

Update

October 21, 2005



The newsletter of the
Virginia Municipal League

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VRS

Board OKs higher rates; local figures due Nov. 9

The Board of Trustees of the Virginia Retirement System certified substantially higher employer contribution rates for the 2006-2008 biennium at its Oct. 13 meeting in Richmond.

The board will release local contribution rates at its Nov. 9 meeting.

The board decided to certify a rate of 11.18 percent of payroll for the next biennium for teachers; the rate currently being funded is 6.62 percent. This 11.18 percent does not include the 5 percent employee contribution, which is paid by many school divisions.

For state employees, the board certified a rate of 7.33 percent for the next biennium, up from the currently funded 3.91 percent.

Again, this does not include the 5 percent employee contribution.

The state rate affects local governments because the state bases its share of retirement expenses for constitutional officers on the lower of either the state rate or the local government rate.

As though this news were not bad enough, the board also certified increased rates for the health insurance credit, and recommended funding a group life insurance premium.

For teachers, the board certified a health insurance credit rate of 0.98 percent, up from the current 0.55 percent.

The board certified a rate of 1.22 percent for the group life insurance premium. The

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AT THE LEAGUE

Reminder: Consult property tax info

VML recently mailed a briefing paper to its members on the effects of proposals to limit the collection of real estate taxes. The paper is available on the VML Web site as a PDF file at: <http://www.vml.org/LEG/05TaxRelief/TaxReliefPersp.pdf>.

Local officials are urged to use this briefing paper as a starting point when developing talking points to address the topic of property tax limitations.

Additional copies, which can be distributed to citizens, civic organizations and others, are available from VML. E-mail the league at email@vml.org, or call 804/649-8471. ❖

Gubernatorial candidates to speak

The three candidates running for governor have confirmed that they will appear at the 2005 VML Annual Conference. The conference will be held Oct. 23-25 at the Richmond Marriott Hotel, located at the corner of 5th and Broad streets in downtown.

Independent candidate Russ Potts will speak at 10:45 a.m. on Monday, Oct. 24, during the opening session.

Democrat Tim Kaine will speak at 11:30 a.m. on the same day.

Republican Jerry Kilgore will speak at 11 a.m. on Tuesday, Oct. 25.

Conference information is available on the VML Web site at www.vml.org. ❖

FROM THE CAPITOL

VRS rates continued ...

General Assembly granted a premium “holiday” (meaning no premiums were assessed) for the last two bienniums.

Thus, if the General Assembly agreed to these rates for teachers, the total VRS contribution would be 13.38 percent, as compared to the total contribution for teachers of 7.17 percent of payroll in the current biennium. Again, this does not include the 5 percent employee contribution paid by many school divisions on behalf of their employees.

The estimated cost of the state share for the total revised contribution for teachers would be \$308.8 million for the 2006-2008 biennium: \$284.3 million for the retirement and health care credit contributions and \$24.5 million for the group life insurance premium. House Appropriations staff member Craig Burns presented this estimate to the committee at its Oct. 17 meeting in Richmond.

Theoretically, the total local share should be less than that, because the state pays 55 percent of the costs of positions funded by the state. Many school divisions, however, employ more

teachers than funded by the state, and the state does not contribute to these personnel costs. Instead, they are funded entirely by the local government.

Further, the state budgeted salary figure for teachers, which would be the figure used to calculate the state share of retirement costs, lags actual salaries. In 2004, for example, the state budgeted salary figure was lower than actual figures by more than \$2,600. Again, local governments pay the difference.

The General Assembly does not necessarily fund the rates certified by the VRS Board of Trustees, and undoubtedly these rates will face rough going in the legislature, particularly in the House Appropriations Committee.

The VRS board based its certification of rates on an updated actuarial study that is required to be conducted every two years. The study presented to the board determines system assets and liabilities, and employer contribution rates.

The higher contribution rates reflect – in part – the downturn in the stock market in 2000 through 2002.

The actuary uses a five-year smoothing process to recognize gains and losses,

thus lessening extreme swings in rates. The process recognizes 20 percent of excess gains or losses (over the investment assumption) in any one year. Therefore, the system is still recognizing the substantial losses incurred during the economic downturn in 2000-2002.

These losses will have been fully realized by the next biennium (2008-2010), according to Burns. House Appropriations Committee member Leo Wardrup cautioned that he anticipates a steady decline in market returns.

Burns also presented figures showing that the funding status of the state employee and teacher retirement systems continues to decline, although they are higher than they were in 1994.

The teacher system is 79 percent funded, meaning that the trust fund could pay 79 percent of the liabilities it has incurred. The system was more than 100 percent funded in 2000. ♦

JLARC suggests changes to social services operations

A study by the staff of the Joint Legislative Audit and Review Commission has found that local departments of social services are hampered significantly by state bureaucracy.

The deficiencies listed by JLARC included: poor communication from the state level, decreased support from regional offices established by the state, out-dated factors used by the state to determine local staffing adequacy, voluminous and fragmented data requirements that do not translate into useful, strategic information for local departments or for the state, and an overall lack of policy guidance and operational support from the state. JLARC staff presented its findings and a series of recommendations at the Oct. 11 meeting of the commission.

