

# Update

December 15, 2006



Feb. 1

The newsletter of the  
Virginia Municipal League

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## JLARC urges more money for local CSA administration

The state should provide more administrative funding to the cities and counties that administer the Comprehensive Services Act for At-Risk Youth and Families (CSA) program. In addition, the state should expand the scope of grants so that communities can develop new services to keep children in the community and reduce the costs of providing residential services.

These were among the recommendations of most interest to local governments in an evaluation of children's residential services and CSA administration presented to the Joint Legislative Audit and Review Commission on Dec. 11 in Richmond. The evaluation, performed by JLARC staff analysts, was done in response to HJR 60 (Nixon) approved by the 2006 General Assembly.

News media focused attention on the

JLARC recommendations regarding licensure and regulation of children's residential services, which JLARC considered to be an area of considerable concern. According to JLARC, the four state agencies with

responsibility for licensing and inspecting children's residential services appear to lack adequate staff and resources to vigorously oversee these facilities. In addition, JLARC criticized executive branch agencies and the Governor's Office for not moving forward on regulations called for by the 2005 and 2006 General Assembly to address issues affecting private group homes for children. VML supported these bills that primarily focused on greater state oversight of the placing and oversight of private group homes.

Although JLARC did not recommend



*Continued on page 2*

### AT THE LEAGUE

## Register now for newly elected officials conference

There's still time to register for the Conference for Newly Elected Municipal Officials Jan. 5-6 at the Richmond Marriott Hotel.

The two-day session, which was scheduled to meet the needs of local officials who won seats in the November election, will get underway with a banquet on Friday evening, Jan. 5.

Roger Wiley, a partner in the Richmond law firm Hefty & Wiley and a state expert on the Freedom of Information Act, will give an overview of FOIA issues on Saturday morning, Jan. 6. League staff members Mark Flynn and Tim Ailsworth will review conflict of interests and public official liability issues that morning as well. VML

Deputy Director Suzette Denslow will talk about the role of elected officials in lobbying. Afternoon speakers include Bridgewater Town Superintendent Bob Holton on the topic of budgeting, and Petersburg Mayor Annie Mickens and Charlottesville City Manager Gary O'Connell on the topic of council/manager relations.

The deadline for making hotel reservations is Dec. 22.

Program information has been mailed to newly elected officials and is posted on the league Web site. While the conference is intended primarily for newly elected officials, others have found it to be helpful as a refresher course. ♦

**FROM THE CAPITOL****JLARC continued ...**

that the state reinstate regulation of private provider rates, which VML and VACo both supported, it did urge the Office of Comprehensive Services (OCS) to gather more information on private provider performance and rates, which would benefit localities, all of whom must negotiate with providers for services and placements.

JLARC urged OCS to update the standard contract for residential services to require providers to track and report performance on a standard set of child outcome measures. JLARC noted

that some localities could not get information from providers on children's progress and outcomes. Localities pay a significant portion of the costs to place these children. JLARC also recommended that OCS replace the current service fee directory to capture more information on provider compliance with state regulations, outcome measures for children in care, and financial information, including rates. Currently, each locality must negotiate its own contracts with providers, without easy access to any of that particular information.

JLARC also encouraged the state to identify the best options for increasing the availability of foster families in Virginia. Children in foster care may be less likely to be placed in private treatment facilities, and can receive services and treatment closer to their homes and families. However, as JLARC pointed out, Virginia's level of financial and technical support of foster families falls near the bottom of southeastern states.

State and local governments spent more than \$295 million on the CSA program in FY06. ❖

## **Attorney General issues CSA opinion on mental health services for foster care children**

Local and state government officials are attempting to understand the meaning and potential impact of a recent Attorney General's opinion regarding mental health services for foster care children under the Comprehensive Services Act for At-Risk Youth and Families program (CSA).

The opinion by Attorney General Bob McDonnell addressed a question posed by Del. William H. Fralin Jr. (R-Roanoke). Fralin asked if the state's CSA law mandated that mental health services be provided to children to prevent parents from relinquishing custody (that is, placing children into non-custodial foster care) in order to get mental health services that are otherwise unavailable through a community services board or not covered by private insurance.

CSA is a complex program, and this opinion is complex as well. The opinion says that state law does not mandate that mental health services be provided to children. It seems to say, however, that since mental health services are part of an array of services available to prevent a foster care placement, and since foster care is a mandated population under CSA, then it is mandated that mental health services be offered to a child who is neglected, abused, or in need of service

without the parents having to give, or relinquish custody to local social services agencies (i.e., placed in foster care).

Members of a legislative joint subcommittee studying CSA administration, chaired by Sen. Emmett Hanger (R-Augusta), briefly discussed the opinion at its Dec. 11 meeting. Hanger said that he believed the opinion had significant implications for the state and local governments, and that it could pose a significant unfunded mandate on local governments if the state did not intervene. The subcommittee approved a resolution requesting the Joint Legislative Audit and Review Commission (JLARC) to present information to the joint subcommittee on the fiscal implications of this opinion. Hanger said that he hoped to work with JLARC and the executive branch on the follow up to this opinion and possible courses of action.

The State Executive Council, which governs the CSA program, will meet Dec. 19 in Richmond. Emporia Council Member F. Woodrow Harris, a member of the SEC representing VML, has asked the Office of Comprehensive Services to invite the Attorney General's office to this meeting to explain the opinion and respond to questions. ❖

**FROM THE CAPITOL****State issues report  
on HB 599 funding**

The secretaries of Finance and Public Safety have released a report with potential options, but no specific recommendations, for changing the basis of future HB 599 program funding for localities with police departments. The report was released to the House Appropriations and Senate Finance committees late last month. Neither committee has taken official action on the report, which is likely to be discussed more thoroughly when the 2007 General Assembly convenes.

