

# Update

April 21, 2006

The newsletter of the  
Virginia Municipal League

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*Regional transportation projects jeopardized*

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*Reminder: NIMS compliance date is Sept. 30*

### Town Section meetings registration form available

The registration form for the regional Town Section meetings scheduled for May and June is on page 7 of this edition of *Update*. The form was also mailed to all member towns recently. Town officials planning to attend one of the four meetings should return the form to VML as soon as possible. ❖

## Machinery and tools tax bills headed back to governor

Gov. Tim Kaine's amendments to two bills that would have affected the collection of the local machinery and tools tax by defining "idle equipment" were rejected at the April 19 reconvened session of the General Assembly, but not by veto proof margins.

As a result, HB 1290 (Saxman) and SB 260 (Wagner) will be returned to the governor. Kaine has the option of signing the bills in their original form, vetoing them, or allowing them to become law without his signature.

Fifty-two members of the House voted to reject the governor's amendments to HB 1290. Sixty-six votes, however, were needed to rule out the possibility of a Kaine veto.

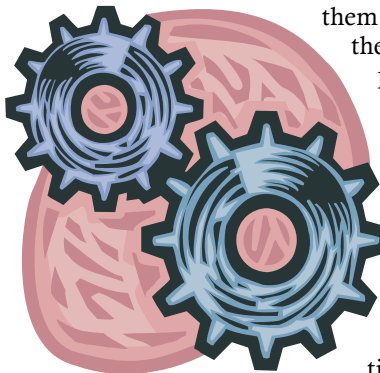
Forty-seven delegates voted in favor of the amendments.

The Senate voted 19-19 on the amendments to SB 260. Lt. Gov. Bill Bolling then cast the tie-breaking vote against them. The 20 no votes fell short of the 27 necessary to rule out the possibility of a Kaine veto.

The governor's amendments would have removed the new definition of "idle equipment" in the section of state law dealing with the taxation of machinery and tools.

Should the governor veto the bills, the existing definition will continue to be used.

VML's legislative staff thanks the many local government officials who sent letters to the governor and to their delegation in support of these amendments. ❖



## Budget impasse continues after 2 sides meet

The state budget stalemate continues. After an almost eight-hour reconvened session on Wednesday (April 19), the House and the Senate met briefly in special session. The House adopted its version of the "caboose" budget bill (HB 5003), which makes mostly technical corrections to the current biennium ending June 30, 2006.

The Senate moved forward separate versions of the "caboose" budget and the biennial budget (2006-2008), which it had previously joined as one bill. The House had rejected the merged version of the two bills, viewing them as "out of order."

During the discussion, Sen. Ken Cuc-

cinelli asked for a ruling from the President of the Senate (Lt. Gov. Bill Bolling) about the appropriateness of having tax increases imbedded in the budget. Bolling upheld a prior ruling by former Lt. Gov. Tim Kaine that rationalized that taxes and revenues are integrally related.

Both bodies adjourned and are scheduled to return April 26 at noon. The Senate Finance committee slated a meeting for 9 a.m. that day. The House also has scheduled a 2 p.m. session on April 27.

House and Senate budget conferees held a short meeting on Tuesday (April 18), but no progress was reported. ❖



**FROM THE CAPITOL**

# Regional transportation projects jeopardized

**H**ampton Roads may lose federal transportation funding and see \$8.39 million already spent on environmental impact statements go to waste if the region does not get a commitment for long-term state funding and authority to impose tolls or otherwise raise revenue for priority transportation projects.

This was the message delivered by Norfolk Mayor Paul Fraim to the members of the Senate Finance Transportation Subcommittee at an April 18 meeting in Richmond. Fraim and Hampton Roads Partnership President E. Dana Dickens III, along with elected leaders from Prince William and Fairfax counties, addressed the committee on the transportation needs of their localities and on proposed legislation addressing regional transportation authorities in Hampton Roads and Northern Virginia.

Fraim said Hampton Roads needs \$275 million per year in state funding for about 30 years, in addition to funding that could be generated by locally-imposed tolls, to keep at least six prior-

ity projects in line for federal approval and funding. Federal rules require that adequate funding will be available to complete projects over the next 20 years. If not, federal regulations prohibit inclusion of these projects in the approved Long Range Transportation Plan. This in turn prohibits VDOT from including these projects in its six-year improvement plan. In short, the projects would disappear unless the localities paid for them exclusively.

