

Update

November 4, 2005



The newsletter of the
Virginia Municipal League

Inside ...

1-9



*Jail and detention
population forecasts
show little growth*

*Add one more to the
list of transportation
studies*

*Comments sought on
behavioral health
comprehensive plan*

*Governor's advisory
workgroup on
education gets
underway*

*VBCOA elects 2005-
2006 officers; holds
joint meeting*

*ICMA offers eminent
domain webcast*

VML elects new officers; adopts legislative program

Abingdon Vice Mayor Dr. French H. Moore Jr. was elected president of the Virginia Municipal League at the 2005 Annual Conference held last week in Richmond. Moore, a retired dentist, has served on town council in Abingdon for 38 years.

Also elected officers for 2005-2006 were Altavista Council Member Rayetta Webb, president-elect; and Arlington County Board Chair Jay Fissette, vice president.

Three new section chairs were chosen at the conference and also will serve on the Executive Committee. Marion Mayor David P. Helms was elected chair of the Town Section; Franklin Mayor James P. Council

III was elected chair of the City Section; and Hampton City Council Member Rhet Tignor was elected president of the Urban Section.

The following local officials will continue to serve on the Executive Committee as at-large members: Winchester City Manager Ed Daley, Staunton Council Member Jean M. Donovan, Vienna Council Member Michael Polychrones, Virginia Beach Council Member Rosemary Wilson, Portsmouth Council Member Charles Whitehurst Sr., and Christiansburg Town Manager Lance Terpeny. Radford Mayor Thomas L. Starnes, immediate past president of the league, also will serve.



Legislative Program
& Policy Statements

Continued on page 2

Panel hears offshore drilling testimony

Representatives from the state's chief tourism agency told an advisory group studying the possibility of exploring for natural gas off Virginia's coast that drilling would have no real effect on tourism.

Virginia Tourism Corporation staff members told the group that if drilling platforms were constructed 50 miles or more offshore and drilling were prohibited in the Chesapeake Bay, the visual impact of offshore drilling would be negligible. Also, unless a major environmental accident occurs, negative press would affect tourism only temporarily, according to the tourism officials.

Staff from the Virginia Department of Mines, Minerals and Energy told the

advisory group that the offshore industry contributes billions of dollars to local economies worldwide. While drilling commonly coexists with tourism and fishing, they said, stringent governmental controls are necessary to ensure environmental protection.

At issue are how much natural gas exists off the Virginia coast, and whether the gas can be recovered profitably. Formulas that calculate federal bonus, rent and royalty payments to the state complicate the economic equation. Estimates range from nothing (if no gas is produced) up to more than \$5 billion spread out over 30-50 years.

Local governments are following the

Continued on page 2

AT THE LEAGUE

New officers; legislative program continued ...

VML members also adopted the 2006 Legislative Program at the annual business meeting held Oct. 25 during the conference. The program focuses on three overarching positions: the adequacy of state funding for local governments and the protection of local funding sources, preservation of local authority to protect and serve the interests of the citizens, and telecommunications tax restructuring.

The three umbrella positions include these more detailed issues:

- Opposition to legislation intending to restrict local taxing authority and revenues, whether by restricting assessment authority or tax rates, exempting portions of value increases, or other property tax limitations.
- Support for the state living up to its obligations under the Personal Property Tax Relief Act in making full payments in a timely manner to localities.
- Support for increased state funding for education in order to implement the recommendations made by JLARC in its 2003 study of education funding and the changes in the Standards of Quality adopted by the Board of Education in 2004.
- Support for dedicated and adequate state appropriations to the Water Quality Improvement Fund.
- Opposition to the funding of transportation from the general fund.
- Support for local option transportation impact fee authority to all localities.
- Opposition to undue restrictions on the ability of local government to acquire property necessary to carry out governmental functions.
- Support for telecommunications tax restructuring that protects the long-term financial interests of Virginia's local governments and ensures a modern communications service tax policy that treats all corporate competitors equitably. As part of this position, local governments must be guaranteed – on a locality-by-locality basis — growing communications service tax revenues in exchange for the local right of entry and regulation, adequate local consumer protections and services, and efficient local public safety answering point operations (E-911 call centers).
- Support for competition in cable television markets, provided local

government authority and revenues are protected, local citizens do not lose access to cable television service and existing franchises remain in effect at the option of the local government.