The 2006 Appropriations Act requested the secretaries to review the methodology used to determine HB 599 allocations and whether or not the enabling legislation and funding formula need modifying. The language was inserted into the act at the request of Gov. Tim Kaine. Kaine acted when it became evident that funding for a number of localities in FY07 would be less than in FY06, even with a proposed \$11.5 million

increase in the total appropriation.

To remedy the situation, the legislature agreed to a request by Kaine to appropriate more money so that no locality would receive less 599 funding than it did in FY06. There is no such guarantee in place for FY08.

Funding to localities with police departments through the HB 599 program began in the early 1980s. Allocations have shifted over the years as populations and demographics changed.

HB 599 allocations are determined by a formula that takes into account population density, crime rates and welfare caseload rates. While studies of the formula have been conducted over the years, no changes were adopted because some local governments would have received more money and others less. Changes to the formula or additional funding may be needed to keep some localities from losing money in the future. ❖

**Kaine to present  
budget amendments  
Dec. 15**

Gov. Tim Kaine was scheduled to present his amendments to the 2006-2008 budget at a Dec. 15 meeting of the House Appropriations, House Finance and Senate Finance committees in Richmond.

The league planned to send out links to information posted on the Internet as soon as it became available, probably on Dec. 15, and send out an analysis of the budget amendments the week of Dec. 18. ❖

**House GOP  
pledges to spend  
surplus dollars  
on transportation**

In advance of Gov. Tim Kaine's budget address to the legislature, House Speaker William J. Howell (R-Stafford) announced Monday that the House Republican Caucus has pledged to commit a minimum of 50 percent of the higher revenue projections for the current biennium to transportation. The amount of the higher figures should be announced Friday, Dec. 15, when the governor unveils his proposals for amendments to the 2006-2008 Biennial Budget to the annual joint meeting of the House Appropriations, House Finance and Senate Finance committees.

The House Appropriations Committee staff estimate that the revisions will be between \$475 million and \$550 million over the amounts adopted in the current 2006-2008 state budget.

"We believe that the 50 percent level of new revenue revisions is a floor and not a ceiling," Howell said. "We will be encouraging our members on [House] Appropriations to craft a package of amendments that – if possible – may ac-

tually reserve an even higher percentage of new revenues to transportation. For transportation to be our top priority, we have to dedicate the largest percentage of available revenues to that purpose."

"Today's declaration is both a continuation of our existing commitment and the beginning of a series of announcements from House Republicans regarding innovative proposals to address transportation in the upcoming session. Included will be proposals resulting from the special subcommittee I had set up to find a way to directly tie transportation and land use decisions. In the days and weeks leading up to the 2007 session, we will seize the opportunities for action presented by the upcoming session. We will offer a host of practical legislation to improve the quality of life for Virginians. This legislation will be designed to reduce congestion and chokepoints on our roadways, and give hard-pressed localities the tools they need now to manage growth." ❖

## FROM THE CAPITOL

## Board of Education proposes revisions to SOQ

The State Board of Education adopted several revisions to the Standards of Quality at its Nov. 29 meeting in Richmond.

The board is responsible for adopting the SOQ, subject to revision only by the General Assembly. The SOQ are the main driver behind required state and local costs for public education, as they contain many of the staffing standards that make up the bulk of required education spending.

Revisions proposed by the board include:

- Require one full-time principal in each elementary school.
- Require one full-time assistant principal for each 400 students in each elementary, middle, and secondary school.
- Require one full-time instructional position per 1,000 students to serve as the reading specialist.
- Reduce the state required speech language pathologist caseload from 68 to 60 students.
- Require one full-time instructional

position per 1,000 students in grades kindergarten

through eight to serve as the mathematics teacher specialist.

- Require one full-time position per 1,000 students to serve as the data manager/test coordinator.

- Require higher staffing standards for students who are blind or vision impaired.

The first four items (relating to principals, assistant principals, reading specialists, speech language pathologists) listed above originally were part of a broader revision to the SOQ proposed by the board in 2003. The General Assembly, however, did not fund these four items in the 2004-2006 budget. VML supports full implementation of the revisions proposed by the board in 2003, but has not adopted a position on the proposals regarding the math specialists, the data manager/test coordinator and the higher standards for students who are blind or vision impaired.

The cost to the state of the revised

standards is estimated at \$173.2 million for FY2008. Required local costs will increase as well. Many localities already are funding some of the positions that the board would like to see added to the SOQ with 100 percent local dollars. In these cases, the state funding would then help pay for the positions that the localities already are funding. This local funding, however, has been discretionary. If the board's revisions are enacted, some of the local discretionary funding would now be mandatory. Further, while most localities are funding education well beyond the minimum required under the SOQ, they may not be funding the positions included in the board proposal. Each local government will have to work with its school divisions to determine the effect in its particular situation.

The first test for the board's proposals will be whether Gov. Kaine includes funding for them in the budget amendments that he submits to the General Assembly on Dec. 15. ❖

## State funding of teacher salaries continues to lag



The salary level funded by the state for personnel required under the state Standards of Quality in FY06 was about 92.6 percent of the linear weighted average salary, according to a report presented to the Joint Legislative Audit and Review Commission at its Dec. 11 meeting in Richmond.

The combined elementary/secondary teacher salary funded by the state in 2006, including the 3 percent salary increase effective Dec. 1, was \$39,130. For the same year, the estimated linear weighted average salary for elementary and secondary teachers combined was \$42,235.

The linear weighted average salary is obtained by using the L-estimator, a statistical technique that gives more weight to values near the middle and less weight to outlying values. The linear weighted average produces a value that is lower than the mean, which is the type of aver-

age that most people think of when they hear average (that is, a number of items added up and divided by the number of items).