While local administration of the commonwealth’s state-supervised, locally-administered system of social services is generally a strength, some local departments lack the resources and capabilities to carry out their mission effectively. In addition, some local departments do not meet state or federal requirements on three or more performance measures; others struggle with both benefit and service program performance.

JLARC recommendations included the following:

- Replacing the state’s current administrative funding methodology, based upon prior-year funding, to a methodology based on factors such as local caseload and local ability to pay. This does not mean a bigger pie from which administrative costs would be funded; it means the current inadequate

pie would be split differently. Local governments would prefer that more money be made available to hold harmless localities that would lose funding under a new distribution.

- Offering more targeted human resource support to local departments, including helping those with recruiting and retention difficulties and assisting with the management of pending retirement transitions.
- Defining some specific supervisory responsibilities for the state department, including policy advice and guidance; communications regarding relevant federal and state policies and developments; and continuous oversight of local operations and performance to ensure efficient and effective service from local departments.
- Defining specific state support

FROM THE CAPITOL

JLARC changes continued ...

responsibilities, such as information collection necessary to support effective local decision-making; actively identifying opportunities for local performance improvement, and giving guidance, support and resources to improve local performance.

JLARC also recommended that the General Assembly consider establishing a commission or task force to examine the recommendations of the full report and other issues and improvement initiatives for the department. Members of JLARC amended this recommendation to ensure that it was a legislative

commission, not one supervised by the executive branch.

State Social Services Commissioner Tony Conyers responded to the JLARC report on behalf of the department. He generally concurred with JLARC's findings and gave the JLARC commissioners an update on some of the initiatives his department has undertaken to improve data functions and other operations affecting local departments. Conyers, who served for several years as director of human services for James City County before joining the state earlier this year, has experienced the

social services system as a local administrator and now as the system's direct supervisor.

The 2004 General Assembly requested that JLARC study the operation and performance of the social services system. This study did not include the division of child support enforcement, which is primarily federally-funded and state-operated. Additional findings and recommendations about social services operations and management will be presented at the Dec. 12 JLARC meeting. ❖

Eminent domain legislation moves forward

VML continues to work on legislation in response to a U.S. Supreme Court decision issued this summer that appeared to broaden the reasons why a city or town could condemn land.

The 5-4 ruling in *Kelo v New London* touched off protests from legislators and the public across the country. A number of members of the Virginia General Assembly have promised to push for legislation that would trim local condemnation powers, even though the Kelo opinion dealt with a much broader law than Virginia's statute.

VML, working with the Virginia Association of Counties, the Virginia Association of Realtors and others, has drafted a bill to address concerns raised by the Kelo opinion. The legislation would also protect the condemnation authority needed by local governments to carry out redevelopment and other governmental responsibilities.

The Virginia Housing Commission is taking a leading role in the development of legislation. The bill being worked on by VML, VACo and real estate interests is scheduled to be the first order of business Thursday (Oct. 20) at the eminent domain work group of the commission. The initial draft of the bill was well received. Some changes have been made to address the concerns of the various parties and the bill is likely to move forward.

Randy Cook, an attorney who represents both VML and VACo in the House and Senate Courts committees, is leading the work on the legislation for VML.

The work group also is likely to take up the issue of payment of attorneys in condemnation cases. Certain interest groups, especially attorneys who represent landowners in condemnation, support legislation that would require government agencies that condemn land to pay attorneys' fees if the award exceeds the initial offer by a set percentage. Thirty percent is the percentage most often mentioned.

A typical example explains why this proposal is defective: If the offer is \$100,000 and the landowner's appraisal is \$400,000, but the condemnation award is \$150,000, the government would have to pay attorneys' fees. In that example, however, the government clearly won the case, because the award is much closer to the offer than to the demand.

Last session, the General Assembly passed legislation that requires the payment of experts' fees, such as appraisal costs, if the government acts in bad faith. VML is concerned that legislation will be pushed to add attorneys' fees to that law and to require payment of the fees if the award is some percentage higher than the initial offer. ❖

FROM THE CAPITOL**State revenues continue strong performance**

While Virginia's revenue picture in September remained strong, questions are arising about the economic impact Virginia will experience in the coming months as the result of higher energy costs and the fallout from the federal response to hurricanes Katrina and Rita. This was the message delivered by Virginia Finance Secretary John Bennett to the members of the House Appropriations Committee on Oct. 17 in Richmond.

Robust growth in the state's three most volatile revenue sources – corporate income taxes, non-withholding, and recordation taxes – accounted in large part for the continued healthy revenue picture. Monthly collections increased by 11.2 percent in September over the same period a year ago. The three revenue sources mentioned above accounted for 88 percent of the month's revenue growth. Bennett said that Virginia and other states continue to be surprised at the growth in these sources, but believe that such a pace cannot be sustained. For example, housing sales in some markets have started to cool off. Bennett said that it would take between 60-90 days for such trends to start to show up in the state's numbers.

Virginia's largest sources of revenue – individual income tax withholding (60 percent of general fund revenues) and sales tax (21 percent of general fund revenues) – grew during September as well. Withholding grew at 2.4 percent for the month, and sales tax collections grew at 7.7 percent. Bennett said that a large part of the revenue impact of the sales tax rate increase has been offset by the reduction in the sales tax on food.