The entire 2006 VML Legislative Program will be mailed to league member localities later this fall. It also will be posted on the VML Web site at www.vml.org. ❖

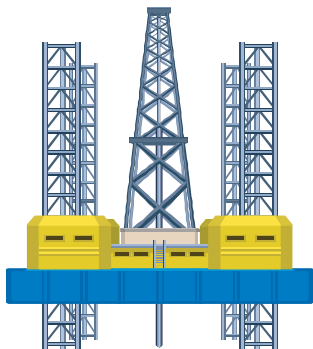
Conference handouts available

A NUMBER OF SPEAKERS who conducted workshops at the VML Annual Conference in Richmond last week have relayed electronic copies of their handouts to the league.

They have been posted on the league's Web site at www.vml.org. Click on "conferences" to access the listing of handouts. Additional handouts will be posted as they are received. ❖

FROM THE CAPITOL

Offshore drilling testimony continued ...



issue because if drilling were permitted, some experts say it could create thousands of new jobs and billions of dollars in investment. Other local officials and environmentalists, however, are not convinced that the industry can operate without harming tourism or the environment. Representatives of the Hampton Roads Planning District Commission told the advisory group that a comprehensive study on the issue should be conducted.

Secretary of Commerce and Trade Michael Schewel created the advisory group to assist him with House Joint Resolution 625, passed by the 2005 General Assembly. The resolution directs the secretary to study the possibility of exploring for natural gas, and to recommend legislation that could permit drilling

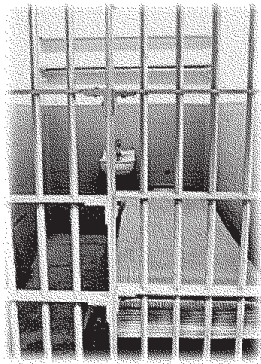
off the coast. Schewel plans to release a report by mid-December.

Currently, a federal moratorium restricts fossil fuel surveying, exploration, development and production along much of the U.S. coastline, including Virginia, until 2012. Earlier this year, Gov. Mark R. Warner vetoed legislation that would have directed the Virginia Liaison Office to work with Virginia's congressional delegation and executive agencies to give the state an exemption to the existing moratorium.

The U.S. House Committee on Resources passed legislation last week that would allow states to seek exemptions from the federal ban. States could permit drilling within 125 miles of their coastlines. ❖

FROM THE CAPITOL

Jail and detention population forecasts show little growth



Virginia's jail and prison population continues to grow, but at a slower pace than in the past few years. The Warner Administration presented its new forecast to the Senate Finance Public Safety Subcommittee on Oct. 19.

The number of state-responsible adult offenders will increase 2.1 percent between 2005 and 2006, and 2 percent each year between 2006-2011, according to a state forecast. This contrasts with last year's forecast, which predicted a 3.2 percent annual average growth rate over the next six years.

The state is tracking and projecting the number of offenders who are re-incarcerated (often in local/regional jails) for technical probation violations. Beginning in January, local jails will be required to report whether probation violators are state responsible or local responsible cases. The projected change in this population between FY05 and FY06 is 18.2 percent, but decreases substantially in the next six years, to an average of 6.4 percent. This

decrease is attributed to new risk assessment tools and other options the General Assembly approved for the criminal justice system to use for technical parole violators.

The forecast for local responsible jail populations shows greater growth than state responsible, but it also shows some moderation. This population is expected to grow 4.5 percent from FY05 to FY06, but over the next six years the state predicts an average rate of growth of 3.8 percent each year. This is slightly down from the forecast made last year, which predicted annual growth of 3.9 percent.

Local juvenile detention home populations are expected to experience an overall decrease of 3.2 percent between FY05 and FY06. This population also declined between FY04 and FY05 by 0.3 percent (a total of three offenders). The population is expected to continue to shrink over the next six years. The state forecast predicts that the size of this population will decrease by an average of 1.5 percent each year until FY11. ❖

Add one more to the list of transportation studies

Transportation continues to be a topic of great interest and continued study this year. Three statewide transportation studies are underway – the Senate Finance Committee's Statewide Transportation Analysis and Recommendation (START) Task Force, the House Transportation Committee's Special Subcommittee #4, and the latest – the Commission on Transportation in Urbanized Areas, created by Gov. Mark R. Warner.

What the new governor and the 2006 General Assembly will do with the results of these studies, particularly as they relate to paying for projects, is anybody's guess. A number of possible payment alternatives have been mentioned, including tolls on new and some existing highways, devoting part of the state's general fund for transportation, using more public-private partnerships, turning over more responsibilities to local government, or increasing existing user fees or taxes.

Meanwhile, two of the transportation study groups met recently in Richmond.