The linear weighted average salary lags stills further the salaries actually paid in localities, as local governments are well aware. The actual average salary paid Virginia's teachers in FY 2006 was \$47,248, according to a reported released on Dec. 1 by the Virginia Department of Education.

Classroom teacher salaries increased an average of 4.12 percent from 2005 to 2006, according to the DOE report.

The DOE report on salaries is posted on the department's website at <http://www.pen.k12.va.us/VDOE/Finance/Budget/2006-2007SalarySurvey.pdf>.

The JLARC report on state SOQ funding is available on the department's website at <http://jlarc.state.va.us/Meetings/December06/SOQSpnd06.pdf>. ❖

## FROM THE CAPITOL

## Commission adopts state housing policy principles

The Virginia Housing Commission adopted a set of principles recently that identify the issues surrounding affordable housing in the state.

“Guiding Principles for State Housing Policy” was adopted at the meeting of the commission held at the start of the Governor’s Housing Conference in Norfolk.

- The first principle is that “housing should be a high state, local and regional priority.” In this category, housing is identified as “critical to the economic and social well being of Virginia. Housing is not an isolated policy issue.” These points are important because the community often forgets about affordable housing as a priority. The groups that promote affordable housing need to remember that the state often doesn’t see affordable housing as a priority. Only when it is seen as integral to the health of the Commonwealth will it advance. The principle also contains the statement that “housing solutions require cooperative and coordinated state and local efforts.”

- The second principle is that “all groups should have fair access to quality housing choices.” Housing must reflect people’s diverse needs. Further, all Virginians should have housing choices that provide access to economic and social opportunity.

- The third principle states that “increased affordability should be a policy priority.” Housing must be provided to the very-low income part of society. Further, the report identifies that low-density development raises the cost of housing. The report asserts that higher density housing must be easier to create. This affects zoning rules, particularly in counties.

The remaining principles have to do with mortgage practices that make ownership difficult and with improved construction methods that assist with accessibility of disabled persons and with green buildings (buildings that limit negative impact on the environment).

The commission also identified important issues for the future. The first issue is the impact of residential land use and development on affordable housing. Often, counties adopt large lot zoning rules to encourage the development of the county with higher-quality development. This effort negatively affects the affordability of housing.

This issue also raises the question of who should pay for the costs associated with growth. A major issue the General Assembly, the Housing Commission and local governments will face in the future is paying for growth. What percentage of the costs associated with

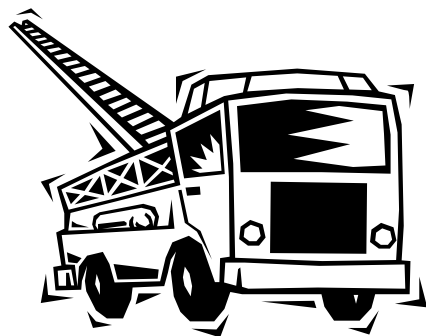
growth should the development community pay? What percentage of those costs should the public pay, through hikes in real estate taxes? What, if any new fees and taxes should be imposed to pay the costs related to development, such as new roads, schools, parks and police?

The commission included the unresolved issues related to urban revitalization in the document. The report identifies that concentrating poor people in urban areas tends to reduce the value of land and the quality of housing. The report raises the question of what can be done to increase investment in urban areas.

The guiding principles and the identification of key issues were developed, in large part in meetings held last summer and into the fall. The Department of Community Development and the Housing Development Authority wrote the document, after meeting with and receiving input from VML, Housing authorities, builders, advocates for poor persons, commercial property owners and realtors.

The commission will continue working on the key issues for the next year. Given the magnitude of the problems, the process will take much more than a year. ❖

## E911 location system to affect selected phone systems



A House committee has passed legislation that will make it easier beginning in 2009 for first responders to locate people who dial 911 from selected buildings with multiple telephone lines serving them.

The House Commerce and Labor Committee reported HB 1603 (Rapp), which was carried over from the 2006 General Assembly session. The bill requires the owners or operators of multiline telephone systems serving large residential facilities, hotels and motels, businesses and educational institutions to ensure that a single public safety answering point is able to identify the exact location from which a call to 911 is placed.

The bill will only affect new multiline telephone systems purchased after July 1, 2009 in buildings larger than 7,000 square feet. The legislation originally would have applied to all telephone systems no matter when they were installed.

HB 1603 was prompted by complaints from public safety personnel who have trouble locating 911 callers in buildings without dedicated landlines in every room. These include structures such as hotels, dormitories and resorts. ❖

**FROM THE CAPITOL****Market value of VRS pension fund continues to improve**

The market value of the pension fund managed by the Virginia Retirement System was \$50.3 billion as of Sept. 30, 2006, according to a presentation to the Joint Legislative Audit and Review Commission at its Dec. 11 meeting in Richmond. The fund's value was \$48.5 billion on June 30, 2006. The fund's performance exceeded established benchmarks for the one-, three-, five-, and 10-year periods ending Sept. 30, 2006.

Despite this very good news, the fund is still recognizing the downturn in the economy in 2002 and the relatively weak return in 2003. On an actuarial basis, therefore, the fund's rate of return in 2006 was 7.3 percent, slightly below

the actuarially assumed rate of return of 7.5 percent. Because the five-year smoothing technique used by the actuary recognizes only 20 percent of the gains or losses in a year, the valuation for 2006 was still recognizing the downturn in the market in 2002.

If investment returns continue at their strong pace, the actuarial rate of return should show marked improvement next year, as all the losses from the downturn in 2002 were recognized. The impact for the state and localities is the potential for lower contribution rates in the future, perhaps in the 2010-2012 biennium. ❖

**Start Strong Council addresses quality ratings issues**

Adopting a quality ratings system that will address program quality standards, staff qualifications, curriculum, class interaction and evaluations of results is one of several recommendations put forth by the Start Strong Council at its Dec. 6 meeting in Goochland County.