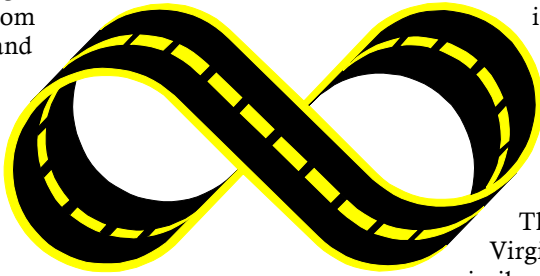
Also at risk is funding earmarked in the recent federal transportation reauthorization for a project in Hampton Roads. If state funding is unavailable to match the federal funds, the federal funds would be turned back and reallocated to another state. The Northern Virginia leaders had similar stories to tell the committee.

Legislation addressing regional transportation authorities has been offered by Sens. Fred Quayle (SB 5010), Richard Saslaw and Jeanmarie Devolites Davis (SB 5008 and SB 5007, to be combined), and more recently Sen. Charles Colgan (bill not yet numbered).

The subcommittee heard the bills, but did not act on them yet. These bills would give localities in those areas the ability to use a variety of revenue measures, including a half-cent sales tax, a local option 10-cent add on to the state grantor's tax, and authority to levy tolls to help pay for projects in their regions.

The General Assembly previously approved legislation that allows Northern Virginia to establish a regional transportation authority, but it has no financial resources with which to build projects. The bills proposed for the Northern Virginia authority would create revenue options for use by the local governments within the authority, such as the optional local add-on to the grantors tax. These funds would be locally authorized and generated in order to allow the authority to issue bonds or otherwise pay for transportation improvements. The Hampton Roads proposal would create a regional transportation authority and give it revenue options for its member local governments to pursue as a group.

In neither case are these bills meant to supplant efforts to pass a statewide transportation plan. The local governments leaders and the bill patrons expressed their intention that these plans be done in conjunction with a statewide transportation funding plan. ❖



## Governor's vetoes stand



**T**he House of Delegates failed to muster the 66 votes necessary on Wednesday to override the vetoes of six bills by Gov. Tim Kaine.

The vetoed bills included HB 1547 (Athey), which would have allowed people without concealed weapons permits to store firearms in locked compartments in their vehicles.

The House also did not override the vetoes of legislation that would have transferred the appointment of the directors of the Tobacco Indemnification Commission and the Tobacco Settlement Commission (HB 706, HB 1545) from the governor to the General Assembly. The House also did not override HB 673, which transferred to the General Assem-

bly the authority to make appointments to the Commonwealth Transportation Board.

The Senate also failed to override the one Senate bill that the governor vetoed. It was identical to the House bill that would have allowed the General Assembly to appoint the Commonwealth Transportation Board. ❖

## FROM THE CAPITOL

## Housing sales slowing in state

The rate of home sales in Virginia is slowing down, according to Secretary of Finance Jody Wagner. The finance secretary told the House Appropriations Committee on Wednesday (April 19) that recordation tax collections – adjusted not to recognize the 2004 recordation tax increase – are relatively flat.

Wagner also presented a chart showing that pending home sales in Northern Virginia, Hampton Roads and the Richmond area are lower than last year. These three metropolitan areas represent about 77 percent of all recordation taxes.

Wagner also reported on the con-

tinued slowdown in monthly sales of tobacco stamps. Revenues from the Tobacco Master Settlement Agreement, estimated to be \$52.98 million in FY06, will be reduced to reflect withholding of payments by R. J. Reynolds and Lorillard, although the exact effect is unknown at this time.

In all, Wagner said that total state general fund revenues are increasing at a 7.8 percent growth rate, slightly higher than the 7.4 percent projected growth rate that serves as the basis for revenue projections for the state budget. ❖

## ETCETERA

## Reminder: NIMS compliance date is Sept. 30

Local and state governments must achieve full compliance with the National Incident Management System (NIMS) by Sept. 30 to be eligible for any federal preparedness funding beyond that date. The system provides a national framework dealing with prevention, response and recovery from domestic incidents.

