

Update

The newsletter of the
Virginia Municipal League

Inside ...

1-10



*Chichester takes
note of future SOQ
rebenchmarking
costs*

*Economic,
infrastructure
improvements
promoted for urban
areas*

*Chichester urges
restraint in spending*

*COLG approves
mandate assessment
overhaul*

*Transportation
Trust Fund
constitutional
amendments move
forward*

Subcommittee continues debating land-use bills

An ad-hoc subcommittee considering two bills dealing with land-use issues that were defeated during the special session of the General Assembly continued their deliberations on Monday.

The bill that is of the most interest to the subcommittee – HB 5094 (Athey) – requires counties to create urban development areas to accommodate growth in a manner that does not exacerbate sprawl. The bill, rewritten since the special session, has two versions: one includes a significant new impact fee element and the other does not.

An impact fee is a charge assessed against every new residence, and in some cases, new commercial buildings. The fee helps local governments pay for the costs associated with new citizens and new businesses that occupy new houses and

new office buildings. The fee helps pay for capital costs, such as fire and police stations, schools and new or expanded roads. The developer commonly pays it when a building permit is issued.

Impact fees help keep real estate taxes lower for everybody. Without them, local governments must raise the money for the costs associated with growth through the real estate tax or other local taxes. In short, existing residents have to pay for the costs created by new residents. Even in states where impact fees are allowed, the fees do not cover a majority of the costs.

Virginia does permit the use of cash proffers, but those apply only when a rezoning is granted. In most localities, large numbers of homes can be built without a

Continued on page 2

Newly elected officials conference set Jan. 5-6

A Conference for Newly Elected Municipal Officials will be held Jan. 5-6 at the Richmond Marriott Hotel. The two-day session was scheduled to meet the needs of local elected officials who won seats in November.

The conference will be an excellent opportunity for these newly elected officials

to learn about their new roles and to meet their counterparts from across the state.

While the conference is intended primarily for newly elected officials, staff members and incumbents have found it to be helpful as a refresher course. County members are welcome to attend as well.

A reception and dinner will be held on Friday evening, Jan. 5. The Saturday program will cover topics including the

Virginia Freedom of Information Act, conflicts of interests and public officials liability, budgeting and council-manager relations.

Registration information and hotel

reservation information are on page 5. The deadline for making hotel reservations is Dec. 22.

The Richmond Marriott is located on the corner of Broad and 5th streets in downtown (500 E. Broad St.). ❖

CONFERENCE FOR

NEWLY ELECTED
MUNICIPAL OFFICIALS

FROM THE CAPITOL

Land-use bills continued ...

rezoning and there is no cash proffer paid. Despite the fact that each new household built on already-zoned land contributes to the need for more schools, police, roads, etc., that household pays virtually no part of the capital costs up front. Therefore, in the eyes of many land use experts, impact fees are more equitable than cash proffers.

Further, impact fees generally will be lower per house or building than cash proffers. That's because impact fees are applied to all new buildings, not just those subject to proffers. To ensure that impact fees don't reduce the number of affordable housing units in a community, the fees are typically not charged against them.

The subcommittee spent most of its time at the Nov. 27 meeting discussing the version of the bill without the impact fee provisions.

The bill would require every county with a growth rate of 5 percent over the 10 years leading up to the U.S. Census,

as well as the cities of Suffolk and Chesapeake, to delineate urban development areas (UDAs) in their comprehensive plans. These UDAs would be required to be near existing urban areas with the necessary transportation, water, sewer and other public facilities to handle residential growth for the next 20 years.

Any other city, town or non-growing county could also designate a UDA in its comprehensive plan. Each UDA would be required to have a density at least three times the density of land adjacent to it. The UDA would be required to have a high population density. The subcommittee talked about requiring four units per acre as a minimum density.

The bill's patron, Del. Clay Athey, told the subcommittee that he plans to submit a bill in the form hashed out by its members. He also will submit a second version of the bill that includes a meaningful impact fee provision.

The other bill the ad-hoc committee

is charged with considering is HB 5093, which allows counties to create urban service districts. In such a district, the county would enact a special tax district to pay for road construction and maintenance. The county would take over road maintenance. The state would provide some funding to help the take over. In addition, the county could impose the Northern Virginia impact fees outside the newly created urban service districts.

Del. Riley Ingram, chairman of the House Counties, Cities & Towns Committee, appointed himself and the following delegates to the ad hoc panel: Robert Orrock (chair), Mark Cole, Robert Hull, Robert Marshall and Onzlee Ware.

