelor's in public admin. or related field (master's highly desirable). Reqs. min. 5 yrs. exper. as chief admin. officer in

responsible local govt. position. Submit letter of application, 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. For a complete community/position profile visit www.springsted.com. Deadline: June 13. EOE.

Deputy Police Chief, Warrenton

SALARY: \$56,890 (+) benefits. Perform responsible supervisory and administrative work in planning, training, directing and administering the operation of one or more divisions of the town's Police Department. Bachelor's degree or equiv. in criminal justice, law enforcement or closely related field, supplemented by 6-9 yrs. exper. and/or training. Send town employment application to: Town Manager, Town of Warrenton, P.O. Drawer 341, Warrenton, VA 20188 (18 Court St., Warrenton, VA 20186). Applications at www.warrentonva.gov. Deadline: June 17. EOE

Town Manager, Blacksburg

SALARY: \$110,000 min. to start DOE/DOQ (+) benefits. (Pop. 41,065) Prefer master's degree in planning, public administration, personnel or finance. Bachelor's req. Min. 10 yrs. progressively responsible local govt. exper. Residency req. For a complete description of the position and the town's requirements visit www.springsted.com. Submit resume, with references and salary history to: John A. Anzivino, Springsted Incorporated, 1206 Laskin Road Suite 210, Virginia Beach, VA 23451-5263. Contact: 804/726-9750 or Fax: 757/422-6617. E-mail: virginiabeach@springsted.com. Deadline: June 7. EOE.

Building Plans Reviewer, Botetourt County

SALARY: \$31,781-\$48,292 DOE/DOE (+) benefits. Perform plan reviews of buildings and related systems to ensure compliance with requirements of applicable building codes. Reqs. any comb. of edu=c. and exper. equiv. to graduation from H.S. and extensive experience in general building construction; Va. certification as a building plans examiner in all disciplines or ability to become certified within 2 yrs. of appt. Complete position description and application available at <http://www.botetourt.org/jobs.cfm>, or by calling 540/473-8223. Submit cover letter, application and resume

to: County Administrator's Office, 1 W. Main St. #1, Fincastle, VA 24090. Open until filled. EOE.

Superintendent of Waste Management, Norfolk

SALARY: \$55,776-\$76,971 (+) benefits. Direct activities of the Waste Management Division, which provides residential and business refuse yard waste, and bulk collections, as well as recycling and neighborhood cleanup support. \$15 million operating bdtg. includes 120 employees. Master's degree preferred (+) 5 yrs. supervisory exper. Residency req. Apply: City of Norfolk, Department of Human Resources, Room 100 City Hall, Norfolk, VA 23510. Internet: www.norfolk.gov. (Position #4071). Deadline: June 1. EOE.

Public Affairs Specialist, Ashland

SALARY: DOQ/DOE. P/T, flexible hours (average 20 hrs./week). Reqs. strong PR skills, including ability to develop print and broadcast media relations by designing press releases and marketing strategies. Will manage several high profile town sponsored events. Requires at least 2 yrs. relevant exper. Submit town application (available at www.town.ashland.va.us), cover letter, resume, and 3 professional references to: Human Resources, 101 Thompson St., P.O. Box 1600, Ashland, VA 23005. For more info. call 804/798-1073. Open until filled.

Engineer-Director, Alexandria Sanitation Authority

SALARY: DOQ/DOE. Serve as CEO representing the authority in the community and industry. Reqs. min. B.S. in civil, sanitary, environmental, or chemical engineering; advanced degree preferred; 12 yrs. progressively responsible mngmnt. exper., including senior level in wastewater industry. PE license preferred. ASA operates a 54 MGD BNR plant. Details at www.alexsan.com. Submit cover letter, resume and salary reqs. to: ASA, Personnel ED13, P.O. Box 1987, Alexandria, VA 22313-1987; e-mail repenn@alexsan.com. FAX: 703/549-0763. Deadline: June 3. EOE.