Start Strong is an initiative to make 4-year old preschool available to more children in the state. The initiative is led by a 24-member council appointed earlier this year by Gov. Tim Kaine, who has made access to early childhood

education one of the foundations of his administration.

Other recommendations include:

- Building a high quality preschool workforce through the creation of appropriate education and training programs;
- Collecting and analyzing data on outcomes from existing preschool programs;
- Identifying all public funding streams supporting early childhood education and care and recommending ways to improve the use of these funds;
- Coordinating recruitment and registration practices for existing preschool

programs;

- Supporting development of local Start Strong Councils and providing grants for local initiatives expanding access to early childhood education.

The Start Strong Council is scheduled to present its final report and recommendations to Kaine by October.

Additional information is available on the Virginia Secretary of Education's web site at this address: <http://www.education.virginia.gov/Initiatives/Start-Strong/index.cfm>. ❖

**Smart Beginnings grants to be available**

The Virginia Early Childhood Foundation will soon post a Request for Applications on the Smart Beginnings Web site (<http://www.smartbeginnings.org/>). The grant program expects to provide at least four \$500,000 competitive grants to assist local communities in their efforts to build and strengthen comprehensive early childhood systems.

In addition, the Foundation will offer sustaining grants for current pilot grantees and technical assistance grants for communities that are early in their planning process.

The foundation has three current grant recipients.

- The Kids First Coalition is a partnership of public and private agencies and businesses serving Williamsburg,

James City County, and York County. The coalition has the goal of strengthening early education and school readiness services for young children and their families.

- The South Hampton Roads Early Childhood Coalition serves the Hampton Roads and eastern Virginia region, and is developing a comprehensive community-wide plan on school readiness.

• The Fairfax County School Readiness Collaborative includes the county Office for Children, Fairfax County Public Schools, Fairfax County Head Start, Northern Virginia Community College, and Fairfax Futures to improve the quality of child care so children enter school with the skills they need to succeed. ❖

## FROM THE CAPITOL

## Agency seeking comments on energy plan

The Virginia Department of Mines, Minerals and Energy (DMME) held its fifth and final public listening session in Virginia Beach Dec. 4, paving the way for staff to complete a ten-year Virginia Energy Plan. The energy plan was established in SB 262 to assess and plan for Virginia's energy future. The plan should be finished by July.

The legislation also outlined additional measures related to energy policy including: off-shore energy resource development; exempting pollution control equipment from local taxation; clean coal projects; energy efficiency in state build-

ings; energy conservation; research and development; and others. The energy plan and provisions of Senate Bill 262 are of interest to local governments because localities are among the largest fuel and energy consumers. Also, the legislation requires the State Corporation Commission to compare the relative suitability of sites for wind and solar energy facilities. James Madison University is assisting in that project.

The public may continue to comment on the Virginia Energy Plan through the Web site at [www.dmme.virginia.gov/VaEnergyPlan](http://www.dmme.virginia.gov/VaEnergyPlan). ❖

## McDonnell targets sex offenders on-line

Attorney General Bob McDonnell will propose legislation to require convicted sex offenders in Virginia to register their e-mail addresses and Instant Messaging (IM) identities with the state's Sex Offender Registry.

The initiative, the first of its kind in the country, resulted from a partnership formed between Myspace.com, members of the attorney general's Youth Internet Safety Task Force and state agencies. Myspace.com is seeking similar federal legislation that would apply to a national sex offender database.

By creating a database of e-mail addresses and IM names, and allowing social networking sites to access that database, law enforcement will be able to help such sites monitor users. When Myspace.com, or any other social networking site, comes across the e-mail address or IM name of a registered sex offender they will be able to remove these people from the site. Failure to register would be a crime.

Sen. Ryan McDougle (R-Hanover), a member of the task force, is expected to be the bill's patron. ❖

## Joint Rules Committee proposes session calendar

The General Assembly will convene on Jan. 10 and adjourn on Feb. 24 under the calendar proposed by the Joint Rules Committee at its Dec. 11 meeting in Richmond. The procedural resolution that sets the calendar typically is adopted on the first day of the session.

Other important dates according to the proposed calendar are:

**Jan. 10:** Deadline for filing charter, local fiscal and correctional impact and VRS bills, as well as legislation creating or continuing a study

**Jan. 19:** VRS impact statements due; deadline for filing legislation

**Feb. 6:** Cross over day; each house to complete work on its own legislation except for the budget bill; deadline for budget amendments

**Feb. 8:** Each house to complete work on its budget bill

**Feb. 14:** Each house to complete work on budget bill of the other house; budget conferees appointed

**Feb. 19:** Last day for committee action

**Feb. 22:** Budget bill conference report available by noon

**Feb. 24:** Adjournment

The deadline for requesting drafts of legislation to be prefiled was Dec. 11. Under the procedural resolution, legislators can request and prefile an unlimited number of bills, as long as the requests were made by Dec. 11 and prefiled by Jan. 10, the first day of the session.

For bills and resolutions not prefiled, delegates are limited to introducing five pieces of legislation and senators are limited to eight. Any member, however, may request to introduce a bill with the unanimous consent of the entire body.

The calendar and procedural resolution will be posted at the Division of Legislative Services web site at this address: <http://dls.state.va.us/pubs/calendar/WELCOME.HTM>. ❖

**AT THE LEAGUE****Sign-up for VML  
Legislative Bulletin**

VML has notified member local governments about receiving copies of its *Legislative Bulletin*, which will report on the actions of the 2007 General Assembly.

A “key official” (usually the manager or administrator) will automatically receive the bulletin, which is published at least two times a week. Each locality may designate one additional person to receive the bulletin via fax or mail at no additional charge.

Typically, localities designate their attorney, mayor or clerk to receive the

second copy.