In order to meet the compliance requirements, local governments must meet 17 elements defined by the Department of Homeland Security. They can be

reviewed at <http://www.vaemergency.com/programs/nims/index.cfm>. The Web site also provides compliance resources and links to related federal sites.

NIMS, developed and released by the Department of Homeland Security in 2004, is the first-ever standardized approach to incident management and response.

For more information, contact Sam Hoffman at [sam.hoffman@vdm.virginia.gov](mailto:sam.hoffman@vdm.virginia.gov). ❖

## POSITIONS

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

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

### Water & Sewer System Engineer, City of Manassas

SALARY: \$54,000-\$75,000 (+) benefits. Perform engineering, planning and project management of water and sewer system initiatives, including drought planning, emergency action planning, dam safety compliance implementation, land use and lake management. Reqs. bachelor's degree in engineering or physical science and exper. in water resources mngmnt.

Registered P.E. or candidate pursuing P.E. preferred. Apply: Department of Human Resources, 9027 Center St., Manassas, VA 20110. FAX: 703/257-5827 or e-mail: [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us); Web site: [www.manassacity.org](http://www.manassacity.org). Open until filled. EOE.

### Director of Public Works, Buena Vista

SALARY: \$55,975-58,809 hiring range (+) benefits. (Pop. 6,500) Prefer bachelor's degree in civil engineering or related field and min. 5 yrs. exper. in govt. public works setting as: public works director, assistant director or other similar position. Manage the DPW and following divisions: Streets, Storm Drainage, Refuse, Maintenance/ Building & Grounds, Garage and Cemetery. Responsible for dept. bdgt. Send complete resumes to: City Manager, City of Buena Vista, Attn: Public Works Director, 2039 Sycamore Ave., Buena Vista, VA 24416. Open until filled. EOE.

### Town Manager, Pennington Gap

SALARY: DOQ/DOE (+) benefits. Prefer degree in public administration, political science, civil engineering or business management of a closely related field and/or 5 yrs. exper. in municipal administration; proven communication skills; ability to manage town's financial affairs. Must: be able to work in federal/state funding projects; be able to manage and organize personnel; have ability to work with regulatory agencies; have knowledge of accounting / bookkeeping and budget preparation etc.; have ability to establish and maintain good public relations; have good character. Must submit to criminal record check and pass bonding reqs. Submit applications to: Town of Pennington Gap, 131 Constitution Road, Pennington Gap, VA 24277. Deadline: June 16. EOE.

*Continued on page 4*

## POSITIONS

### Chief Financial Officer, Colonial Beach

SALARY: \$35,000-\$50,000 (+) benefits DOQ/DOE. Supervises 3-member staff that oversees all areas of tax collection, including accountability of funds, data entry equipment and oversight of accounts payable. Copy of complete job description available. Reqs. BA/BS with emphasis on accounting/finance or equivalent expertise in MS Office Suite, knowledge of Bright Accounting System software. Send resume with cover letter outlining salary history to: Town Clerk (Attention: Chief Financial Officer Selection), 18 N. Irving Ave., Colonial Beach, VA 22443. Deadline: May 20.

### Chief of Police, Blacksburg

SALARY: \$57,000-\$85,500 hiring range (+) benefits. (Pop. 40,000-plus) Serves as chief law enforcement officer of largest town in Va. Department is a nationally accredited agency with 82 employees and \$5.6 million annual bdtg. Reqs. bachelor's degree in criminal justice or related field and min. 10 yrs. law enforcement exper., with at least 5 yrs. of exper. in a mngmnt. or supervisory capacity. Req. town application and additional info. available at the Human Resources Office in the Municipal Building at 300 S. Main St., Blacksburg, VA 24060 or can be downloaded at [www.blacksburg.gov](http://www.blacksburg.gov). Deadline: June 2. EOE.