Business Application Specialist II (Library), Virginia Beach

SALARY: \$42,470-\$50,965. Assist in administration of the Library (Sirsi Unicorn) software system, which is used to manage all library circulation related

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activities. Any comb. of educ. (above H.S.), training, and/or exper. equiv. to 8 yrs. in a field related to functional support for automated business operations in a network or server-based environment utilizing the required knowledge, skills and abilities. For more info. and to download an application visit www.vbgov.com/careers. Applications to: Department of Human Resources, 2424 Courthouse Drive, Building 18, Room 106, Virginia Beach, VA 23456. No faxed or e-mailed accepted. #D5161 Deadline: May 26. EOE.

Library Staff Development Coordinator, Virginia Beach

SALARY: \$44,620-\$53,544. Develop and implement a staff development and training program with short and long-range missions, goals and strategies for the Library Department and provide the library staff with the ability and capability to meet organizational and position objectives. Reqs. any comb. of educ. (above H.S. level) and/or exper. and training equiv. to 9 yrs. in fields providing the req. knowledge, skills and abilities. Prefer master's in education or MLS degree from accredited ALA college or university. For more info. and to download application visit www.vbgov.com/careers. Applications to: Department of Human Resources, 2424 Courthouse Drive, Building 18, Room 106, Virginia Beach, VA 23456. No faxed or e-mailed accepted. #D5192 Deadline: June 7. EOE.

County Assessor, Loudoun

SALARY: \$69,977-\$101,467 hiring range. Oversee the Office of Assessments, in the Department of Management and Financial Services. Responsible for directing, administering and managing the real estate assessment program with a budget of \$2.1 million and staff of 28. Board of Supervisors-appointed position reporting to the county administration. CAE certification preferred. Ref # 05-372. For additional info. and to receive a req. application, visit: www.loudoun.gov. E-mail resumes to: hr@loudoun.gov. Voice: 703/777-0213. Deadline: June 3. EOE.

Assistant General Manager, King George County Service Authority

SALARY: DOQ. Assist general manager in directing programs and activities associated with the business management, operation, maintenance, design and construction of public water and wastewater facilities. Reqs.

bachelor's degree and extensive public water and wastewater utility knowledge, including min. 7 yrs. increasing responsible exper. Submit King George County application to the Office of the County Administrator, King George County, 10459 Courthouse Drive, Suite 200, King George, Virginia 22485; 540/775-9181 (application is also available on line at www.king-george.va.us). EOE.

Director of Electric Services, Front Royal

SALARY: \$48,589-\$77,605 DOQ (+) benefits. Plan, organize, direct and supervise the installation, operation, maintenance and repair of electric power transmission and distribution systems, substations, lighting and traffic signals. Prepare budgets and assist with long-range planning to ensure cost-efficient, effective and reliable electric system. Va. registration as a P.E. preferred. Residency requirement. Submit cover letter and confidential resume to: Director of Human Resources, P.O. Box 1560, Front Royal, VA 22630. For more info.: E-mail: Humanresources@ci.Front-Royal.va.us or visit www.ci.Front-Royal.va.us.

Finance Director, Front Royal

SALARY: \$51,022-\$81,536 DOQ (+) benefits. Plan, organize, direct and supervise the financial programs, systems and services of the town, including preparation of the CAFR and budget document; accounting, internal audit, investments, accounts payable, meter reading, customer service, billing and collection. Graduation from accredited 4-yr.college with bachelor's degree in accounting, finance or business admin. and extensive exper. in public financial admin. Residency req. Submit cover letter and confidential resume to: Director of Human Resources, P.O. Box 1560, Front Royal, VA 22630. E-mail: Humanresources@ci.Front-Royal.va.us, www.ci.Front-Royal.va.us.

Assistant/Deputy County Attorney, James City County

SALARY: \$54,099-\$68,246 or more DOQ. Perform varied civil, corporate and government practice. Duties include advising county boards, commissions and agencies; drafting ordinances; preparing legal opinions and contracts; performing real estate transactions; and representing the county in court and administrative hearings. Completed county application req. For more info., visit <http://www.JccEgov.com>, or call 757/253-6736. # 653-01/02 Deadline: May 27. EOE.

Other positions

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

City Attorney, Franklin

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

Finance Director, Fort Lauderdale, Fla.