If you require additional copies of the bulletin by fax or mail, they may be purchased at the subscription rate of \$75 for member localities. Extra subscriptions must be accompanied by payment.

As always, additional copies of the bulletin will be sent via e-mail to any interested staff and elected officials at no additional charge.

If you haven’t made arrangements to receive the bulletin, do so soon. Contact Joni Terry at [jterry@vml.org](mailto:jterry@vml.org) or at 804/523-8529 if you have questions. ❖

**Emergency  
preparation  
approaches shared  
at pandemic flu  
conference**

Ensuring that the chief administrative officer has the authority to override standard personnel policies is one of the steps that can be taken in preparation for a pandemic, according to Loudoun County Administrator Kirby Bowers, speaking at a pandemic flu workshop held Dec. 1 in Harrisonburg.

Loudoun County also is converting employees to laptop computers in order to enable employees to work from home. The county is practicing telecommuting on a monthly basis, and has the goal of having 30 percent of its work force telecommuting. (A presentation on telecommuting in Loudoun County was given at the VML annual conference in Virginia Beach, and is available on the VML Web site under “conferences.”)

An influenza pandemic could go on for months in a community, with two-to-three different waves over an 18-to-24 month period. A major problem will be ensuring that adequate staff is available and healthy for critical services, including hospitals, nursing homes, jails, police, fire and emergency responders.

Speakers agreed that it is not a matter of “if” a pandemic will occur, but “when” it will take place.

A major problem in the event of a flu pandemic may be convincing employees, particularly hourly employees, to stay at home if they are sick. Virginia Depart-

ment of Human Resources Director Sarah R. Wilson said that the state is working on a draft public health policy that will provide 80 hours of leave to all employees, including hourly employees, under certain prescribed conditions. Wilson also said that the state is working toward ensuring that the state workforce can be “nimble” by planning for employees to be sent where they are most needed. As an example, she said her department found that a number of its employees have commercial driver’s licenses and, therefore, could serve as truck drivers if those positions needed to be filled.

The league, the Virginia Association of Counties, the Virginia Department of Emergency Management, and the Virginia Department of Health sponsored the conference. About 45 elected and appointed officials attended the meeting.

In the 20th century, three pandemics spread across the globe – one in 1918, one in 1957 and most recently in 1968. The 1918 Spanish flu was the most famous, killing millions and crippling countries around the world, including the United States.

The January 2006 issue of *Virginia Town & City* includes additional information on preparation for an influenza pandemic. ❖

## REGULATIONS

### Intended Regulatory Action

**Water Quality Standards.** The State Water Control Board has proposed action to update the water quality standards based on new scientific information; improve permitting, monitoring and assessment programs; and fulfill the legal mandates for a three-year review of the standards. A public hearing will be held. Public comments may be submitted until 5 p.m. on November 17, 2006. For more information, contact Elleanore Daub, Department of Environmental Quality, at 804/698-4111 or e-mail her at [emdaub@deq.virginia.gov](mailto:emdaub@deq.virginia.gov).

**General Virginia Pollutant Discharge Elimination System (VPDES) Permit for Portable Water Treatment Plants.** The State Water Control Board has proposed action to establish appropriate and necessary permitting requirements for discharges of wastewater from potable water treatment plants. The proposed regulation will set forth standard language for effluent limitations and monitoring requirements necessary to regulate this category of dischargers. A public hearing will be held. Contact George Cosby, Department of Environmental Quality, at 804/698-4067 or e-mail him at [gecosby@deq.virginia.gov](mailto:gecosby@deq.virginia.gov) for additional information.

### Proposed Regulations

**Regulations Governing Mental Health Services Transition Plans for Incarcerated Juveniles.** The State Board of Juvenile Justice has proposed regulations to provide the framework for creating a mental health services transition plan for the provision of mental health, substance abuse, or other therapeutic treatment services for persons returning to the community following commitment to a juvenile correctional center or post-dispositional detention. No public hearing will be held. Contact Deron Phipps, Department of Juvenile Justice, at 804/786-6407 or e-mail him at [deron.Phipps@djj.virginia.gov](mailto:deron.Phipps@djj.virginia.gov) for additional information.

**Juvenile Work Release Programs.** The State Board of Juvenile Justice has proposed regulations to provide the framework for assessing each juvenile

committed to the Department of Juvenile Justice for participation in a work release program, apprenticeship program, job enterprise program, or any other work experience opportunity located at or through the juvenile correctional center (JCC) where the juvenile is placed. As required by the Code of Virginia, the juveniles participating in these offsite work and educational opportunities will be those who have made significant rehabilitative progress and have demonstrated their capacity to meet the challenges presented by these opportunities. A juvenile who is proficient in a trade or occupation and who meets the work release criteria established by the director may be approved for employment outside of the JCC. A juvenile who the director is satisfied meets the work release criteria and is capable of receiving substantial benefit from educational and other related community activity programs that are not available within a JCC may attend such programs outside of the juvenile correctional facility. No public hearing will be held. For additional information, contact Deron Phipps, Department of Juvenile Justice, at 804/786-6407 or e-mail him at [deron.phipps@djj.virginia.gov](mailto:deron.phipps@djj.virginia.gov).

**Foster Care and Adoption Placement.** The State Board of Social Services has proposed regulations on various foster care and adoption placements. The various regulations are a joint action to repeal seven regulations and replace them with one comprehensive new permanency services regulation that will encompass the full range of services for providing a child with a safe, secure and stable situation in which to grow up. The proposed regulation incorporates comprehensive definitions pertaining to permanency services and provide a regulatory structure for the programs pertaining to permanency for children: Foster Care Prevention and Stabilization, Foster Care Services, Agency Placement Adoptions, and Nonagency Adoption Placement. The proposed regulation incorporates and updates the repealed agency placement and nonagency placement regulations. The new regulation also includes one section on foster care prevention and stabilization and sections covering the range of foster care services including

entering foster care; foster care placement; case opening; initial assessment; choosing the goal; preparing the service plan; service delivery; reviewing the service plan; closing the foster care case; funding; other requirements; independent living; and training. A section has also been added to address suspected violations in the placement and adoption of a child. No public hearing will be held. For more information, contact Lynette Isbell, Department of Social Services, 804/726-7082 or e-mail her at [lynette.isbell@dss.virginia.gov](mailto:lynette.isbell@dss.virginia.gov).