### Assistant Director of Planning and Community Development, Stafford County

SALARY: \$60,756-\$92,435 (+) benefits. New position under general direction of the director of planning and community development. Advise and assist with planning, directing and supervising activities and programs within the department pertaining to review of community development proposals, development projects and long range planning. Reqs. relevant bachelor's degree and considerable local govt. planning exper. in Va; supervisory exper.; AICP certificate. Apply on-line at [www.co.stafford.va.us](http://www.co.stafford.va.us). Job #1224. Open until filled. EOE.

### Purchasing Agent, Goochland County

SALARY: \$47,324-\$71,165 (+) benefits. Act as purchasing agent in the procurement of goods, services, fuels, supplies and equipment for the county, school division and joint activities. Any comb. of 10 yrs.

educ. and exper. with relevant bachelor's degree and extensive exper. in public procurement and training that provides the req. knowledge, skills and abilities. Reqs. CPPO certification. County employment application req. and is available at 804/556-5831 or [countyadmin@co.goochland.va.us](mailto:countyadmin@co.goochland.va.us) or online at [www.co.goochland.va.us](http://www.co.goochland.va.us). Submit applications to: Human Resource Office, 1800 Sandy Hook Road, P.O. Box 10, Goochland, VA 23063. Deadline: 2 p.m. May 16. EOE.

### Town Manager, Front Royal

SALARY: Negotiable (+) benefits. (Pop. 14,000) \$28 million bdtg; 160 FTEs. Full-service community beginning to deal with significant growth and development issues. Reqs. relevant bachelor's degree. (MPA preferred). Reqs. prior exper., including development and implementation of municipal bdtg., utility planning and development, knowledge of growth mngmnt. and economic development and use of technology to improve internal admin. performance. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzino, Vice President, or Roger M. Scott, Senior Vice President, Springsted Incorporated, 8790 Park Central Drive, Suite B, Richmond, VA 23227; Fax 804/726-9752 or e-mail [Janzivino@springsted.com](mailto:Janzivino@springsted.com). For a full profile describing Front Royal and the position visit [www.springsted.com](http://www.springsted.com). Deadline: May 19. EOE

### Zoning Technician (Environmental), Stafford County

SALARY: \$33,529-\$56,409 DOQ. Review building, environmental and zoning permits for compliance with zoning ordinance; conduct site inspections for compliance. Reqs. general knowledge of municipal ordinances governing zoning, environmental regs. and related codes. Any comb. of educ. and exper. equiv. to graduation from high school supplemented by courses in planning, environmental studies, or related field and some experience in codes enforcement. Possession of a valid appropriate Va. driver's license. Apply on-line at [www.co.stafford.va.us](http://www.co.stafford.va.us). Resumes not accepted in lieu of county application. #1255 Deadline: April 21. EOE.

### Planning Analyst, Accomack County

SALARY: DOQ/DOE. Review applications and fieldwork for compliance with Chesapeake Bay Act and Erosion and

Sedimentation ordinances; manage Agricultural and Forestal District Program; assist with comp. plan and ordinance updates; generate reports and maps; and prepare grant applications. Reqs. thorough knowledge of planning principles and practices; local code enforcement and site plan reviews. GIS knowledge desirable. Reqs. relevant bachelor's degree supplemented by 1-3 yrs. previous exper. and/or training that includes planning, mapping and code enforcement; or an equiv. comb. of educ., training and exper. For application packet, contact the Accomack County Administration Office, P.O. Box 388, Accomac, VA 23301; 757/787-5700. Submit completed county application and resume to above address. Deadline: May 15. EOE.

### Public Services Director, Winchester

SALARY: DOQ/DOE (+) benefits. (Pop. 25,000) Oversee operations of the Public Services Team, which is comprised of utilities including the operation of the water (10 MGD) and sewer (8.4 MGD) systems; environmental maintenance, including streets, storm drainage, refuse, recycling; engineering; city property management; and capital project management. Supervise employees; develop and oversee budget. Reqs. master's degree in engineering or PE license. Apply: Administration Department, Rouss City Hall, 15 N. Cameron St., Winchester, VA 22601. Phone: 540/667-1815, ext. 1449 or TDD 540/722-0782 or log-on to [www.winchesterva.gov](http://www.winchesterva.gov). Open until filled. EOE.