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

Public Relations / Grant Writer, Radford

SALARY: \$26,217 (+) benefits DOQ. Deadline: June 3.

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. Perform semiskilled work and assist i Open until filled.

Town Manager, Gate City

SALARY: DOE/DOQ (+) benefits. Deadline: June 1.

Finance Director, Blacksburg

SALARY: \$54,000-\$81,000 starting range (+) benefits. Deadline: June 3.

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 Chiefs of Police, Wilmington, N.C. (2 positions)

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

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Chief of Police, Town of Windsor

SALARY: \$40,000-\$50,000 DOQ/DOE (+) benefits. (Pop. 2,400) Deadline: May 31.

Utilities Controller, Hanover County

SALARY: \$57,475-\$97,708 DOQ (+) benefits. Open until filled.

Purchasing Agent, Herndon

SALARY: \$43,875 DOQ (+) benefits. Open until filled.

City Attorney, Colonial Heights

SALARY: DOQ/DOE. Deadline: May 23.

Director of Planning and Community Development, Ashland

SALARY: \$50,000-\$68,988 DOQ/DOE (+) benefits. Open until filled.

Director of Economic Development, Amherst County

SALARY: Mid-\$40,000s-mid \$50,000s hiring range DOQ (+) benefits. Deadline: June 3.

Deputy City Manager/Senior Director of Government Services, Manassas Park

SALARY: \$65,735-\$115,268 DOQ (+) benefits. Open until filled.

Public Works Director, Manassas Park

SALARY: \$65,735-\$115,268 DOQ (+) benefits. Open until filled.

Water Treatment Plant Operator, Lexington

SALARY: \$20,061-\$26,274 (+) benefits. Open until filled.

Electric Utility Assistant Director, Bedford

SALARY: \$49,941 to start DOQ (+) benefits, including VRS. Open until filled.

Senior Planner/GIS Analyst, Ashland

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

Deputy Library Director, Alexandria

SALARY: \$63,440-\$82,604 starting range DOQ. Open until filled.

Purchasing Agent, Suffolk

SALARY: \$49,451-\$71,704. Open until filled.

Assistant Director of Electric Utility, Manassas

SALARY: \$75,000-\$90,000. Open until filled.

Chief of Fire and Emergency Medical Services, Stafford County

SALARY: Negotiable. Open until filled. EOE.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, May 27. Submit ads via e-mail to David Parsons at dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's Web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

VML Town Section Meeting, May 26, Bridgewater

11 a.m. at Town Hall building. No charge. Contact: Peggy Blunt at 804/649-8471 or pblunt@vml.org.

VML Town Section Meeting, May 27, Abingdon

11 a.m. at Martha Washington Inn. Cost: \$16. Contact: Peggy Blunt at 804/649-8471 or pblunt@vml.org.

VCPA Spring Legal Seminar, May 31, Roanoke

Virginia Citizens Planning Association program will focus on legal aspects of defensible planning and zoning practices. At Hotel Roanoke. Cost: \$80. Contact: info@vcpa-va.org.

VML Town Section Meeting, June 3, Farmville

11 a.m. at Historic Train Station. Cost \$15. Contact: Peggy Blunt at 804/649-8471 or pblunt@vml.org.

VBIA Annual Conference, June 7-8, Pembroke

The Virginia Business Incubator Association Annual Conference, "Mingling in the Mountains, Curvy Path to Success," at the Mountain Lake Hotel and Resort is designed for local and regional economic developers, chamber of commerce officials, business assistance providers, local administrators and planning officials. For more information, visit www.vbia.org/html/events.html.

Virginia Government Communicators, June 8, Richmond

Annual conference will be held from 8:30 a.m.-3:45 p.m. at the Virginia Housing Development Authority. Session topics include: Communicating with Diverse

Audiences, Crisis Communications, Successful Speechwriting and Planning for Effective Organization-wide Media Responses. Cost is \$50 for members, \$75 non-members. For more info., visit www.vgconline.net, where you can download a registration form and conference flyer. Contact VGC Vice President Ruth Richey at rrichey@james-city.va.us.