**Urban Division Manual.** The Commonwealth Transportation Board (CTB) will consider repealing two Administrative Process Act (APA) -exempt regulations, 24 VAC 30-320 (Urban Division Manual Chapter II) and 24 VAC 30-330 (Urban Division Manual Chapter III) at its regular meeting on December 14, 2006. The regulations proposed to be repealed were filed by description in the Virginia Administrative Code, and provide internal and external instructions in the administration of maintenance and construction payments for qualifying cities and towns. The two regulations have become outdated due to changes in the Code of Virginia and the Virginia Department of Transportation's (VDOT's) organizational structure. They are proposed to be replaced by a single regulation to provide an updated policy to guide the implementation of the Urban Construction and Maintenance Programs as established by §§ 33.1-41.1 and 33.1-23.3 of the Code of Virginia. A revised manual of instruction will serve as a supplemental guidance to the new regulation. For additional information or copies of these documents, contact Jennifer B. DeBruhl, Virginia Department of Transportation, at 804/786-0334 or e-mail her at [Jennifer.Debruhl@VDOT.Virginia.gov](mailto:Jennifer.Debruhl@VDOT.Virginia.gov).

### Final Regulations

**Solid Waste Planning and Recycling Regulations.** The Virginia Waste Management Board has proposed regulations to reword 9 VAC 20-130-120 B to seek ways to redefine how the mandatory minimum recycling rate

## REGULATIONS

is to be calculated. Such redefinition is designed to conform with current recycling practices in the localities and regions. Section 10.1-1411 of the Code of Virginia requires that cities, counties and towns of Virginia develop solid waste management plans for their jurisdiction and include provisions to achieve the statutory recycling rate. Several other parts of the Virginia Waste Management Act require the De-

partment of Environmental Quality to consider the plans when issuing permits for solid waste management facilities and in making other specific decisions. Local governments may join with other jurisdictions in a regional plan the jurisdictions approve. Section 10.1-1411 of the Code of Virginia authorizes the Waste Management Board to promulgate and maintain regulations to establish structure for the plans and is further authorized to review and approve plans. The regulation will affect all locali-

ties or regions in the Commonwealth. Those 24 localities for regions that have not met the previous 25 percent mandated recycling rate but qualify for the 15 percent mandated recycling rate will be particularly affected by the statutory change in minimum recycling rate. A public hearing will be held. Contact Allen Brockman, Department of Environmental Quality, at 804/698-4468 or e-mail him at [arbrockman@deq.virginia.gov](mailto:arbrockman@deq.virginia.gov) for additional information. ❖

## 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.

### Executive Director, Young Professionals of Central Virginia

SALARY: DOQ/DOE. Seeking energetic self-starter for cutting edge new position. Responsible for collaborating with regional businesses and organizations on the retention and recruitment of talent in Region 2000. Must become familiar with region, have experience in building relationships, developing budgets, knowledge of the young professional movement and have proven excellent communication, sales and organizational skills. Send resumes to: YPCV Search, P.O. Box 212, Lynchburg, VA 24505.

### Site Plan Inspector, Arlington County

SALARY: \$39,665-\$65,603 DOQ/DOE (+) benefits. Perform technical inspection and enforcement work in the Zoning Office; areas of emphasis include: parking, landscaping, signage, building materials, lighting, and occupancy. Reqs. H.S. and 2 yrs. exper., 1 yr. of which must have been as a full performance generalist inspector; certification by the state as a Building Maintenance Technical Assistant is a plus and will be req. within 1 yr. See job an-

nouncement and submit required Internet application at [www.arlingtonva.us/pers](http://www.arlingtonva.us/pers). Questions? Call 703/228-3500 or e-mail [pers@arlingtonva.us](mailto:pers@arlingtonva.us). Deadline: Jan. 11. EOE.

### Planner II, Prince William County

SALARY: \$49,637-\$54,105 hiring range DOQ/DOE (+) benefits. \$49,637-\$79,420 full range. Duties include: Review, analysis, negotiation and recommendation for rezoning, special use permits, comprehensive plan amendments, public facility reviews and special studies. Meets with applicants, developers, attorneys, concerned citizens and review agencies; gives oral presentations before the Planning Commission, Board of County Supervisors and special interest groups as needed. Reqs. any comb. of educ. and exper. equiv. to relevant bachelor's degree and 3 yrs. planning exper., or master's degree in a planning field and 2 yrs. related exper. Prefer working knowledge of ArcGIS. Questions? Contact [mparker@pwcgov.org](mailto:mparker@pwcgov.org). To apply, log-on to <http://www.pwcgov.org/jobs/applynow/applynow.asp?Vacancy=2667&PCN=903506>. Position # 903506. EOE.

### Engineering Manager (Department of Public Utilities), Hanover County

SALARY: \$60,402-\$81,542 (+) benefits DOQ. Responsible for planning, supervising, organizing, coordinating and directing engineering activities of the department under supervision of the deputy director of public utilities. Reqs. relevant bachelor's degree, Va. P.E. license and min. 5 yrs. progressively responsible engineering exper. Any equivalent combination of educ., exper. and training is acceptable. For more info., apply to [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804/365-6489. Job # 22440-1. EOE.