Bennett said that rising energy costs would hit everyone – individuals and businesses. The extent of the impact depends on how cold the coming months will be and how much people and businesses will spend on heating costs, as well as gasoline supply and costs.

Another unknown is the impact of hurricane recovery and rebuilding costs on the federal budget, and how Congress will deal with those costs. Some in Congress are advocating spending cuts in other domestic programs to help with disaster clean-up costs. Cuts in programs such as health care and food stamps could increase the burden on states and communities, as well as on individuals. ❖

Crime commission endorses harsher dog laws

The Virginia Crime Commission unanimously approved new penalties for owners of roaming dogs that seriously injure someone.

The penalty for cases where there are injuries, rather than death, resulting from an owner recklessly allowing his dangerous dog to roam or escape, would increase from a class one misdemeanor, to a felony punishable by up to five years in prison. The proposed legislation would not require a dog to have been previously identified by a court as "dangerous" for the dog's owner to be subject to a felony offense if a serious injury occurred as a result of the dog roaming at large.

The commission's proposals, endorsed on Oct. 12, will be introduced in the 2006 General Assembly. The commission is holding off reviewing the state's involuntary manslaughter law until after the trial of the owner of three pit bulls that killed an 82-year-old Spotsylvania woman in her yard earlier this year. The trial was continued until late December.

According to state statistics, 30 percent of 564 serious dog bites resulting in overnight hospitalization from 1998-2003 were inflicted on children under the age of 10. ❖

Group home study committee begins work

A joint legislative subcommittee that will study private youth and single family group homes met for the first time on Oct. 17 in Richmond. Creation of such a study was a VML 2005 legislative priority.

The first meeting of the group included presentations by four state agencies with oversight responsibility for group homes. Those agencies are social services, juvenile justice, education and mental health,

mental retardation and substance abuse services. Assisted living facilities are not included in this study.

State agency presentations included information about certification or licensure of homes by each agency, how often homes are reviewed and inspected, and how the agency deals with complaints and violations. One local government representative to the committee questioned the low

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Home study committee continued ...

number of complaints that agencies reported receiving about home operations from residents, staff and communities each year.

The idea for such a study came about as a result a number of communities experiencing substantial growth in the number of privately-run group homes in particular neighborhoods. Local governments have no control over the placement, supervision, or operation of such homes, unless it is a home operated by a local government agency. Issues for communities with private group homes include the lack of information from state agencies about the group homes they oversee, particularly in cases of licensing or regulatory violations, and the potential impact on local services such as public safety and human services if homes lack proper staffing or management. The concentration of homes in particular neighborhoods led some community

leaders to question if such clustering was in opposition to the goal of integrating residents into the community.

A local government representative questioned at least one state agency representative about whether the concentration of homes in the same neighborhood was a good policy. The agency representative responded that she could think of many reasons not to create such concentrations. Other state agency representatives pointed to affordability of properties as a reason that homes were clustered in some areas.

The study committee, chaired by Del. Sam Nixon of Chesterfield, includes six legislators and five citizen members. Local governments are represented by William Davidson, a zoning administrator from the city of Richmond, and Brad Hammer, deputy county administrator for Chesterfield County. Group home operators and a representative of the

community services boards also are represented on the committee.

The study committee will meet again on Nov. 17 at 10 a.m. in House Room C. The meeting agenda will include presentations about state funding streams and an opportunity for local governments, group home advocates and operators to present their concerns, views and suggestions. Committee staff will also try to coordinate a telephone conference call with a national expert. The final meeting will be held Nov. 30 at 2:30 p.m. in House Room C. That meeting will include a public hearing and work session for the joint subcommittee.

Information about the study and meeting materials (the ones from Oct. 17 are yet to be posted) may be found at the subcommittee's Web site: <http://dls.state.va.us/grouphomes.htm>. ❖

JLARC says better oversight is needed for biosolids recycling

The Joint Legislative Audit and Review Commission recommended that the State Health Department inspect more biosolids applications sites and do a better job of collecting biosolids fees. Biosolids are treated sewage sludge that can be applied to land as a fertilizer.

The commission, directed by House Joint Resolution 643 to review Virginia's biosolids program, also concluded that the health department needs to improve training and other technical support it gives local government staff that monitor the application sites.

In its Oct. 11 report to the commission, JLARC staff said that the Virginia Department of Health should have collected an additional \$80,000 in biosolids fees. Contractors are required to collect the fees from biosolids generators in localities that have adopted a local ordinance. The costs associated with local monitoring and testing programs are reimbursed from state funds generated through the biosolids use fee. But few

counties have taken advantage of this program, which was established by the 2001 General Assembly and allows counties to conduct their own monitoring and testing programs.

According to the JLARC report, if more state inspectors are added, the biosolids fee fund should be collected for all applications of biosolids, not just in those localities that have adopted local ordinances. This would ultimately increase the cost for municipal wastewater treatment facilities to dispose of wastewater residuals.

Biosolids land application is one of three methods that Virginia localities use to dispose of the residue left over after treating wastewater. The other two options are incineration and landfill disposal. Neither of these two options takes advantage of the nutrients and organic material in biosolids, and both are usually more expensive than land application.