Myers-Briggs Type Indicator Seminar, June 8, Richmond

Held from 8:30 a.m.-3:30 p.m. at the University of Virginia's Richmond Center. Sponsored by the Virginia Institute of Government. Registration: \$100 (includes lunch). Contact: Jovan Hackley at 804/371-0202, e-mail jh5sr@virginia.edu, or visit www.VaInstituteofGovernment.org.

Continued on page 9

CALENDAR

Virginia Association for Mapping and Land Information Systems Annual Conference, June 9, Richmond

Co-Sponsored by Geospatial Information Technology Association. For more information, visit www.vamlis.org. For registration form, follow this link: http://www.vamlis.org/vamlis/docs/VAMLIS_2005_Conference_Registration.pdf.

Local Government Attorney Southwest Virginia Seminar, June 10, Abingdon

From 8 a.m.-4 p.m. at the Martha Washington Inn (6 CLE credit hrs., including 2 ethics hrs.) Topics include revenue collection, avoiding procurement trouble, insurance and risk management, common ethical issues and employment. Cost: \$95 members; \$120 non-members. Contact Leisa Steele at 804/371-0202 or lrs5c@Virginia.edu for more information.

Virginia Chapter of the Soil and Water Conservation Society, June 15, Henrico County

Workshop entitled "Groundwater Connections: Nonpoint Source Pollution and the Interaction between Groundwater and Surface Water." From 8:30 a.m.-4 p.m. at Dorey Park. Cost: \$25 members; \$35 non-members; \$20 students. Includes refreshment and box lunch. Contact: Jim Cox at jwcox@crosslink.net. See <http://www.bse.vt.edu/swcs>.

2005 Transforming Local Government Conference, June 15-18, Sarasota, Fla.

Sponsored by Innovation Groups. For info., contact Tawana Collins at tcollins@ig.org or Bob Hart at 813/622.8484.

Effective Grant Writing: Keys to Unlocking the Vault, June 16, Richmond

As public resources decline, writing grants has become a valuable skill for local governments. Join us and learn how to locate the best grants for local governments and how to write persuasive proposals. For anyone responsible for locating and obtaining grant funds. Held from 8:30 a.m.-3:30 p.m. at the University of Virginia's Richmond Center. Sponsored by the Virginia Institute of Government. Registration: \$100 (includes lunch). Contact Jovan Hackley at 804/ 371-0202 or jh5sr@virginia.edu, or visit www.VaInstituteofGovernment.org.

Virginia Planning and Zoning Conference, Oct. 9-11, Roanoke

The 2005 annual conference will be held at the Hotel Roanoke. Anticipated cost: \$210. Contact: info@vcpa-va.org.

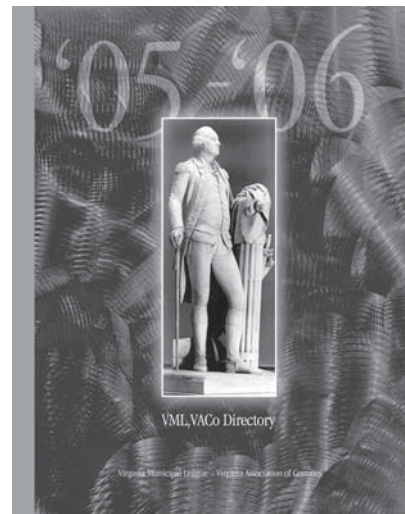
Preferred method of submitting items is via e-mail to David Parsons at: dparsons@vml.org. You may also submit via FAX at: 804/343-3758.

2005-06 VML, VACo Directory

The 2005-06 Virginia Municipal League / Virginia Association of Counties Directory is now available for \$35, which includes postage and packaging.

The 324 page, spiral bound directory includes the names, addresses, telephone, fax numbers, e-mail numbers and web sites (if available) for the elected and appointed officials in Virginia localities, plus key state offices and members of Congress of Virginia.

To order your copy, visit the VML Web site at www.vml.org. Simply click on "Publications" and print out the order form. Complete the form and return it with a check to VML.



Update

The newsletter of the
Virginia Municipal League

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CELEBRATING 100 YEARS OF LOCAL
GOVERNMENTS WORKING TOGETHER