### Planning Director, Chincoteague

SALARY: DOE/DOQ (+) benefits. Work with the Planning Commission and Town Council to guide long-range land use planning and natural resource mngmnt.; implement related programs and regulations, including zoning, subdivision, erosion and sediment control, and flood plain mngmnt. Detailed job description and applications available at the town office or [www.chincoteague-va.gov](http://www.chincoteague-va.gov). Submit applications to: Town Manager, Town of Chincoteague, 6150 Community Drive, Chincoteague Island VA 23336. Deadline: Jan. 19. EOE.

### Director of Parks and Recreation, Prince George County

SALARY: \$56,401-\$85,820 (+) benefits. Plan, organize, direct and supervise parks and recreation programs, services and staff. For job description and county application, visit [www.princegeorgeva.org](http://www.princegeorgeva.org). Faxed applications not accepted. Postmarks are not considered as received. Submit to: Department of Human Resources; P.O. Box 68; Prince George, VA 23875. Deadline: Jan. 11. EOE.

### Planning Director, Page County

SALARY: DOQ/DOE (+) benefits. (pop. 24,000) The position is the focal point for the coordination of a countywide rezoning endeavor and the completion of an ongoing GIS Parcel Conversion Project. Reqs. relevant bachelor's degree supplemented by exper. and/or training involving planning, zoning, site plan review, GIS mngmnt. and computer system maintenance/support; or any equiv. comb. of educ., training and exper. that provides the requisite knowledge, skills and abilities for this job. Contact Page County Human Resources director at 540/743-4142 for an application or download from [www.pagecounty.virginia.gov](http://www.pagecounty.virginia.gov). Deadline: Jan. 26. EOE.

## POSITIONS

### Chief of Police, Petersburg

**SALARY:** \$64,310-\$88,313 DOQ (+) benefits. (pop. 33,000) Lead staff of 159 (118 sworn officers) and administer \$7.9 million dept. budget. Appointed by and reports to the city manager and functions as a member of the organization's management team. Reqs. exper. and knowledge of urban police organizations, including long-range strategic planning, financial planning and budgeting, and a firm commitment to community policing. Reqs. relevant bachelor's degree; prefer min. 5 yrs. senior mngmnt. exper. Submit application and/or resume and requests for needed accommodations to: City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit [www.petersburg-va.org](http://www.petersburg-va.org). Open until filled. EOE.

### Director of Public Works, Colonial Heights

**SALARY:** DOQ (+) benefits. (pop. 18,000) Lead Public Works Department for full-service city. Responsible for street maintenance, water distribution, wastewater collection, pumping station operations, storm drainage, concrete installation and refuse transfer station. Should possess significant experience managing a public works operation. Reqs. relevant bachelor's degree and 10 yrs. progressively responsible exper. in public works, including 5 yrs. of mngmnt. and admin. exper. Visit [www.colonial-heights.com](http://www.colonial-heights.com). Submit resume and 5 work-related references to: Human Resources Office, P.O. Box 3401, Colonial Heights, VA 23834. Deadline: Jan. 5. EOE.

### Database Administrator, Albemarle County

**SALARY:** \$49,916-\$79,865 full range (+) benefits. Reqs. experience in Visual Studio.Net / SQL Server development. Will augment existing IT development staff and work with latest Microsoft technologies, including SQL Server 2005, SRS 2005, VS.NET 2005, MS Dynamics GP. Reqs. MS SQL Server experience (DBA level of knowledge) excellent knowledge of Visual Studio.Net development, experience with Object/Relational mapping techniques. Read complete job description and apply on-line at [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). Contact: County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Open until filled. EOE.

### Chief Executive Officer, Roanoke Valley Resource Authority

**SALARY:** DOQ/DOE (+) benefits. Manage regional solid waste authority in charge of waste disposal. Must have min. 5-10 yrs. relevant mngmnt. exper. in solid waste admin., supervision, budgeting, project mngmnt., construction operations of landfills and associated facilities, as well as demonstrated skill in PR. Reqs. relevant bachelor's degree; prefer local govt. exper., Va. Professional Engineering license and considerable knowledge of federal and state environmental regs. Submit resumes and applications to: Roanoke Valley Resource Authority, 1020 Hollins Road, N.E., Roanoke, VA, 24012-8011. Contact: 540/857-5050. Open until filled. EOE.

### Planning and Zoning Administrator, Montgomery County

**SALARY:** \$46,790-\$57,083 DOQ/DOE (+) benefits. Work closely with the public, developers, other depts., Planning Commission and Board of Supervisors on consideration of development plans and proposals, and on administration of the Zoning Ordinance. Reqs. education or training equiv. to bachelor's degree in planning or closely related field along with 3 yrs. of directly related exper. AICP and CZO/CZA certifications desirable. County application is required and available at Human Resources, 755 Roanoke St., Christiansburg, VA 24073 or by calling 540/382-5700 or online at [www.montva.com/jobs.php](http://www.montva.com/jobs.php). Deadline: Jan. 10. EOE.

### County Engineer (Community Development), Albemarle County

**SALARY:** \$53,556-\$85,686 DOQ/DOE (+) benefits. Responsible for planning, directing and implementing a sound program of engineering administration for the Department of Community Development. Reqs. thorough knowledge of the principles and practices of civil engineering as applied to the development and construction of public works projects. For a complete job description, qualifications and on-line applications go to [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). Contact: County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Deadline: Jan. 5. EOE.

### Civil Engineer II, Albemarle County

**SALARY:** \$46,524-\$74,437 DOQ/DOE (+) benefits. Primary duties in the Current Development Division of the Department

of Community Development include review of site plans and subdivisions. This will include the review of road plans, drainage plans, stormwater calculations, and general site design with significant emphasis on water quality protection. For a complete job description, qualifications and on-line applications go to [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). Contact: County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Open until filled. EOE.