The JLARC report entitled *Review of Land Applications of Biosolids in Virginia* is available at <http://jlarc.state.va.us>. ❖

FROM THE CAPITOL

Grants available for wastewater upgrades

Applications for Water Quality Improvement Fund money to pay for nutrient removal technology are due by Dec. 5.

The funds are available to so-called significant wastewater dischargers, and can cover from 35 percent to 75 percent of the costs to design and install nitrogen and phosphorus removal equipment. The director of the Department of Environmental Quality can approve a grant application for more than 75 percent by considering comparative

revenue capacity, revenue efforts and fiscal stress.

The funding is part of Virginia's strategy to reduce pollution into the Chesapeake Bay and other Virginia waters. In late September, the State Water Control Board approved stringent waste load allocations for most of the state. While nutrient load allocations for the York and James River basins have not yet been determined, significant dischargers in those basins may apply to install "State of the Art" technology.

Once final allocations in those basins are approved by the SWCB, these dischargers will be offered a supplemental opportunity to apply for grant assistance.

In fiscal year 2006, \$65.7 million is available to the WQIF for wastewater upgrades. For WQIF grant guidelines, go to <http://www/deq.virginia.gov/bay/WQIFGuidelinesSept2005.pdf>. For an application, go to <http://www/deq.virginia.gov/bay/wqif.html>. ❖

ETCETERA

Report: Virginia water, sewer rates increase

Water rates across the state have increased by about 7 percent and sewer rates have increased about 5 percent since 2004, according to a new report.

Water providers charged residential customers inside their jurisdictions an average of \$21 monthly in 2005. For customers located outside the locality, the monthly cost for water was \$27. Wastewater providers charged customers within the locality an average of \$25 monthly for sewer service. Residential customers outside the locality paid about \$33 monthly for sewer service.

Rates vary widely across the state. Water rates range from as low as \$6 a

month, up to about \$60 monthly. Monthly wastewater rates range from about \$11, to nearly \$54. Ideally, rates should reflect the cost of providing service. This depends on the size of the treatment facilities, the number of customers, type of water supply, quality of receiving waters and age of assets. Two neighboring utilities with similar customer bases could have very different costs that justify different rates and rate structures.

The report also asked about plans for future water supplies. New state regulations require that local governments develop long-term water supply plans. The regulatory requirements will be phased in over the next five years. Some local

governments, 17 percent, already have in place a water supply plan that meets the new state regulations. More than a third of respondents said they will need additional water source capacity in the near future.

The *17th Annual Virginia Water and Wastewater Rate Report 2005*, prepared by Draper Aden Associates with the Virginia Municipal League and the Virginia Association of Counties, summarizes responses from 149 water and wastewater providers across the state.

The new report will be available during the VML Annual Conference at the Draper Aden Associates booth (No. 5) in the exhibit hall. Or, send an e-mail to wssurvey@daa.com to request a copy. ❖

Training scheduled for compensation survey system

The Virginia Institute of Government's new Compensation Survey System is up and running, but too many localities are still sitting on the sidelines.

One hundred thirty localities have registered for the system, but only about 30 percent of them are inputting data. Substantially more local governments need to submit data to ensure the value and success of the system.

The institute will offer first-time training and retraining sessions the week of Oct. 31-Nov. 4. New trainee sessions

will run from 9 a.m. until noon. Retraining and a Q&A session for existing users will run from 1-4 p.m.

Training sites and dates:

Oct. 31 - College of William and Mary, Williamsburg.

Nov. 1 - UVA Continuing Education Center, Richmond

Nov. 2 - Roanoke Higher Education Center, Roanoke

Nov. 3 - University of Mary Washington, Fredericksburg

Nov. 4 - UVA Continuing Education Center, Richmond

Call or e-mail Kendra Scott at kps3h@Virginia.edu (804/371-0202) or Jovan Hackley at jh5sr@Virginia.edu (804/371-0202) to sign up for one of the free sessions. Attendees will be responsible for any parking costs. No food or beverages will be provided, so plan accordingly. Directions to your selected training site will be e-mailed to you prior to the session. ❖

REGULATIONS

Final Regulations

Local and Regional Water Supply Planning. The State Water Control Board has proposed a regulation that establishes a planning process and criteria that all local governments will use in the development of local or regional water plans. These plans will be reviewed by the Department of Environmental Quality and a determination will be made by the State Water Control Board on whether the plans will be reviewed to assess adequacy and sufficient changes will require the submission of an amended plan and review by the board. All local programs will be reviewed, revised and resubmitted to the Department of Environmental

Quality every 10 years after the last approval. Contact Scott Kudlas, Department of Environmental Quality, at 804/698-4456 or e-mail him at swkudlas@deq.virginia.gov for additional information.