The START task force met Oct. 20. The Auditor of Public Accounts briefed that panel on the use of public-private

partnerships and portions of a 2001 Joint Legislative Audit and Review Commission study pertaining to maintenance and construction funding allocations. The task force also heard perspectives on land use and transportation planning, including a presentation from the Home Builders Association of Virginia. Copies of the materials and presentations made at this meeting are available on the Senate Finance Committee Web site, <http://leg3.state.va.us/quickplace/sfc2005/main.nsf/>.

Sen. Charles Hawkins chairs the task force, which is scheduled to meet again on Nov. 18. The meeting will follow the conclusion of the annual Senate Finance Committee retreat in Hampton. An additional meeting is scheduled for 1:30 p.m. on Dec. 16 in Richmond.

The governor's new commission looking at transportation issues affecting urban areas held its first meeting Oct. 26 in Richmond. The meeting consisted of briefings from state transportation staff on funding and land-use planning. Members also discussed regional transportation initiatives.

Norfolk City Council Member Randy Wright chairs the commission.

The commission includes a number of other local officials, including Newport News Vice Mayor Charles Allen, Chesterfield County Board of Supervisors Chairman Edward Barber, Lynchburg City Council Member Bert Dodson, Roanoke City Council Member Sherman Lea, Loudoun County Board of Supervisors Chairman Scott York, Arlington County Board Member Chris Zimmerman and Virginia Beach Commissioner of the Revenue Philip Kellam.

Local government alumni Lois Walker (former Alexandria City Council member) and Del. Viola Baskerville (a former Richmond City Council member) also serve on the commission, as well as former Prince William County Attorney John Foote. Daniel Gecker, a partner with Urban Development Associates and a member of the Chesterfield County Planning Commission, serves on the committee as well. Other members include Michael Townes, president and CEO of Hampton Roads Transit, and James Wilding, retired president and CEO of the Metropolitan Washington Airports Authority. ❖

FROM THE CAPITOL

Comments sought on behavioral health comprehensive plan

Does your community have sufficient capacity to adequately serve children and adults with behavioral health needs? Do you believe restructuring efforts are moving in the right direction, or does your community or region need more resources to serve consumers and their families?

Each biennium, the Department of Mental Health, Mental Retardation and Substance Abuse Services (DMHMRSAS) is required to propose a comprehensive state plan for services, resources and support for the populations served by the department or through the 40 Community Services Boards (CSBs) in the commonwealth.

The newest version of the comprehensive plan builds on the department's efforts to restructure the system by moving more services to the community level and to continue to move consumers and services out of state facilities and into the community. The plan includes

issues that must be addressed, and the resources necessary, to accomplish these goals.

The draft comprehensive plan for 2006-2012 is available for review and comment. It may be read on the department's Web site at www.dmhmrzas.virginia.gov.

The department will conduct a videoconference public hearing on Nov. 17 to receive comments on the draft plan. The hearing will begin at 1:30 p.m. and conclude when all comments have been received from those present.

The videoconference sites include: Court Room E of the Chesterfield County Courts Building located at 9500 Courthouse Road; Central Virginia Training Center, located on Route 210 (E. Colony Road) in Madison Heights; Chesapeake Community Services Board offices, located at 224 Great Bridge Blvd. in Chesapeake; Conference Room A2 of the Northern Virginia Mental Health

Institute, located at 3302 Gallows Road in Falls Church; the Harrisonburg Department of Rehabilitative Services located at 1909-B E. Market St. in Harrisonburg; the New River Valley Community Services office, located at 700 University City Blvd. in Blacksburg; and the Southwestern Virginia Mental Health Institute, located at 340 Bagley Circle in Marion.

Directions to these sites are available on the department's Web site.

In addition to the public hearing, comments may be submitted in writing until Dec. 1. Submit to: Charline Davidson, Director, Office of Planning and Development, DMHMRSAS, P.O. Box 1797, Richmond, VA 23218-1797 (fax 804/371-0092), or e-mail comments to Davidson at charline.Davidson@co.dmhmrzas.virginia.gov.

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Governor's advisory workgroup on education gets underway

Building a coalition around state support for unmet school capital needs may be easy because needs exist statewide, according to Del. Kristen Amundson, chairman of the newly-established Governor's Advisory Workgroup for Continuing Quality in K-12 Education.

Workgroup members also discussed other unmet education-related needs for which they could seek more funding. These included funding of the recommendations made by the Joint Legislative Audit and Review Commission in a 2003 study of education funding.