The subcommittee will meet again on Jan. 9. VML asks localities that are interested to contact their delegates before Christmas to support the impact fee provision related to HB 5094 and to comment on the balance of the measure. ❖

Chichester takes note of future SOQ rebenchmarking costs



The cost of rebenchmarking the Standards of Quality in the next biennium, FY08-10, may be another \$1.3 billion, according to information presented by staff at the Senate Finance Committee retreat held Nov. 16-17 in Staunton.

"I don't know how we can take that," Senate Finance Committee Chairman John Chichester said.

Rebenchmarking is simply an updating of the factors that affect the calculation of what the state estimates K-12 education costs. Rebenchmarking does not make any policy changes; instead, various factors that affect the cost of public education are brought up to date, such as funded salary amounts (as defined by the state), several measures of student population, expenditure data submitted by the school divisions, Standards of Learning test data and free lunch eligibil-

ity, prevailing textbook costs, inflation and fringe benefit costs. Rebenchmarking is the cost of continuing to carry out current programs.

Chichester also reminded the senators that staff from the Finance Committee, the House Appropriations Committee, the Department of Education and the Joint Legislative Audit and Review Commission were conducting an analysis of what drives the cost of the rebenchmarking process, and that "the results will be important to our future policy."

Changing the process of rebenchmarking potentially could be very troublesome for local governments, which already are spending well beyond the minimum required by the state for public education. Should the cost to rebenchmark be lowered, the result could be fewer state dollars for education. ❖

FROM THE CAPITOL

Economic, infrastructure improvements promoted for urban areas

Promoting greater economic integration in urban jurisdictions and surrounding regions is one of five important policy goals set out in the draft comprehensive state urban policy under consideration by the Urban Policy Task Force.

Actions identified to reach this goal include targeting access to programs such as Smart Beginnings and Healthy Families, and instituting a review of human resource needs and costs in urban jurisdictions so that recommendations can be identified to address disproportionate costs associated with higher levels of needs. Other actions include providing incentives and mandates to encourage the development of affordable housing outside core urban areas and increasing the state's share of operating funding for transit systems.

The draft reflects the work of the Urban Policy Task Force established last July by Gov. Tim Kaine.

The second identified goal is to improve the educational attainment and workforce readiness of urban populations. Identified actions include targeting implement of the Start Strong initiative in areas with concentrations

of high-risk children, significantly increasing state funding for at-risk students for school divisions with high concentrations of free-lunch students, targeting vocational credential efforts to high school students, targeting workforce services to residents with limited proficiency in English, and providing higher levels of mental health services for schools with high concentrations of free/reduced lunch students.

The third goal is to strengthen the economic competitiveness of urban jurisdictions and the surrounding regions. Recommended actions including refunding the Regional Competitiveness Program, removing barriers to revenue sharing, including incentives in the allocation of state funding formulas to encourage the provision of regional services and providing meaningful incentives to areas that address economic development needs on a regional basis. Recommended benchmarks include increasing the level of revenue sharing agreements involving urban localities by 10 percent by 2010 and increasing the level of economic incentives provided to urban areas by 10 percent by the same date.

The fourth goal is to ensure a high

quality of life in urban areas. Identified actions address expanding the availability of affordable housing, reducing recidivism by expanding programs for prisoners re-entering the community, and targeting financial support for crime prevention to localities with high crime rates.

The fifth goal is to ensure that urban infrastructure, transportation systems and environment will support a prosperous future. The action items to achieve these goals include lowering funding thresholds for transit improvement capital projects; instituting a street maintenance distribution formula to provide a better balance for the age, complexity and usage levels of urban streets; improving air quality through full implementation of the Clean Smokestack legislation enacted in 2006; supporting state funding for combined sewer overflows; providing incentives for cluster development and providing assistance for the redevelopment of brownfields.

The task force is to report to the governor each year by Dec. 1 on the performance of state agencies in meeting benchmarks included in the policy. ❖

Chichester urges restraint in spending



Senate Finance Committee Chairman John Chichester warned his fellow senators attending a Nov. 16-17 committee retreat that an economic downturn could begin within the next few years that hits Virginia harder than the rest of the nation. An economic downturn that coincides with a reduction in defense spending could stunt the Virginia economy, which has been buoyed in recent years by spending on homeland security and defense contracts, Chichester said.