Investigation of Child Abuse and Neglect in Out of Family Complaints. The State Board of Social Services has proposed action to incorporate changes in to the regulation that are required by Chapters 767 and 806 of the 2005 Acts of Assembly. These changes pertain to clarification of procedures for conducting a Child Protective Services investigation of a teacher, principal, or other person employed by a local school board or employed in a school operated by the Commonwealth of Virginia. The action provides that if, after investigation of a

child protective services complaint, the local department of social services determines that the actions or omissions of a teacher, principal, or other person employed by a local school board or employed in a school operated by the Commonwealth were within such employee's scope of employment and were taken in good faith in the course of supervision, care, or discipline of students, then the standard in determining if a report of abuse or neglect is founded is whether such acts or omissions constituted gross negligence or willful misconduct. For more information, contact Rita Katzman, Department of Social Services, at 804/726-7554 or e-mail her at rita.katzman@dss.virginia.gov. ❖

POSITIONS

Longer version of job ads posted at www.vml.org

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

Information Systems Specialist, Nelson County

SALARY: \$32,576-\$36,857 to start DOQ (+) benefits. Primary duties include assisting in maintaining the county's computer network, telecommunications and financial accounting systems, and monitoring the county's mapping and geographical information systems and E-911 database. For job description and county application, see www.nelsoncounty.com/financeandhr. Submit completed county employment application and resume with 3 references and salary requirements to: Nelson County Administrator's Office, P.O. Box 336, Lovingson, VA 22949. 434/263-7000. Open until filled. EOE.

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

SALARY: \$59,116-plus DOQ (+) benefits. Assists in planning, coordinating and supervising street maintenance, solid waste collection, equipment repair, automotive fleet inventory and maintenance; ensures timely removal of snow and ice, sidewalk repair, curb, gutter and paving activities, and implementing a maintenance program for storm sewer cleaning; assists in supervising maintenance and repair activities for the city water distribution and sanitary sewer systems. Send resume to City of Falls Church, HR Division, 300 Park Ave., Falls Church, VA 22046 or hr@fallschurchva.gov. See www.fallschurchva.gov for additional info. A copy of your driving record obtained from DMV must accompany resume. Open until filled. EOE.

Erosion and Sediment Control Inspector (PT), Falls Church

SALARY: \$15.72 per hour w/prorated benefits. 8:30 a.m.-2 p.m. Mon.-Fri., 28 hrs. per week. Responsibilities include inspecting construction activities, preparing field reports, issuing violation notices, participating in meetings, filing and record-keeping, and communicating with contractors / builders / citizens to ensure that state mandated E&S regs. are fully complied with. Submit resume to City of Falls Church Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or e-mail to hr@fallschurchva.gov. See

www.fallschurchva.gov for additional info. Open until filled. EOE.

Recreation Program Supervisor, Falls Church

SALARY: \$47,780-\$56,000 DOQ (+) benefits. Plans, organizes and supervises special events, recreation programs and center activities; responsible for hiring of seasonal and FT recreation positions. Reqs. bachelor's degree; Park and Recreation Professional Certification preferred. Send resume to: Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or hr@fallschurchva.gov. See www.fallschurchva.gov for additional info. Deadline: Nov. 1. EOE.

Director of Clean Rivers, Alexandria Sanitation Authority

SALARY: DOQ/DOE (+) benefits. Lead new division that includes the liquid processes of preliminary and primary biological nutrient removal, tertiary treatment, filtration and UV treatment, as well as pretreatment and site storm water management, interceptors and pumping stations. Relevant advanced degree in technical or mngmnt. field preferred; must have at least 5 yrs. progressively responsible supervisory or mngmnt. exper. in wastewater industry. Valid PE preferred. Resume with cover letter and salary history by fax to 703/549-0763, or by e-mail to repenn@alexsan.com, or by mail to: Personnel DCW-03, P.O. Box 1987,

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POSITIONS

Alexandria, VA 22313. Direct inquiries to Karen Pallansch at 703/549-3381. Open until filled. EOE.

County Administrator, Brunswick

SALARY: DOQ/DOE (+) benefits. Reqs. bachelor's in public admin., planning, business or related field and 3-5 yrs. local govt. exper.; advanced degree in relevant field is preferable. A complete job description is available from the Office of the County Administrator. Submit cover letter, resume, salary history and 3 professional references to: Brunswick County Board of Supervisors, 102 Tobacco St., Post Office Box 399, Lawrenceville, VA 23868; Tel. 434/848-3107. No e-mail or faxes accepted. Deadline: 2 p.m. Nov. 2. EOE.

Superintendent of Streets, Staunton

SALARY: \$36,862-\$60,821 (+) benefits. Manages daily operations of the Public Works Streets Division. Submit City of Staunton application and resume to: City of Staunton, Human Resource Office, P.O. Box 58, Staunton, VA 24402. Deadline: Nov. 4. EOE.

Town Manager, Bowling Green

SALARY: DOQ/DOE (+) benefits. (Pop. 1,000) Reqs. bachelor's degree in public admin. or related field and min. 3 yrs. exper. in municipal govt. Submit letter and detailed application to Susan Sili, Town of Bowling Green Personnel Committee, P.O. Box 629, Bowling Green, VA 22427. Open until filled. EOE.