JLARC staff member Bob Rotz presented an overview of the status of the 2003 study to the workgroup. He noted that it would require an additional \$623 million to \$686 million in state funding to meet the "Tier One" costs documented by JLARC. Tier One recommendations would make the state's estimate of the costs of funding the Standards of Quality more realistic. As compared to the current method, which underfunds education, the

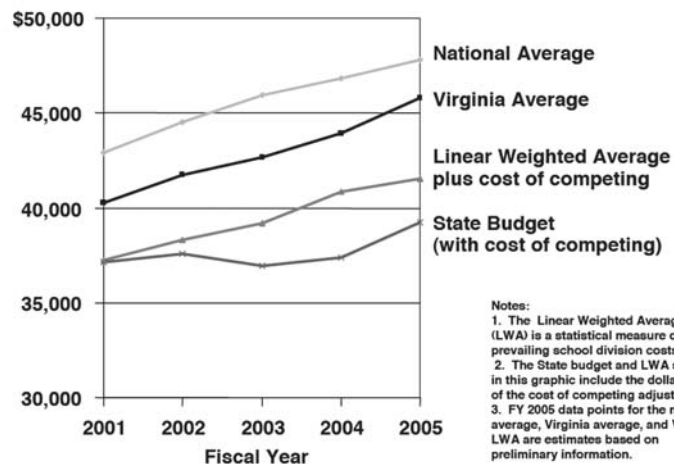
recommendations peg SOQ costs to prevailing costs.

Rotz's presentation also illustrated the gap between state-budgeted SOQ teacher salaries and the average salaries paid in Virginia.

JLARC's recommendations support the use of a statistical technique called the linear weighted average in the calculation of the state budgeted salary figure. JLARC also recommends,

Continued on page 5

State-Budgeted SOQ Teacher Salaries Are Less Than the National Average, Virginia Average, and Virginia LWA Salaries



FROM THE CAPITOL

Advisory workgroup on education continued ...

however, that the state budgeted salary figure be updated to reflect realistic inflation and salary growth factors.

As shown in the graph on page 4, the state budgeted salary figure seriously lags the actual average teacher salary paid in Virginia, and is also substantively lower than the salary that would be produced were JLARC's L-estimator methodology used.

Local governments pay a share of the costs of the state budgeted salary figures, with the cost dependent on the local composite index. Local governments pay all of the costs for salary figures above the state budgeted amount.

Rotz's presentation is available on JLARC's Web site at: <http://jlarc.state.va.us/Reports/Oct%202005%20Presentation%20Gov>

%20Work%20Group.pdf.

As a reminder, Rotz wrote an article for the May issue of *Virginia Town & City* detailing the recommendations made by JLARC on education funding. Additional copies of that article are available upon request, and can be accessed from the league's Web site at: http://www.vml.org/VTC/Art/05MayArt/05VTCMay_Rotz.pdf.

Jim Ellis, a senior research assistant with the Center for Public Policy at Virginia Commonwealth University, reviewed the center's 2002 survey of the status of school construction. The report illustrates the burden local governments carry in paying almost the entirety of school construction costs, and the effect of that burden on local tax rates. The survey estimated that an equivalent real

estate tax rate of from 10 to 19 cents per \$100 of assessed value would be needed to support debt service for school buildings. The survey reported that there was total outstanding debt for school buildings of \$5.33 billion as of June 30, 2002, with total debt service of \$607 million in FY02.

The workgroup was established to take a comprehensive look at the continuing, long-term resource requirements needed for a high quality system of K-12 education. The workgroup includes several members of the General Assembly and representatives from a variety of organizations with an interest in education, including Staunton City Council Member Jean Donovan. Donovan also is a member of the VML Executive Committee. ❖

AT THE LEAGUE

VBCOA elects 2005-2006 officers; holds joint meeting

Chesterfield County Engineering Supervisor Ronald W. Clements Jr. was elected president of the Virginia Building and Code Officials Association (VBCOA) at its fall business meeting on Oct. 22 in Hampton.

Also elected at the meeting was First Vice President Guy Tomberlin, chief plumbing inspector for Fairfax County; Second Vice President John Glover, Staunton building official; and Sergeant At Arms Lynn Underwood, Norfolk building official. John David Catlett, Williamsburg building official, will serve as immediate past president.

The business meeting was held as part of the first joint conference held by VBCOA, the Virginia Plumbing and

Mechanical Inspectors Association and the Virginia Fire Prevention Association. More than 250 code enforcement officials from across the state attended the joint conference, held Oct. 21-24 in Hampton.

James Lee Witt, the chief executive officer of the International Code Council, addressed the joint conference's opening session. He stressed the importance of uniform building codes enforcement in the prevention and amelioration of damage resulting from natural disasters.