While the finance committee organized the annual retreat, most members of the Senate attended all or part of the two-day meeting in Staunton.

Chichester said legislators should resist the notion that state revenues can continue to grow at their current robust rate indefinitely. He reminded the senators that the estate tax and other tax relief measures passed in 2006 would take \$160

million out of the state revenue stream during the next two years.

Further, the state faces "unfinished business," including funding the revisions to the Standards of Quality recommended in 2004 by the State Board of Education, phasing in higher education base adequacy funding, and continuing to reduce the sales tax on food.

In a Nov. 16 presentation to the committee, George Mason University Professor John Petersen said that the federal government was in a very poor long-term condition and that over time large cuts in spending would be unavoidable, absent high economic growth. He highlighted the state's dependence on defense spending, especially in Northern Virginia.

Petersen, however, said that Virginia holds an advantage over most states because its economy is burdened lightly

Continued on page 4

FROM THE CAPITOL**Restraint in spending continued ...**

by taxes compared to the rest of the nation. He presented information showing that Virginia ranks 48th in taxes as a percentage of personal income; that the tax system is balanced among income, sales, charges, and property taxes; and that the state has avoided damaging constitutional restrictions on taxes and spending.

A Senate Finance staff presentation emphasized that some additional state money will be available for discretionary spending, but not as much as in recent years. Staff also highlighted some of the mandatory spending increases and historic funding commitments that the state would have to consider in its budget deliberations.

These include:

- rising costs to serve at-risk children and families, including a recent change in federal Medicaid rules that will mean higher state and local costs for certain case management functions;
- increasing adoption subsidy payments due to higher caseloads and program costs;
- increasing costs to the state and local governments as a result of new federal requirements under the Temporary Assistance to Needy Families (TANF) program;
- increasing costs to cover decreased federal funding for Title IV-E (foster care) services;
- increasing jail per diem costs to

cover the state share of costs for state prisoners in local jails;

- additional funding to pay for jail staff in overcrowded local and regional jails;
- an additional deposit into the state's Rainy Day Fund;
- an additional deposit to meet the employer's share for the state employee retirement fund (VRS); and
- funding of positions in state juvenile correctional facilities.

Committee staff recommended against spending any surplus discretionary revenue for expanding obligations or partially funding initiatives that create major costs in the years to come. ❖

COLG approves mandate assessment overhaul

An annual catalog of mandates on local governments should continue to be published, and state executive agencies should continue to assess the impact of mandates on local governments, according to recommendations adopted by the Commission on Local Government at its Nov. 14 meeting.

To improve the effectiveness of the mandate assessment process, however, the commission should request that no more than five existing mandates be reassessed annually. Currently, a host of mandates are assessed each year,

and the assessment process has become somewhat stale over the years.

The commission further decided that the focus of the process for assessing state mandates should be on the fiscal impact of the mandate on local governments.

A task force of local and state officials developed a list of recommendations for revising the current mandate assessment process followed by state agencies. Now that the commission has adopted those regulations, the next step in the process is to communicate the

commission's recommendations to Gov. Tim Kaine.

Another recommendation adopted by the COLG is that state agencies should solicit data from local governments during the mandate assessment process, and should list the localities that provided data.

Greater use of technology and a revision of the COLG Web site to facilitate sharing information on mandates were among the other recommendations adopted. ❖

Transportation Trust Fund constitutional amendments move forward

The House Privileges and Elections Committee reported in identical form two constitutional amendments establishing a Transportation Trust Fund when it met in Richmond on Nov. 27.

HJR 18 (Marshall, R.G.) and the House committee substitute for SJR 180 (Howell) place transportation revenues in a trust fund that can be spent only for transportation purposes.

SJR 180 has already passed the full Senate, but in a different form. As it came to the House, the resolution lim-

ited the use and amount of state general funds that could be used for transportation purposes. This limitation has been – and apparently remains – a major sticking point for the House and Senate.

The committee did not take up a host of other constitutional amendments that were introduced in the 2006 session, including those dealing with real estate, personal and other tax limitations; caps on assessments; caps on state spending and eminent domain.