Assistant Town Manager, Purcellville

SALARY: \$57,616-\$89,381 starting range DOQ (+) benefits. Readvertised / new pay grade. Departments to be supervised may be restructured based upon experience. Coordinate economic development activities with Planning Dept. while serving as special project manager. Serve as point person for all public and media inquiries and handles all news releases. MPA/MBA preferred with 5 yrs. executive mngmnt. exper., preferably with local or state govt. Send resume with supporting documentation to Tracy DeMonte, Personnel/Human Resource Specialist, 130 E. Main St., Purcellville, VA 20132. Open until filled. EOE.

Systems Developer, Richmond

SALARY: \$35,914-\$97,025. Work with programming staff and user organizations.

Hardware platform is a combination of HP Unix Servers and NT Servers over a wide area network. Also supports interfaces to a z/OS/390 IBM mainframe. Environment for HP Server includes ORACLE (FORMS 6, 6i, & 9i & 10g, REPORTS, PL/SQL, 9iAS & 10gAS). Reqs. BS or AS in computer science or related field, 1-3 yrs. programming exper. with 2 yrs. in computer systems analysis and design. Submit application to: HR, Room 109, P.O. Box 26505, Richmond, VA 23261-6505. Visit www.richmondgov.com for more info. Open until filled. EOE.

Town Clerk-Treasurer, Big Stone Gap

SALARY: Mid to upper \$30,000 range (+) benefits. Provide professional and admin. support to town manager and town council. College degree or attaining college degree req. Local govt. exper. preferred. Possess or obtain a Municipal Clerk Certification from IIMC within 5 yrs. For complete job description contact the Town Clerk/Treasurer's Office at 275/523-0115, or at 505 E. 5th Street, S., Big Stone Gap, Va. 24219. Send resumes to above address. Deadline: Dec. 1. EOE.

Public Information Officer, Herndon

SALARY: \$53,713-\$66,000 to start DOQ/DOE (+) benefits (\$53,713-\$85,940 full range. (Pop. 22,000) Plan and implement full range of public info. and community relations programs; maintain town's Web site; and conduct community outreach campaigns. Reqs. bachelor's degree in mass com., PR or related field and 6-9 yrs. relevant exper. Call 703/481-1185 or e-mail 'jobs@town.herndon.va.us for information / application. Visit <http://herndon-va.gov>. Open until filled. EOE.

Purchasing Agent, Herndon

SALARY: \$45,222-\$57,319 (+) benefits to start DOQ/DOE (\$45,222-\$72,355 full range). (Pop. 22,000) Oversee all purchasing operations. Reqs. bachelor's degree, min. 4 yrs. exper., CPPO certification or equiv., and effective contract negotiation skills. Town of Herndon application req. Contact: 703/481-1185, e-mail jobs@herndon-va.gov or visit <http://herndon-va.gov>. Open until filled. EOE.

Building Code Official, Nelson County

SALARY: DOQ/DOE (+) benefits. Conduct site inspections and issue corrective orders in accordance with USBC, IBC

and VADR; administer and enforce local erosion and sediment control ordinance; manage dept. bdtg. Must possess working knowledge of: USBC, IBC and VADR. Reqs. 5 yrs. exper. in building inspections or related field. Submit county application and/or resume with 3 references and salary reqs. to: Nelson County Administrator's Office, P.O. Box 336, Lovingston, VA 22949. Tel: 434/263-7000. Application and job description at <http://www.nelsoncounty.com/financeandhr>. Open until filled. EOE.

Building Inspector, Nelson County

SALARY: \$28,183-\$31,886 starting range (+) benefits DOQ. Conduct site inspections and issue corrective orders in accordance with USBC and IBC. Working knowledge of USBC and IBC desired. Submit county application to: Nelson County Administrator's Office, P.O. Box 336, Lovingston, VA 22949. Tel: 434/263-7000. Application and job description at <http://www.nelsoncounty.com/financeandhr>. Open until filled. EOE.

Branch Manager, Meherrin Regional Library System (Emporia)

SALARY: \$27,680 min. to start DOE (+) benefits. Assists in supervision of the Meherrin Regional Library System by managing the William E. Richardson Jr. Memorial Library in Emporia. Reqs. master's degree in library science from ALA-accredited program plus 1-2 yrs. supervisory exper. in public libraries; or equiv. comb. of training and exper. Obtain Va. professional librarian certification within 6 mos. Submit letter of application, resume and 3 professional references to Sarah A. P. Raible, Director, Meherrin Regional Library System, 133 W. Hicks St., Lawrenceville, VA 23868. Open until filled. EOE.

Regional Planner, Rappahannock-Rapidan Regional Commission (Culpeper)

SALARY: \$35,000-\$40,000 DOQ/DOE (+) benefits. Reqs. strong familiarity with local govt. and regional planning; knowledge of transportation, land use, environmental quality planning. Exper. in town and county comprehensive plan updates a plus. Reports to the deputy director. Submit a statement of interest and resume to: Mark Van de Water, 420 Southridge Parkway,

POSITIONS

Suite 106, Culpeper, VA 22701. Full position description and other info. at www.rrregion.org. Deadline: Nov. 14. EOE.

Public Utilities Engineer (Water / Wastewater), Warrenton

SALARY: \$56,890 DOQ (+) benefits. Reqs. B.S. in civil, environmental or sanitary engineering and possession of a Va. state professional engineer's license. Submit required Town of Warrenton employment application to: Human Resource Director, Town of Warrenton, P.O. Drawer 341, Warrenton, VA 20188 (18 Court St., Warrenton, VA 20186). Applications may be printed from www.warrentonva.gov. Open until filled. EOE.