VBCOA is an affiliate organization of the league. ❖



REGULATIONS

Intended Regulatory Action

Regulations for the Development of Solid Waste Management. The Virginia Waste Management Board has proposed action to amend the regulation to the calculation of the mandatory recycling rate for localities and regions, procedures for formation and dissolution of planning regions, clear specification of qualifications for variances, requirements for plan approval and duplicative language on the Waste Information and Assessment Program. A public hearing will be held. Contact Allen Brockman, Department of Environmental Quality, at 804/698-4468 or e-mail him at

arbrockman@deq.virginia.gov for additional information.

Final Regulations

Regulation for Nutrient Enriched Waters and Dischargers within the Chesapeake Bay Watershed and the Water Quality Management Planning Regulation. The State Water Control Board has proposed amendments to (i) revise the existing point source policy for nutrient enriched waters to establish technology-based, annual average total nitrogen and total phosphorus concentration requirements for certain dischargers located in Virginia's Chesapeake Bay watershed, and (ii) revise the Water

Quality Management Planning Regulation to establish total nitrogen and total phosphorus annual waste load allocations for certain dischargers within Virginia's portion of the Chesapeake Bay Watershed, and authorize a trading and offset program to assist in the achievement and maintenance of the waste load allocations. The State Water Control Board deferred making a decision on nitrogen and phosphorus waste load allocations to restore the Chesapeake Bay and its tidal rivers. This decision will be made at a future meeting. For additional information, contact John Kennedy, at 804/698-4312 or e-mail him at jmkennedy@deq.virginia.gov. ❖

ETCETERA

ICMA offers eminent domain webcast Nov. 15

ICMA will stage a 90-minute webcast Nov. 15 about the implications of this summer's U.S. Supreme Court ruling dealing with use of eminent domain for public purposes.

The webcast, entitled *Implications from the Kelo v. City of New London Case*, will begin at 2 p.m. The webcast will explore the major implications for local governments of the Supreme Court's decision, highlight how local governments have successfully used eminent domain in the past, and examine what actions Congress and the state legislatures are likely to take to curb local government powers.

Webcast speakers will include:

- Joe Schilling, professor in practice, Metropolitan Institute at Virginia Tech
- Israel Small, assistant city manager, Savannah, Georgia
- Peter Byrne, law professor, Georgetown University
- Susan Frederick, senior committee director - Law and Criminal Justice Committee, National Conference of State Legislatures.

The targeted audience for this webcast is city and county managers, planning and economic development directors, and other local government officials. ICMA encourages teams of local government employees and officials to participate in the webcast as a group.

A webcast combines telephone and Internet technology to give local government managers and their staffs the opportunity to gain relevant, useful information without travel, at low cost, and through a medium that encourages collegial discussion of concerns and issues. Participants must have a computer with Internet access (56K modem or higher) and a separate telephone line for the audio portion of the webcast.

The cost of the webcast is \$95 per site. For more information and to register, visit <http://www.lgean.org/html/training/icmaindex.cfm>. Information also is available toll-free at 877/865-4326. ❖

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.

County Administrator, Greene

SALARY: \$110,000-\$125,000 (+) benefits. \$55 million bdtg / 75 FTEs. Reqs. bachelor's in relevant field (master's highly desirable). Min. 5-9 yrs. mngmnt. exper. as chief admin. officer of comparably sized organization highly desired. Exper. in managing growing community a plus. 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 Inc., 1206 Laskin Road, Suite 210, Virginia Beach, VA 23451; Fax 757/422-6617 or e-mail

virginiabeach@springsted.com. For a complete community/position profile visit www.springsted.com. Deadline: Dec. 5. EOE.

Recreation Program Supervisor, Falls Church

SALARY: \$47,780-\$56,000 DOQ (+) benefits. Plans, organizes and supervises special events, rec. programs and center activities; prepares and submits budget materials and monitors expenditures; provides for training and development of personnel; responsible for hiring of seasonal

Continued on page 7

POSITIONS

and FT rec. positions. Reqs. bachelor's in rec. admin. or closely related field; plus rec. and parks municipal program mngmnt. exper. Park and Recreation Professional Certification preferred. Send resume to: Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or hr@fallschurchva.gov. Open until filled. EOE

Police Chief, Purcellville

SALARY: \$60,496-\$93,769 DOQ (+) benefits. Current chief of this western Loudoun County town will retire effective Dec. 31. Direct 13-member dept. and report directly to town manager. Reqs. graduation in relevant field from accredited 4-yr. college. Exper. may be substituted for educ. reqs. Should have min. 5 yrs. exper. with at least 2 yrs. as a supervisor. Must be a certified Va. police officer or be able to obtain certification. Submit resume with supporting documentation to: Tracy DeMonte, Human Resources Specialist, Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Apply immediately. EOE.

Assistant Chief Financial Officer, Asheville, N.C.