The committee asked Del. Jeffrey Frederick to obtain an opinion from

Attorney General Bob McDonnell as to the need for a constitutional amendment to provide for an exemption from real estate and personal property taxation for veterans totally disabled as a result of military service. As introduced, HJR 57 grants the blanket exemption regardless of income or other limits. Further, unlike current local tax exemptions, the exemption would not have to be approved by the local governing body, but would be granted by right. ❖



January 5-6, 2007
Richmond Marriott Hotel
500 East Broad Street

Who should attend? The conference is designed primarily for newly elected officials, but it is also a refresher course for incumbent officeholders and staff.

Location. The conference will be held at the Richmond Marriott Hotel, 500 East Broad Street, Richmond, VA 23219; toll free 1-800-228-9290; 1-804-643-3400. Directions will be mailed to conference participants and can be located at the hotel's web site at <http://marriott.com/property/propertypage/RICDT>.

Hotel reservations. Call the Marriott at 800-228-9290 to receive the conference room rate of \$102 (\$117.26 including taxes and fees). The deadline for making hotel reservations is **Dec. 22**. One night's deposit for room and tax is required; credit cards are accepted. Check-in time is 4 p.m.; checkout time is noon.

Registration fee. The \$115 fee includes instructional costs, reception and dinner on Friday, lunch on Saturday, and refreshment breaks. Partial registration fees for conference participants are not available, although tickets for individual meal functions for spouses or guests may be purchased as shown below. To register, complete the form and return with check made payable to VML; send to Sherall Dementi, VML, P.O. Box 12164, Richmond, Va. 23241. Credit cards not accepted. Forms may be faxed to 804/343-3758 and payment made upon arrival.

Dress. Business casual is appropriate for all events.

----- **Registration Form** -----

Name: _____

Address: _____

 Name as it should appear on name badge

 Spouse/guest (if attending)

Telephone: (____) _____

E-mail: _____

Registration fee: \$115 per conference registrant

Special Dietary requirements:

Guest Fees: \$55 Friday reception & dinner
 (Check events \$30 Saturday luncheon
 guests will attend)

Total enclosed: \$ _____

Sponsored by the Virginia Municipal League and the Weldon Cooper Center for Public Service, University of Virginia

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.

Director of Community Development, Cumberland County

SALARY: DOQ/DOE (+) benefits. Serves as project manager for development and building of major county projects; directs and develops long- and short-range community services and programs; provides staff support to boards and commissions; coordinates tourism initiatives. Complete job description available by calling 804/492-3562. Submit county application to Cumberland County Administrators Office, Attn: Jill Matthews, P.O. Box 110, Cumberland, VA 23040. Open until filled. EOE.

Planner/Zoning Administrator, Cumberland County

SALARY: DOQ/DOE (+) benefits. Manages long-range planning and land use functions, rezoning activities and other aspects of the Comprehensive Plan. Duties include explaining procedures and ordinances, reviewing subdivision and zoning requests and preparing agenda for Planning Commission and Board of Zoning Appeals. Call 804/492-3562 for complete job description. Submit county application to Cumberland County Administrators Office, Attn: Jill Matthews, P.O. Box 110, Cumberland, VA 23040. Open until filled. EOE.

Civil Engineer, Ashland

SALARY: \$42,158-\$56,217 hiring range (+) benefits. Reqs. bachelor's degree in civil engineering (Engineer in Training Certificate desirable) and 2 yrs. experience. Job description and required application at www.town.ashland.va.us. Open until filled. EOE.

Planner II, Arlington

SALARY: \$45,905-\$75,899 DOQ (+) benefits. Work with citizens, small businesses and developers to resolve planning issues;

analyze special exception, use permit and site plan applications. Reqs. relevant bachelor's degree and 2 yrs. exper. in urban planning. Prefer MA and exper. in local govt. development and/or zoning processes, dealing with organizations regarding planning issues, and/or land use, zoning and urban design studies. Questions? Call 703/228-3500 or e-mail pers@arlingtonva.us. Submit required Internet application at www.arlingtonva.us/pers. Deadline: Dec. 21. EOE.

Utility Director, Manassas

SALARY: \$100,000-\$120,000 DOQ/DOE (+) benefits. Lead planning and operation of Utilities Dept., including electric, water, sewer and other utility programs. Staff appx. 100; annual operating and CIP bdgt. \$52M. Provides electrical service to appx. 15,000 customers through 6 substations and a 12.5 KV distribution system. Water system consists of 880-acre reservoir and 14 MGD plant. Reqs. excellent knowledge of the electric, water and sewer industry. Knowledge of utility operating and capital bdgts. essential. Working knowledge of fiber-optic telecommunications desired. Reqs. 12 yrs. utility mngmnt. exper., bachelor's degree in engineering and P.E. certificate. Apply: Human Resources Department, 9027 Center St., Room 302, Manassas, VA 20110. FAX: 703/257-5827; hr@ci.manassas.va.us; www.manassascity.org. Open until filled. EOE.