Director of Administration, Fishers, Indiana

SALARY: DOQ. Assist town manager with daily operations. Interact with dept. heads and the community while assisting with acquisition of property, capital improvement needs and projects, and negotiation of contracts or agreements. Coordinate townwide performance measurement; coordinate annual bdtg; administer bond proceeds. Reqs. relevant bachelor's degree or equiv. experience; 2 yrs. previous admin. and supervisory exper. Submit resume or application to hr@fishers.in.us or mail to 1 Municipal Drive, Fishers, IN 46038 or fax to 317/595-3110. Open until filled.

County Planner I, Henrico

SALARY: \$36,128-\$63,416. Emphasis on review of detailed engineered plans of development, subdivision plans, architectural plans, landscape plans, lighting plans and building permit applications for conformity with county codes and regulations, zoning proffers, the comprehensive plan, landscape architecture, engineering principals and county development policies. Degree and/or exper. in planning, landscape architecture and/or civil engineering, including ability to read and interpret detailed site construction, landscape architectural, and lighting plans strongly preferred. AICP or CLA certification desirable. For full description or to apply, visit www.henricojobs.com. Job #1001-0067. Deadline: Nov. 6. EOE.

County Planner II, Henrico

SALARY: \$40,919-\$71,825. Apply workable knowledge of statistics, mathematics, economics, sociology, zoning, land use, GIS, urban design and map reading in

researching and drafting staff reports for rezoning, provisional use permits, small area studies and special projects, including site selection analysis and updates to the comprehensive plan. Must have either master's degree in planning and min. 1 yr. professional exper. in urban and/or county planning or bachelor's degree combined with min. 3 yrs. of professional exper. in urban and/or county planning. Applicants with master's degree and less than 1 yr. exper. may be considered to fill position as Planner I. AICP certification preferred. For full description or to apply, visit www.henricojobs.com. Job #1001-0076. Deadline: Nov. 6. EOE.

County Planner III, Henrico

SALARY: \$44,942-\$78,886. Assists the principal planner and provides direct supervision over professional and technical staff, including coordinating data collection and coordinating and drafting staff recommendations to the planning commission and board of supervisors; advise the public and customers on the comprehensive plan, zoning ordinance and county planning policies. Reqs. master's degree in urban planning or related field and 2 yrs. of professional exper. or equiv. comb. of exper. and training. Supervisory exper. preferred. AICP certification preferred. For full description or to apply visit www.henricojobs.com. Job #1001-0075. Deadline: Nov. 6. EOE.

County Administrator, Alleghany

SALARY: DOQ/DOE (+) benefits. (Pop. 17,215) \$72 million bdtg. Reqs. 5 (+) yrs. county or city mngmnt. exper. Strength needed in finance, personnel, intergovernmental relations, economic dev., water and sewer. Prefer master's in public admin. or related degree, but exper. will be considered. Send letter with salary reqs., resume and list of references to: Search Committee, c/o Melissa Landis, Office of the County Administrator, 9212 Winterberry Ave., Covington, VA 24426. Open until filled. EOE.

Executive Director, Williamsburg Area Transport

SALARY: \$68,246-\$102,369 DOQ. Oversee daily operations and the legal establishment of the Williamsburg Area Public Transit Authority. The authority will be an independent regional organization with a board of directors. Annual ridership is more than 500,000. With the establishment of the authority, public transit service will include service in the Colonial

Williamsburg Foundation area. The combined operation will have a bdtg. of more than \$4 million and ridership of more than 3 million. Bachelor's degree req. For details on how to apply, visit www.jccEgov.com, or call 757/253-6736. Deadline: Oct. 28. EOE.

Human Resources Director, Frederick County

SALARY: \$60,673-\$75,000 DOQ. Administer all HR programs, including payroll, benefits and recruitment, and is responsible for the development, interpretation and maintenance of personnel policies for a work force of 570+ full time and 250+ part time employees. Must possess extensive HR mngmnt. exper. Masters degree desirable. Cover letter, resume and Frederick County application required. Apply to: County of Frederick, HR Department, 107 N. Kent St., Winchester, VA 22601. Only applicants selected for interview will be contacted. Deadline: Nov. 30. EOE.

Enterprise Zone Administrator, Department of Housing and Community Development

SALARY: \$38,000-\$45,000 hiring range. Assist in implementation of the work plan for the VA Enterprise Zone (EZ) Program that stimulates economic activities in distressed areas through the use of tax credit and grant incentives. For details, go to Job Opportunities at www.dhcd.virginia.gov. Mail, fax or e-mail a required state application to: DHCD, Human Resources, 501 N. 2nd St., Richmond, VA 23219. Fax: 804/786-7310; e-mail hroffice@dhcd.virginia.gov. Phone: 804/371-7000. Position #00026 Deadline: Oct. 28. EOE.