SALARY: \$51,758-\$62,109 starting range (+) benefits. Plan, coordinate and supervise all aspects of billing and revenue collection, financial accounting and reporting, and customer services functions. Master's degree preferred. CPA req. along with 5-7 yrs. progressively responsible exper. in govt. accounting and fiscal admin. Also reqs. 3-5 yrs. supervisory exper. Applications at www.ashevillenc.gov. Submit application and resume to: City of Asheville, Human Resources Department, P.O. Box 7148, Asheville, NC 28802-7148. Fax: 828/259-5479; e-mail rnix@ashevillenc.gov. Open until filled. EOE.

Director of Tourism, Abingdon

SALARY: Negotiable DOQ/DOE. Home of the Barter Theater, William King Regional Arts Center, trail head of the Virginia Creeper Trail, and soon to be home of the Southwest Virginia Artisan Center. Min. reqs: Bachelor's in business, marketing or related field; 5 yrs. exper. in tourism industry or related exper. Market town and promote travel and tourism to Southwest Va. Send resumes to: Town of Abingdon, Attention James T. Hicks, P.O. Box 789, Abingdon, VA. 24210. Deadline: Nov. 21. EOE.

Senior Accountant, James City County

SALARY: \$40,483-\$45,000 DOQ. Responsible for a variety of financial reports for the county's fiscal agencies. Reqs. bachelor's degree in accounting; considerable accounting experience using complex financial systems, preferably with local govt., some in supervisory capacity; or any equiv. comb. of educ. and exper. For details on how to apply, visit www.jccEgov.com, or call 757/253-6736. Job #112-01. Deadline: Nov. 18. EOE.

Planning Supervisors (2 positions), Arlington County

SALARY: \$59,388-\$98,931. Seeking 2 planning professionals for reorganized planning group. Current Planning Supervisor of section for site plan review, use permits and support of Planning Commission. Comprehensive Planning Supervisor of section for comprehensive plan review, sector plans, special area plans and zoning ordinance studies. Both require MA and significant exper. in urban planning and zoning; prefer mngmnt exper. in relevant area and exper. with local govt. planning. Submit on-line application at www.arlingtonva.us/pers. No resumes. Questions? Call 703/228-3500 or e-mail pers@arlingtonva.us. Deadline: Nov. 17. EOE.

Executive Director, Montgomery Regional Solid Waste Authority

SALARY: \$75,000 min. DOQ (+) benefits. Responsible for authority's solid waste disposal, resource recovery, and maintenance and reclamation operations. Reqs. bachelor's degree and progressively responsible solid waste mngmnt. exper. P.E. and Waste Management Facility Operator (Class 1) licenses desirable. Submit resume with 3 prof. references to: Montgomery Regional Solid Waste Authority, Attn: Executive Director Search Committee, P.O. Box 6002, Christiansburg, VA 24068. Deadline: Dec. 16. EOE.

Contracting Agent, Virginia Beach

SALARY: \$47,817-\$71,726 (+) benefits. Facilitate, instruct and advise internal and external personnel on laws, policies, procedures and critical issues pertaining to procurement of construction projects, including acquisition of professional services; responsible for construction project procurements in compliance with federal, state and local procurement laws, city

policies and procedures. Reqs. bachelor's degree from accredited college and 7 yrs. of progressive professional exper. in construction contracting, administration or management. Visit www.Vbgov.com/careers for more detailed info. Apply on-line. Position # 0306. Deadline: Nov. 7. EOE.

Parks and Landscape Services Operations Coordinator, Virginia Beach

SALARY: \$50,238-\$75,357. Assist in mngmnt. of the Parks and Landscape Services Division responsible for accomplishment of citywide landscape design, development and maintenance programs. Reqs. any comb. of educ. (above HS) and/or exper. equiv. to 7 yrs., including 5 yrs. in a supervisory position, in fields such as horticulture, landscape architecture, or urban forestry. Visit www.Vbgov.com/careers for more detailed info. Apply on-line. Position # 0307. Deadline: Nov. 21. EOE.

City Manager, Newport News

SALARY: DOQ/DOE (+) benefits. (Pop. 185,000) Full-range of municipal services. Annual bdgt. \$711 million. Current city manager retiring after 18 years. Reqs. BS/BA in public admin. or related field. Related MPA preferred, plus 5 yrs. exper. in city mngmnt. See www.mercergroupinc.com for brochure. Send resumes to: James Mercer, The Mercer Group, Inc., 5579B Chamblee Dunwoody Road, #511, Atlanta, GA 30338. VOICE: (770) 551-0403; FAX: (770) 399-9749; E-mail: mercerv@mindspring.com. Deadline: Nov. 25. EOE.