Manager of Accounting and Budget, Norfolk Department of Utilities

SALARY: DOQ/DOE (+) benefits. CFO for \$136 million water and wastewater bdgt. Lead 9-member staff and be responsible for capital and operating bdgts., long-term financial planning, revenue forecasting, rate setting, bond issues, financing methods, contracts and sale/purchase of assets, financial reporting, accounts payable/receivable and cash needs. Reqs. relevant bachelor's degree and 5 yrs. progressive financial mngmnt. exper. Public sector exper., CPA, MPA/MBA desirable. Norfolk residency req. within 6 mos. Details and applications at: www.norfolk.gov or 757/664-4010, Ext. 353, or Human Resources Department, 100 City Hall Bldg., Norfolk, VA 23501. Open until filled. EOE.

Human Resources Director, Virginia Municipal League

SALARY: DOQ/DOE (+) benefits. Direct all phases of personnel administration, including recruitment, selection, benefits,

performance mngmnt. and supervisory training for an association of local governments and administrator of group self insurance programs. Will also provide HR advice and training to external insurance customers. Reqs. relevant bachelor's degree and min. 7 yrs. related work exper. Prefer professional designations and Va. local govt. exper. Some in state travel required. VML has a staff of 70 employees. Submit cover letter, resume and salary requirements to: P. Steven Craig, Managing Director, VML Insurance Programs, P.O. Box 71420, Richmond, VA 23255. No telephone calls or agencies. Open until filled. EOE.

Fire Chief, City of Danville

SALARY: \$76,000-\$98,000 start range DOQ (+) benefits. (Pop. 48,000) Plan, direct and supervise fire protection, hazardous material response and emergency medical assistance. Responsible for the ISO Class 2 department's \$7 million capital and operating bdgts. and 122 fire personnel. Reqs. educ. and exper. equiv. to bachelor's degree in fire science, public administration or related field and extensive exper. in fire service mngmnt. and supervision. Send confidential resume/application to: City of Danville, Director of Human Resources, 427 Patton St., Municipal Building, Room 300, Danville, VA 24541. Log-on to www.danville-va.gov to download application. Deadline: Jan. 5. EOE.

County Administrator, Amelia

SALARY: Negotiable DOQ/DOE (+) benefits. Full-service, growing community governed by 5-member board elected for 4-yr. staggered terms with \$29.5 million annual bdgt. Reqs. relevant bachelor's degree (master's desirable); min. 5 yrs. public mngmnt. exper. in diverse, growing community with wide range of duties. A progressive record of strong professional and admin. leadership important. Exper. in balancing commercial and residential growth in a rural area is important. Submit letter of application, detailed resume with salary history and work related references: John A. Anzivino, Senior Vice President, Springsted Inc., 8790 Park Central Drive, Suite B, Richmond, VA 23227; Fax 804/726-9752 or e-mail Richmond@springsted.com. For a complete community and position profile visit www.springsted.com. Deadline: Dec. 22. EOE.

Continued on page 7

POSITIONS

Public Works Director, Dumfries

SALARY: DOQ/DOE. Play important role in the maintenance and development of town infrastructure, including roads, sidewalks, storm water management, parks and all other town-owned properties. Responsible for developing and monitoring \$1 million plus annual budget and overseeing upcoming capital improvements of \$2 million. Reqs. experience in financial and personnel management, VDOT programs, erosion and sediment control and general construction techniques; 4-yr. degree and considerable experience. Submit resume to: Town Manager, P.O. Box 56, Dumfries, VA 22026 or to david.whitlow@dumfries-virginia.org. Open until filled. EOE.

Director of Streets and Maintenance, Purcellville

SALARY: \$62,977-\$97,699 DOQ (+) benefits. Responsible for planning, organizing and directing the installation, maintenance and repair of streets and sidewalks, equipment maintenance, traffic operations, facilities maintenance and related public works operations; coordinating capital projects. Supervises maintenance supt. and an admin. assistant. Reqs. knowledge of principles and practices of civil engineering; municipal public works admin.; and planning and design combined with ability to review and analyze plans and specs. for construction of public facilities. Prefer P.E. Complete application available at town office or at <http://www.purcellvilleva.com> and return to: Tracy Demonte, HR Specialist, Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Questions: Send e-mail to tdemonte@town.purcellville.va.us. Previous applicants should submit new application. Deadline: Dec. 15. EOE.