Community Development Program Administrator, Department of Housing and Community Development

SALARY: \$38,000-\$45,000 hiring range. Responsible for providing microenterprise assistance, training and grant oversight to Virginia Enterprise Initiative (VEI) sites across the state as a member of the Community Revitalization and Development Unit. For details, go to Job Opportunities at www.dhcd.virginia.gov. Mail, fax or e-mail a required state application to: DHCD, Human Resources, 501 N. 2nd St., Richmond, VA 23219; Fax: 804/786-7310; e-mail hroffice@dhcd.virginia.gov. Phone: 804/371-7000. Position #00236. Deadline: Nov. 4. EOE.

Continued on page 10

POSITIONS

Assistant City Manager for Community Development, Hopewell

SALARY: \$81,211 to start (+) benefits. Oversee depts. of social services, recreation, development and tourism. Advise city manager on intergovernmental and human service issues and activities; coordinate departmental activities; manage projects related to all city functions. Prefer master's in public admin. or related field and at least 8 yrs. progressively responsible exper. in local govt. mngmnt. Hopewell application must be submitted and is available at the Human Resources Office at 300 N. Main St., Hopewell, VA 23860, telephone: 804/541-2211 804/541-2245, fax: 804/541-2248, or access an application at www.ci.hopewell.va.us. Deadline: Nov. 7. EOE.

Other positions

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

Assistant Director of Public Works, Manassas

SALARY: \$67,662-\$108,264 (+) benefits. Open until filled.

Engineer II, Richmond Department of Public Utilities

SALARY: \$47,274-\$77,650 range DOQ. Open until filled. .

Engineer II (2 positions), Richmond Department of Public Utilities

SALARY: \$47,274-\$77,650 range DOQ. Open until filled.

Engineer II, Richmond Department of Public Utilities

SALARY: \$47,274-\$77,650 range DOQ. Open until filled.

Chief of Design and Construction, Leesburg

SALARY: \$46,461-\$78,055 DOQ (+) benefits. Open until filled.

Principal Engineer / Team Leader, Leesburg

SALARY: \$46,461-\$78,055 DOQ (+) benefits. Open until filled.

City Manager, Bedford

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

Assistant Director of Electric Utility, Manassas

SALARY: \$80,000-\$105,000 (+) benefits. Open until filled.

Zoning and Plans Inspector I, Franklin County

SALARY: \$27,080 to start (+) benefits. (Pop. 49,095). Open until filled.

Executive Director, Commonwealth Regional Council

SALARY: \$80,000-\$120,000 DOQ negotiable (+) benefits. Open until filled.

Housing Inspection Agent, Prince George County

SALARY: \$12 hour / 20 hrs. per week. Readvertisement. Deadline: Oct. 28.

Risk Manager, Suffolk

SALARY: \$67,621-\$82,829 (midpoint). Deadline: Oct. 21.

Tourism Coordinator, Fauquier County

SALARY: \$30,830-\$46,246 (+) benefits. Open until filled.

Building Official, Warrenton

SALARY: \$54,181-\$83,981 (+) benefits full range. Deadline: Oct. 28.

Planner / Zoning Administrator, Round Hill

SALARY: Up to \$60,000 DOQ (+) benefits. Deadline: Oct. 21.

Assistant Town Manager, Ashland

SALARY: \$54,852-\$73,145 DOQ/DOE to start (+) benefits. Open until filled.

Wastewater Plant Chief Operator, Lawrenceville

SALARY: DOQ/DOE (+) benefits. Deadline: Oct. 31.

Public Works Director, Rockingham County

SALARY: DOQ/DOE. Open until filled.

City Arborist, Virginia Beach

SALARY: \$50,238-\$75,357 (+) benefits. Deadline: Oct. 20.

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, Oct. 28. 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

Virginia Municipal League Annual Conference, Oct. 23-25, Richmond

The 100th annual meeting of VML will be held at the Richmond Marriott Hotel in downtown at the corner of 5th and Broad streets. Contact: Joni Terry at 804/649-8471 or jterry@vml.org. Exhibitors contact: Kimberly Pollard at 804/649-8471 or kpollard@vml.org.

16th Annual Virginia GIS Conference, Oct. 24-25, Richmond

Hosted by the Virginia Association of Planning District Commissions at the Greater Richmond Convention Center. Call for papers deadline is July 15. Access www.richmondregional.org for additional information and to register online.

Designing and Evaluating Residential Walls with Large Openings Course, Oct. 25-27, Blacksburg

This course is designed for plan reviewers, building inspectors, building officials, home inspectors, residential designers, engineers, architects and homebuilders. The primary focus and objectives of it are a mastery of the application of prescriptive wall lateral design provisions of the 2003 International Residential Code™(IRC). For more info. and registration details, visit: www.conted.vt.edu/sdww.

2005 Virginia Quality Conference and Forum for Excellence, Oct. 26, Williamsburg

Hundreds of local government, education, healthcare and business representatives will gather to learn about best practices and how to improve performance and attain results. The 2005 award recipients of the U.S. Senate Productivity and Quality Award for Virginia will also be presented at a mid-day luncheon. For more information on the conference, visit www.vaquality.org. Visit www.spqa-va.org or contact SPQA Executive Director Bob Bowles at 757/523-6762 or director@spqa-va.org to learn more about the SPQA program.

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.

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
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