### Engineer (Plan Review), Leesburg

SALARY: \$41,945-\$83,032 DOQ (+) benefits. (Pop. 35,000-plus) Reqs. BS in civil engineering or equiv. comb. of educ./work exper. in design or conducting technical review of construction drawings, plans and specs for compliance with state, town and engineering design standards. Prefer E.I.T. with P.E. certificate within 1 year, and exper. in No.Va. design standards. Apply: See [www.leesburgva.gov](http://www.leesburgva.gov) or request an application from the HR department at 703/737-7177. Resumes may be submitted as supp. info. Mail application to: Town of Leesburg, Human Resources Department, 25 W. Market St., Leesburg, VA 20178. Applications not accepted by fax or e-mail. Open until filled. EOE.

*Continued on page 5*

## POSITIONS

### Preservation Planner, Arlington County

SALARY: \$38,889-\$64,305 DOQ/DOE (+) benefits. Work with citizens, development community, contractors carrying out preservation goals as member of historic preservation team. Manage design review process for Historical Affairs and Landmark Review Board; conduct historical and architectural research; provide technical support through GIS and database maintenance. Reqs. relevant bachelor's degree, plus 1-2 yrs. exper. in historic preservation. Prefer MA, GIS and database skills. Submit req. Internet employment application at [www.arlingtonva.us/pers](http://www.arlingtonva.us/pers). Resumes submitted without an Internet application will not be considered. Questions? Call 703/228-3500 or e-mail [pers@arlingtonva.us](mailto:pers@arlingtonva.us). 3111-6A-PHD-GW. Deadline: April 20. EOE.

### Zoning Administrator, Williamsburg

SALARY: \$39,754-\$49,704 hiring range DOQ (+) benefits. Interprets and enforces zoning ordinance; administers site plan review process and conducts site inspections; administers Chesapeake Bay preservation ordinance; provides principal staff support for the Board of Zoning Appeals and additional staff support for Planning Commission and Architectural Review Board. Reqs. relevant bachelor's degree and 5 yrs. exper. in planning, zoning or code admin. with specific exper. as a zoning administrator preferred; or any equiv. comb. of educ. and exper. Certification as Va. CZA, or ability to obtain in 12 mos., req. Job description and application available at [www.williamsburgva.gov](http://www.williamsburgva.gov), and in the City Manager's Office, 401 Lafayette St., Williamsburg, VA. 23185, or call 757/220-6105 (TTY 220-6108). Application review begins April 24. Open until filled. EOE.

### Historic and Downtown Redevelopment Planner, Martinsville

SALARY: DOQ/DOE. Direct and manage expansion, redevelopment and special project activities, with immediate emphasis on historic preservation and downtown redevelopment. Work also includes the research and administration of state and federal grant programs. Serves as staff support to city council, planning commission, board of zoning appeals, and other council appointed boards and commissions. Reqs. bachelor's degree in relevant field and

min. 3 yrs. exper. in planning, econ. dev., historic preservation or similar exper.; master's preferred. For assistance, call Iris Read at 276/403-5181; Fax: 276/403-5375; [www.ci.martinsville.va.us](http://www.ci.martinsville.va.us). Applications available on Web site.) Submit city application to: Human Resources Office, P.O. Box 1112, Martinsville, VA 24114. EOE.

### Financial Systems Manager, Richmond Metropolitan Authority

SALARY: \$61,870-\$70,342 hiring range (+) benefits. *Readvertised.* Reqs. bachelor's degree in accounting, 4 yrs. accounting exper., preferably in financial statement preparation and analysis, and 1 yr supervisory exper.; CPA preferred; experience in governmental accounting and GASB guidelines a plus. To apply, send a resume with cover letter to the HR Manager, 919 E. Main St., Suite 600, Richmond VA 23219. Web: [www.rmaonline.org](http://www.rmaonline.org). Open until filled. EOE.

## Other positions

NOTICE: The following positions also are listed on VML's Web site at [www.vml.org](http://www.vml.org).

### Director of Planning, Front Royal

SALARY: \$48,526-\$77,583 DOQ (+) benefits. Open until filled.

### Town Manager, Colonial Beach

SALARY: \$50,000-\$75,000 DOE (+) benefits. Deadline: May 16.