Planner III (2 positions), Prince William County

SALARY: \$55,169-\$60,135 entry range DOQ/DOE (+) benefits. Duties include: analysis of rezoning and special use permit proposals, interpretation of demographics, community design, interpretation and administration of development regs. Mediates solutions to conflicts between development proposals and county policies; manages complex projects; prepares comprehensive plan, sector plan and ordinance amendments. Reqs. relevant bachelor's degree and 7 yrs. exper., including 1 yr. supervisory exper. or master's

degree and 5 yrs. exper., including 1 yr. supervisory exper. Prefer AICP certification, working knowledge of ArcGIS and ability to interpret site plans, construction drawings and landscaping plans. Contact: Lyn Parker, Planning Office, 5 County Complex Court, Suite 210, Prince William, VA 22192; 703/792-7131; 703/792-4401 (fax); mparker@pwcgov.org. See: <http://www.pwcgov.org/jobs>. Jobs # 903506 and # 723001. Deadline: Dec. 8. EOE.

Finance Director, Wilmington, N.C.

SALARY: \$74,295-\$117,650 anticipated hiring range DOQ/DOE (+) benefits. Serve as CFO responsible for overall financial health of city. Report to city manager and have responsibility for directing the Finance Department. Reqs. bachelor's degree in accounting or related financial field and 7 yrs. progressively responsible govt. administrative exper., including 2 yrs. managerial exper.; certification as a CPA or CPFO and valid driver's license. Prefer relevant master's degree; active certification as a Certified North Carolina Public Finance Officer and/or experience dealing with the N.C. State Treasury's Office. Apply on-line at www.wilmingtonnc.gov. Contact: City of Wilmington Human Resources at 910/341-7840 or 910/341-5841 (Fax). Job # 206233. Deadline: Jan. 5. EOE.

Director of Public Works, Hampton

SALARY: Negotiable (+) benefits. Includes oversight of the city engineer and responsibility for directing and administering the public works operations: Traffic Engineering, Streets and Roads, Drainage Maintenance, Facilities Maintenance, Steam Plant, Wastewater Operations and Solid Waste. Also responsible for maintenance of city facilities and fleet. Reqs. relevant bachelor's degree (master's in public administration preferred); 5 yrs increasingly responsible public works operations, managerial and supervisory experience, some of which must have been in municipal government. Submit City of Hampton application via www.hampton.gov/hire. Open until filled. EOE.

Director of Community Development, West Point

SALARY: \$39,400 to start DOQ/DOE. Prefer strong background indicating ability to develop and manage planning and zoning activities. Department head posi-

tion responsible for: professional advice to Town Council, town manager and appointed boards on land-use related matters, including the Comprehensive Plan; updating and drafting ordinances; serving as zoning administrator and subdivision agent; interpreting and enforcing compliance with the land use, environmental zoning, subdivision, wetlands and erosion and sediment control laws. ArcGis experience preferred. Send town employment application, resume and 3 references to: Trenton L. Funkhouser, Town Manager, P.O. Box 152, West Point, VA 23181. Phone: 804/843-3330 or see www.west-point.va.us for an application. Deadline: Dec. 4. EOE.

Community Development Planner, Arlington County

SALARY: \$45,905-\$75,899 DOQ/DOE (+) benefits. Plan, monitor and manage grants program for housing, neighborhood and economic development activities for low- and moderate-income people. Support Citizens Advisory Committee. Reqs. relevant bachelor's degree; 2 yrs. experience related to urban planning involving federal grants. Prefer related master's and experience working with local government. Submit required Internet application at www.arlingtonva.us/pers. Have questions? Call 703/228-3500 or e-mail pers@arlingtonva.us. Deadline: Dec. 7. EOE.