Chief Operator Wastewater Treatment Facility, Crewe

SALARY: DOQ/DOE (+) benefits. Reqs. Class II or better Virginia state operators license. Operate state-of-the art wastewater facility for the town, including day-to-day operations, supervision of other operators and preparing / submitting Discharge Monitor Reports as required by the operating permit. Submit resumes to: W. Wade Walker, Town of Crewe, 125 E. Carolina Ave., Crewe, VA 23930 or submit via e-mail at creweva@earthlink.net.

Director of General Services, New Kent

SALARY: \$57,305-\$59,884 starting range. Direct construction, operation and maintenance of facilities and parks. Oversee growing operations, including 4 refuse transfer stations, buildings maintenance,

POSITIONS

parks and rec. development and facilities. Reqs. 5 yrs. exper. and degree in civil engineering or related field and/or comb. of exper. / educ. Customer service orientation, good communications and supervisory skills req. Job info. and county application form at www.co.new-kent.va.us. Send resume and county application to: Human Resources, P.O. Box 50, 12007 Courthouse Circle, New Kent, VA 23124. Deadline: Nov. 4. EOE.

County Attorney, New Kent

SALARY: \$82,500-\$97,300 starting range DOQ. Supervises the legal affairs of the county, including providing legal services for county operated utilities, public works contracts and development proposals. Must be licensed in Va. and be in good standing with the Virginia State Bar. Job information and county application form at www.co.new-kent.va.us. Send resume and county application to: Human Resources, P.O. Box 50, 12007 Courthouse Circle, New Kent, VA 23124. Deadline: Nov. 4. EOE.

Human Resources Senior Analyst, Loudoun County

SALARY: \$46,461-\$62,722 hiring range. Work with public safety agencies. Reqs. senior level HR exper. with expertise managing employee relations, interpreting laws and ensuring compliance with Va. codes and statutes. Additional areas of responsibility include recruitment, classification, compensation, training, project mngmnt. and policy interpretation. Reqs. any comb. of educ. and exper. equiv. to master's degree in HR, public admin., business or related field, and 2 yrs. directly related prof. level exper. Prefer exper. with local govt. and with public safety. For more info. and to receive a required application visit www.loudoun.gov or call 24-hr. job line: 703/777-0536. Human Resources: 703/777-0213. Deadline: Nov. 11. EOE.

Parks and Recreation Director, Buena Vista

SALARY: \$49,361-\$53,125 (+) benefits. (Pop. 6,500) Responsibilities include organizing and planning recreation and educational opportunities, mngmnt. of ancillary park staff, event coordination, budgeting, etc. Bachelor's degree in public admin., business, parks and rec. admin., or accepted alternative req.; 3+ yrs. exper. in parks and rec. organizations; or an equiv. comb. of educ. and exper. Complete job description at: <http://>

www.buenavistavirginia.org/jobs. Submit applications to: Virginia Employment Commission. Open until filled. EOE.

Director of Planning, Brunswick County

SALARY: \$34,770-\$50,640. Reqs. 4-yr. deg. from accredited college in planning, public admin. or related field, or undergraduate deg. supplemented by advanced deg. in urban planning. Reqs. 2-4 yrs. related professional exper. in planning, including considerable supervisory exper.; general knowledge of principles and practices of civil engineering as they relate to planning and subdivision design and control. Job description available at the Office of the County Administrator. Submit resume to: Office of the County Administrator, 102 Tobacco St., P.O. Box 399, Lawrenceville, VA 23868. Tel: 434/848-3107. Deadline: 1 p.m. Nov. 4. EOE.

Town Manager, Rich Creek

SALARY: DOQ/DOE. Oversee HR mngmnt. and develop operating bdtg. Serve on boards and commissions as necessary. Reports to town council. Reqs. familiarity with zoning regs. and wastewater treatment plants, and grant procurement. Education-business degree and engineering degree preferred. Willingness to reside in the Town of Rich Creek preferred. Send resumes to: Mayor, Town of Rich Creek, P.O. Box 65, Rich Creek, VA 24147. Deadline: Nov. 23. EOE.

Other positions

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

Information Systems Specialist, Nelson County

SALARY: \$32,576-\$36,857 to start DOQ (+) benefits. Open until filled.

Assistant Director of Operations (Department of Environmental Services), Falls Church

SALARY: \$59,116-plus DOQ (+) benefits. Open until filled.

Erosion and Sediment Control Inspector (PT), Falls Church

SALARY: \$15.72 per hour w/prorated benefits. 28 hrs. per week. Open until filled.