### County Attorney, Spotsylvania

SALARY: Negotiable DOQ/DOE (+) benefits. Deadline: April 30.

### Civil/Environmental Engineer, Goochland County

SALARY: \$42,925-\$64,548. Deadline: 2 p.m. May 4.

### Business Development Coordinator, Buena Vista

SALARY: \$30,000-\$33,500 (+) benefits. Open until filled.

### Regional Jail Superintendent, Hanover County (Metro Richmond)

SALARY: Negotiable DOQ/DOE. Deadline: May 31.

### General Manager, Washington County Service Authority

SALARY: \$60,000-\$80,000 DOE/DOQ (+) benefits. Open until filled.

### Transportation Engineer, Albemarle County

SALARY: \$52,249-\$67,923 hiring range DOQ/DOE (+) benefits. Deadline: April 28.

### Community Inspector, Manassas Park

SALARY: \$33,391-\$51,756 DOQ/DOE (+) benefits. Open until filled.

### County Planner, Franklin

SALARY: \$33,586-\$36,608 to start (+) benefits. Open until filled.

### Senior Planner, Loudoun County

SALARY: \$52,036-\$72,852 hiring range (+) benefits.

### Erosion and Sediment Control Inspector (part-time), Falls Church

SALARY: \$21 per hr. (+) prorated benefits. Open until filled.

### Civil Engineer, Falls Church

SALARY: \$59,116-\$94,586 DOQ/DOE (+) benefits. Open until filled.

### Urban Forester, Leesburg

SALARY: \$41,945-\$70,402. Open until filled.

### Deputy Coordinator Department of Emergency Services, Louisa County

SALARY: DOQ/DOE. Open until filled.

### Traffic Analyst, Harrisonburg

SALARY: \$34,100-\$38,400 DOQ (+) benefits. (Pop 41,000) Open until filled.

### Environmental Compliance Manager, Harrisonburg

SALARY: \$41,200-\$61,900 DOQ (+) benefits. Open until filled.

### Civil Engineer, Harrisonburg

SALARY: \$41,200-\$46,400 DOQ hiring range (+) benefits. Apply immediately.

*Continued on page 6*

## POSITIONS

### Comptroller, Charlottesville

SALARY: \$64,000-\$85,000 hiring range. Open until filled.

### County Administrator, Floyd

SALARY: DOQ/DOE (+) benefits. Deadline: April 28.

### Real Estate Assessor, Norfolk

SALARY: DOE. Deadline: April 30.

**DEADLINE:** *The deadline for placing a job advertisement in the next issue of Update is Friday, April 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 Industrial Development Authorities (VIDA) Institute, April 25-26, Williamsburg

Two-day institute is a non-credit continuing education program designed for Industrial Development Authority board members, government administrators and officials, economic developers and community development professionals. Conference topics focus on issues related to IDAs, such as their legal role in economic development, tools for marketing and site development, assistance programs and financing structures. Contact: Susan Caruvana, Virginia Tech Office of Economic Development, scaruvan@vt.edu or log-on to [www.conted.vt.edu/vida/](http://www.conted.vt.edu/vida/).

### Succeeding as a First-Time Supervisor, April 26, Richmond

Virginia Institute of Government seminar in partnership with Chesterfield County. For those who are new to a supervisory role, oversee the work of one or more employees, and wish to increase their skills as first-time leaders. Group discounts. Contact Jovan Hackley at [jh5sr@virginia.edu](mailto:jh5sr@virginia.edu) or visit [VaInstituteofGovernment.org](http://VaInstituteofGovernment.org).

### Virginia Building and Code Officials Association Mid Year Conference, May 1, Charlottesville

Contact: Mary Jo Fields at [mfields@vml.org](mailto:mfields@vml.org) or 804/649-8471.

### Customer Service in the Public Sector, May 10, Richmond

Virginia Institute of Government seminar in partnership with Chesterfield County. For employees at all levels and especially those in direct contact with customers. Group discounts. Contact Jovan Hackley at [jh5sr@virginia.edu](mailto:jh5sr@virginia.edu) or visit [VaInstituteofGovernment.org](http://VaInstituteofGovernment.org).