Assistant Director, Central Shenandoah Criminal Justice Training Academy

SALARY: \$45,000-\$55,000 DOQ. Performs administrative, supervisory and instructional tasks for criminal justice training programs while serving at the pleasure of the executive director; provides mid-level supervisory authority to training supervisors and staff; plan, create, manage and direct training initiatives. Reqs. relevant bachelor's degree (master's preferred) and 5 yrs. exper. as criminal justice officer. Prefer exper. as a law enforcement officer. Must possess or be able to obtain a DCJS general instructor certification, be familiar with firearms instruction, driving instruction and defensive tactics instruction. Send resume and letter of interest to: Central Shenandoah Criminal Justice Training Academy, ATTN: Tim Kindrick, Executive Director, 3045 Lee Highway, Weyers Cave, VA 24486. For more information, contact Kindrick at 540/234-9191 ext. 4 or tkindrick@centralshenandoahacademy.com. Open until filled. EOE.

Continued on page 8

POSITIONS

Chief of Police, Christiansburg

SALARY: DOQ/DOE (+) benefits. (Pop. 17,000) Appointed by Town Council; works under direct supervision of town manager. Focus on public and media relations, personnel management and conflict/grievance resolution, fiscal budgeting and principles of lean / value-added government in an environment where small-town values and hometown charm are prized. Manage 65-70 employees; budgeting and planning; maintaining accreditation; resolving personnel issues. Prefer bachelor's degree in criminal justice and continuing educ. in business or public admin. (MBA/MPA). Submit resume and town employment application (available at www.christiansburg.org) to: Town of Christiansburg, Attn: Clay McCoy, Director Human Resources, 100 E. Main St., Christiansburg, VA 24073. Deadline: Jan. 12. EOE.

Accountant II, Virginia Beach

SALARY: \$39,834 to start (+) benefits. Conduct complex research, analysis and summarization of financial info. for senior mngmnt. as member of Comptroller's Office; assist in administration of federally- and state-mandated annual financial audit of city and school board activities and the production of the Comprehensive Annual Financial Report; carry out office accounting duties. Reqs. any comb. of educ. (above H.S.) and/or exper. equiv. to 8 yrs. in fields utilizing the req. knowledge, skills and abilities, such as work in professional govt. accounting, auditing and financial reporting. Visit www.vbgov.com/careers for detailed job info. and to apply online. No faxes, e-mails, or paper applications. #1131. Deadline: Nov. 30. EOE.

City Attorney, Franklin

SALARY: DOQ. Serves as primary legal counsel for seven-member City Council; reports to and hired by the council. Works closely with city manager, department heads, boards and commissions. Must be a member in good standing with the Virginia State Bar. Submit cover letter of interest, resume, salary requirement and references to: Personnel Department, City of Franklin, 207 W. 2nd Ave., Franklin, VA 23851. Deadline: Dec. 18. EOE.

Director of Parks & Recreation, Warrenton

SALARY: DOQ/DOE (+) benefits. (Pop. 8,640) Reports to town manager; responsible for mngmnt. and operation of 10 parks, including \$22 million Aquatic Recreation Center to open next summer. Prefer proven track record in mngmnt. and operation of municipal parks and rec. facilities and programs; exper. in development of a new dept. and program is ideal. Responsible for annual bdtg. and staffing to be developed. Reqs. relevant bachelor's degree; 5-10 yrs. increasingly responsible mngmnt. and operations exper. in parks and rec. Required town application available at www.warrentonva.gov. Submit to: Director of Finance & Human Resources, P.O. Drawer 341, Warrenton, VA 20188. Deadline: Dec. 30 EOE.

Administrative Assistant, Ashland

SALARY: \$24,649-plus DOQ/DOE. Perform clerical and administrative functions in support of the Department of Planning & Community Development. Serves as a first point of contact for public inquiries related to planning, zoning and general town business. Reqs. H.S. diploma or equiv. Obtain application and job description at: Town of Ashland Municipal Building, 101 Thompson St. A Town of Ashland application must be submitted. Mail or deliver completed applications to: Director of Planning and Community Development, P.O. Box 1600, Ashland, VA 23005. Open until filled. EOE.

Project Management Services, Accomack County

SALARY: Negotiable. Contract position. Provide project mngmnt. services in conjunction with the planning, design and construction of a research park to be built on Wallops Island. Serve as the key coordinator for all tasks related to the development of the research park and have frequent interaction with stakeholders. Reqs. exper. managing a large project of this type or of similar size. Application packet, including a detailed job description, obtained by contacting Assistant County Administrator Linda Martin Warner at 757/787-5707 or at jobs@co.accomack.va.us. Apply to: Accomack County Administration Office, P.O. Box 388, (23296 Courthouse Ave.), Accomack, VA 23301. Deadline: Dec. 15. EOE.