Director of Clean Rivers, Alexandria Sanitation Authority

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

Superintendent of Streets, Staunton

SALARY: \$36,862-\$60,821 (+) benefits. Deadline: Nov. 4.

Town Manager, Bowling Green

SALARY: DOQ/DOE (+) benefits. (Pop. 1,000) Open until filled.

Assistant Town Manager, Purcellville

SALARY: \$57,616-\$89,381 starting range DOQ (+) benefits. Open until filled.

Systems Developer, Richmond

SALARY: \$35,914-\$97,025. Deadline: Nov. 18.

Town Clerk-Treasurer, Big Stone Gap

SALARY: Mid to upper \$30,000 range (+) benefits. Deadline: Dec. 1.

Public Information Officer, Herndon

SALARY: \$53,713-\$66,000 to start DOQ/DOE (+) benefits (\$53,713-\$85,940 full range). Open until filled.

Purchasing Agent, Herndon

SALARY: \$45,222-\$57,319 (+) benefits to start DOQ/DOE (\$45,222-\$72,355 full range). Open until filled.

Building Code Official, Nelson County

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

Building Inspector, Nelson County

SALARY: \$28,183-\$31,886 starting range (+) benefits DOQ. Open until filled.

Branch Manager, Meherrin Regional Library System (Emporia)

SALARY: \$27,680 min. to start DOE (+) benefits. Open until filled.

Regional Planner, Rappahannock-Rapidan Regional Commission (Culpeper)

SALARY: \$35,000-\$40,000 DOQ/DOE (+) benefits. Deadline: Nov. 14.

POSITIONS

Public Utilities Engineer (Water / Wastewater), Warrenton

SALARY: \$56,890 DOQ (+) benefits. Open until filled.

Director of Administration, Fishers, Indiana

SALARY: DOQ. Open until filled.

County Planner I, Henrico

SALARY: \$36,128-\$63,416. Deadline: Nov. 6.

County Planner II, Henrico

SALARY: \$40,919-\$71,825. Deadline: Nov. 6.

County Planner III, Henrico

SALARY: \$44,942-\$78,886. Deadline: Nov. 6.

County Administrator, Allegheny

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

Human Resources Director, Frederick County

SALARY: \$60,673-\$75,000 DOQ. Deadline: Nov. 30.

Community Development Program Administrator, Department of Housing and Community Development

SALARY: \$38,000-\$45,000 hiring range. Deadline: Nov. 4.

Assistant City Manager for Community Development, Hopewell

SALARY: \$81,211 to start (+) benefits. Deadline: Nov. 7.

City Manager, Bedford

SALARY: \$90,000-\$105,000 initial range DOE (+) benefits. Deadline: Nov. 11.

County Administrator, Amherst

SALARY: \$85,000-plus DOQ (+) benefits. Deadline: Nov. 18.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Nov. 11. 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

Diversity and the Generation Gap at Work, Nov. 9, Richmond

Sponsored by the Virginia Institute of Government at the University of Virginia's Richmond Center from 8:30 a.m.-3:30 p.m. Examine the different levels of diversity and the effects of these differences on the workplace. Learn how to create a more inclusive work environment where diversity becomes a source of cooperation rather than of conflict. Registration: \$100 (includes lunch). Contact Jovan Hackley at 804/ 371-0202 or jh5sr@virginia.edu, or visit www.VaInstituteofGovernment.org.

Virginia Urban Forestry Conference, Nov. 10, Sterling

"Clearing the Air with Virginia's Trees" Urban Forestry Conference at Algonkian

Regional Park. National experts and local leaders will facilitate this discussion by defining and identifying issues and exploring potential solutions that will fit within Virginia's laws. Join with citizen members of tree boards, tree commissions, elected officials, urban foresters & arborists, landscape architects, builders, developers and planners who desire to enhance and protect Virginia's urban forest. Pre-registration is required. Cost is \$75. Go to www.treesvirginia.org/ for more information and to download a conference brochure.

Access 2005, Nov. 17-18, Lexington

Presented by Virginia Coalition for Open Government. Visit <http://www.opengovva.org> for program updates. Contact Frosty Landon, executive director, at vcog@opengovva.org.

The Virginia Association of Governmental Purchasing, March 29-31, Blacksburg

Spring '06 conference will be held at the Virginia Tech Skelton Inn and Conference Center. This is for public procurement professionals and will feature timely sessions and speakers. Registration materials and a full agenda will be available at www.vagp.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.

Update

The newsletter of the
Virginia Municipal League

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CELEBRATING 100 YEARS OF LOCAL
GOVERNMENTS WORKING TOGETHER