### Virginia Transit Association Annual Meeting, May 11-13, Alexandria

Location: Radisson Hotel in Old Town Alexandria. Downloadable program and registration materials are available at [www.vatransit.com](http://www.vatransit.com). Contact: Tim Quayle at [tquayle@cavtel.net](mailto:tquayle@cavtel.net) or 804/643-1166.

### Municipal Electric Power Association of Virginia Conference, May 24-26, Virginia Beach

Contact: Kimberly Pollard at [kpollard@vml.org](mailto:kpollard@vml.org) or 804/649-8471.

### Dealing with Differences: Diversity and the Generation Gap at Work, June 14, Richmond

Virginia Institute of Government seminar in partnership with Chesterfield County. For employees at any level who interact with a staff that is diverse and includes multiple generations. Group discounts. Contact Jovan Hackley at [jh5sr@virginia.edu](mailto:jh5sr@virginia.edu) or visit [VaInstituteofGovernment.org](http://VaInstituteofGovernment.org).

### New Strategies for Managing Performance Challenges, June 15, Henrico County

Virginia Institute of Government seminar in partnership with Virginia Chapter of International Personnel Management Association, Local Government Attorneys of Virginia and VML. Seminar will provide managers and leaders with tools to design individual and team performance contracts, give employees responsibility for improving marginal performance, effect amicable departures, and link performance to compensation systems. Group discounts. Contact Jovan Hackley at [jh5sr@virginia.edu](mailto:jh5sr@virginia.edu) or visit [VaInstituteofGovernment.org](http://VaInstituteofGovernment.org).

### Virginia Local Government Management Association, June 21-23, Virginia Beach

Hilton Virginia Beach Oceanfront. Contact: Denise Thompson at [dthompson@vml.org](mailto:dthompson@vml.org) or 804/649-8471.

### ICMA Annual Conference, Sept. 10-13, San Antonio

Contact ICMA: 202/289-4262.

### Local Government Attorneys of Virginia Fall Conference, Oct. 5-7, Roanoke

Contact: Leisa Steele, LGA Conference Coordinator, 804/371-0202 or [Lrs5c@virginia.edu](mailto:Lrs5c@virginia.edu).

### VML Annual Conference, Oct. 15-17, Virginia Beach

Contact: Joni Terry at [jterry@vml.org](mailto:jterry@vml.org) or exhibitors contact Kimberly Pollard at [kpollard@vml.org](mailto:kpollard@vml.org). VML phone: 804/649-8471.

### Virginia Building and Code Officials Association Annual Conference, Oct. 22-24, Staunton

Contact: Mary Jo Fields at [mfields@vml.org](mailto:mfields@vml.org) or 804/649-8471.

### NLC Congress of Cities, Dec. 5-9, Reno, Nevada

Contact NLC: 202/626-3105.

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

# 2006 Town Section Meetings



Name: \_\_\_\_\_

Title: \_\_\_\_\_

Locality: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

All meetings will begin at 11 a.m. I will attend the following town section meeting:

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**Thursday, May 18, 2006**     **Smithfield**     **\$16**  
The Smithfield Center  
220 North Church Street  
*Please respond by May 11*

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**Thursday, May 25, 2006**     **Culpeper**     **\$16**  
The Depot Conference Center  
111 Commerce Street  
*Please respond by May 18*

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**Friday, June 2, 2006**     **Appomattox**     **\$15**  
Town Hall  
201 Linden Street  
*Please respond by May 26*

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**Friday, June 9, 2006**     **Abingdon**     **\$20**  
Martha Washington Inn  
150 West Main Street  
*Please respond by June 2*

Enclosed is my check for lunch     \$ \_\_\_\_\_  
Please make checks payable to VML and mail to: VML  
Attn: Sherall Dementi  
P.O. Box 12164  
Richmond VA 23241



# Update

The newsletter of the  
Virginia Municipal League

P.O. Box 12164 • Richmond, VA 23241



## U.S. Communities Government Purchasing Alliance

Providing local governments with discounted nationwide contracts for office supplies, furniture, computers and peripherals, general supplies and more. For more information:

[www.uscommunities.org](http://www.uscommunities.org)

1-800-635-3993

*A VML-sponsored service*



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WORKING TOGETHER SINCE 1905



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