Other positions

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

Site Development Engineer, Fredericksburg

SALARY: \$50,541-\$70,338 (+) benefits. Deadline: Dec. 1.

Treasurer, Hamilton

SALARY: Negotiable (+) benefits. Open until filled.

Director of Code Enforcement (Chief Building Official), Alexandria

SALARY: To \$136,354 (+) benefits. Apply by Dec. 15. Open until filled. EOE.

City Manager, Chesapeake

SALARY: Negotiable (+) benefits package. (Pop. 220,000) Deadline: Jan. 8.

Deputy City Clerk, Manassas

SALARY: \$34,299-\$40,000 (+) benefits. Open until filled.

Civil Engineer III / Project Manager, Virginia Beach

SALARY: DOQ/DOE (+) benefits. Deadline: Dec. 3.

Director of Finance, Waynesboro

SALARY: \$61,080-\$88,983 DOQ/DOE. Open until filled.

Senior Site Planner, Arlington County

SALARY: \$52,249-\$86,382 (+) benefits. Deadline: Dec. 6.

Youth Services Coordinator, Suffolk

SALARY: \$47,428. Open until filled.

City Manager, Glenarden, Md.

SALARY: Negotiable.

Chief of Police, Rocky Mount

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

Wastewater Treatment Plant Operator II, Emporia

SALARY: \$30,445 negotiable DOQ/DOE (+) benefits. Open until filled.

POSITIONS**Deputy Director of Planning and Community Development, Franklin County**

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

Human Resources Training Specialist, Danville

SALARY: \$37,000-\$50,000 starting range DOQ (+) benefits. Deadline: Dec. 7.

Police Chief, Southern Shores, N.C.

SALARY: DOQ/DOE (+) benefits. Deadline Dec. 15.

County Attorney, Isle of Wight

SALARY: Negotiable DOQ. Deadline: Dec. 14.

DEADLINE: The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 8. 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**W2i Digital Cities Convention, Dec. 5-6, Philadelphia**

Hosted in cooperation with the City of Philadelphia, the Wireless Internet Institute (W2i) Digital Cities Convention in Philadelphia is a professional-development seminar and thought-leadership conference providing local-government IT professionals with broad exposure to the opportunities and challenges surrounding the planning and implementation of city- and countywide broadband-wireless applications and services. The conference places a special emphasis on local-government end-user experiences and successes and includes these panels and roundtables, among other sessions. Contact: Judith Brown, Wireless Internet Institute, 404/399-7097 or jbrown@w2i.org.

Charrette Planner Certificate Training, Dec. 5-7, Roanoke

Sponsored by Virginia Tech, this course is designed for public and private planning staff, development managers and advocacy group staff. It provides invaluable information for people who will be conducting multiple-stakeholder meetings, or hiring others to do so. Registration deadline is Nov. 27. For details and to register, go to: <http://www.cpe.vt.edu/newurbanism/charrette>.

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

Contact NLC: 202/626-3105.

VML-VACo Legislative Day, Feb. 1, Richmond

Registration begins at 11 a.m. \$30 covers registration and box lunch. Contact: Sherall Dementi at sdementi@vml.org or 804/523-8533.

Local Government Attorneys Spring Conference, April 19-21, Hampton

Semi-annual conference will be held at the Embassy Suites Hotel and Hampton Roads Convention Center. Contact: Leisa Steele at 804/371-0202 or lrs5c@virginia.edu.

Virginia Building and Code Officials Association Mid-Year Meeting, April 29-30, Charlottesville.

Contact: Mary Jo Fields at mfields@vml.org or 804/523-8524.

Municipal Electric Power Association of Virginia, May 23-25, Virginia Beach

Contact: Kimberly Pollard at kpollard@vml.org or 804/523-8528.

Local Government Attorneys Fall Conference, Sept. 27-29, Williamsburg

Semi-annual conference will be at the Woodlands Hotel/Suites and Conference Center in Colonial Williamsburg. Contact: Leisa Steele at 804/371-0202 or lrs5c@virginia.edu.

2007 VML Annual Conference, Oct. 14-16, James City County

Contact: Joni Terry for general information at jterry@vml.org or 804/523-8529 or contact Kimberly Pollard for exhibition information at kpollard@vml.org or 804/523-8528.

Virginia Building and Code Officials Association Annual Conference, Oct. 21-23, Virginia Beach

Contact: Mary Jo Fields at mfields@vml.org or 804/523-8524.

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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