### Chief of Current Development, Albemarle County

**SALARY:** \$53,556-\$85,686 DOQ/DOE (+) benefits. Direct a high performing program responsible for site plan and subdivision review; interpret ordinances and develop policies and procedures to ensure quality development and efficient review procedures. For a complete job description, qualifications and on-line applications go to [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). Contact: County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; 434/296-5827. Open until filled. EOE.

### Special Assistant – City Manager's Office, Fredericksburg

**SALARY:** \$50,241-\$60,289 DOQ (+) benefits. Newly created position serves as the public info. officer for the city, researching and developing grant applications, coordinating funded activities with responsible departments, and working on special projects as directed by the city manager. Reqs. relevant bachelor's degree and 3 yrs. exper. Apply at the Virginia Employment Commission, 3501 Lafayette Blvd., Fredericksburg, VA 22408. Attach a resume and cover letter along with a city application. Deadline: Dec. 15. EOE.

### Procurement Officer II (2 positions), Virginia Department of Health (Richmond)

**SALARY:** DOQ/DOE (+) benefits. Responsibilities include assisting end users and decentralized buyers in proficient use of eVA and the development of complex contracts. Reqs. college degree in a related field or equiv. comb. of educ., training and exper. Prefer possession of VCA, VCO or CPPB certification. Some travel may be necessary. Applications will be reviewed as received. Must complete an online application at <http://www.vdh.virginia.gov/qihr>. National criminal records/back-

## POSITIONS

ground check and Statement of Economic Interest required. Open until filled. EOE.

### **Director of Economic Development and Tourism, Fredericksburg**

SALARY: DOQ/DOE (+) benefits. Lead department with a renewed emphasis on city development and redevelopment of key areas and corridors while continuing efforts to become a pre-eminent tourism destination. Serves as dept. head under direction of the city manager and oversees a staff of six FT and 13 PT employees with \$1.2 million dept. bdtg. Reqs. relevant bachelor's degree and 6-9 yrs. of progressively responsible exper. Submit letter of application, detailed resume with salary history and work-related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 8790 Park Central Drive, Suite B, Richmond, VA 23227. Fax 804/726.9752 or e-mail [Richmond@springsted.com](mailto:Richmond@springsted.com). For further information visit [www.springsted.com](http://www.springsted.com). Deadline: Jan. 3.

### **Transportation Planner (Public Works), Harrisonburg**

SALARY: DOQ/DOE (+) benefits. Coordinate planning of transportation programs, conduct research and assist with street planning improvements. Complete job description at: <http://www.harrisonburgva.gov/index.php?id=250>. Applications may be downloaded from the Web site. Submit required City of Harrisonburg application, resume and 3 work-related references to: Human Resources Department, Attn: Karen Musselman, City of Harrisonburg, VA, 345 S. Main St., Harrisonburg, VA 22801. #3630. Open until filled. EOE.

### **Public Works Engineer (Public Works), Harrisonburg**

SALARY: DOQ/DOE (+) benefits. Responsible for planning, organizing and directing the design and construction of public works capital improvements, ensuring compliance with city land development, transportation policies, rules and regs. Complete job description: <http://www.harrisonburgva.gov/index.php?id=250>. Applications may be downloaded from the Web site. Submit required City of Harrisonburg application, resume and 3 work-related references to: Human Resources Department, Attn: Karen Musselman, City of Harrisonburg, VA, 345 S. Main St., Harrisonburg, VA 22801. #3640. Open until filled. EOE.

### **Librarian III, Chesapeake**

SALARY: \$41,527 (+) benefits. Manage central library reference dept. that serves as a resource to 5 libraries and bookmobile; includes a public law library, state & federal documents depository and local history collections. Supervise 6 librarians and 6 paraprofessionals under direction of central library manager. Reqs. an ALA/MLS and min. 2 yrs. professional librarian exper. Supervisory exper. req. Must be eligible for Va. certification as a Professional Librarian. For additional details or to apply visit [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net). Deadline: Dec. 12. EOE.

### **Town Attorney, Front Royal**

SALARY: Negotiable DOQ/DOE. Reqs. Must be admitted to practice in Va.; admission to practice in local federal courts a plus. Familiarity with general civil litigation is necessary. Submit resume/town application form, salary requirements and availability date, to: Town of Front Royal, Director of Human Resources, 16 N. Royal Ave., Front Royal, VA 22630. Contact: [www.ci.front-royal.va.us](http://www.ci.front-royal.va.us) or [humanresources@ci.front-royal.va.us](mailto:humanresources@ci.front-royal.va.us) or Fax: 540/631-9006. Deadline: Dec. 31. EOE.

### **Director of Public Utilities, Caroline County**

SALARY: Negotiable DOQ (+) benefits. (pop. 25,000) Lead newly created dept. Plan and direct operations of rapidly expanding utility system. Priorities include an application for a major surface water withdrawal permit, major expansion of the county wastewater treatment plant and construction and operation of a decentralized sewer system. Reqs. relevant bachelor's degree and 6-9 yrs. of progressively responsible exper., Va. P.E. registration. Applications and position description obtained from County Administrator's Office or [www.visitcaroline.com](http://www.visitcaroline.com). Submit completed county application, cover letter and recent salary info. to: County Administrator Percy Ashcraft, P.O. Box 447, Bowling Green, VA 22427. Contact: 804/633-5380. Open until filled. EOE.

### **Deputy Director of Finance, Herndon**

SALARY: \$58,209-\$93,136 DOQ (+) benefits. (May underfill at \$55,995-\$89,592 if not a CPA). (pop. 21,500) Responsible for accounting functions to include payroll, accounts payable, general ledger; oversee utility customer services; assist in development of town bdtg., CIP; lead role in annual financial audit. Reqs. bachelor's degree in accounting, finance or business

admin.; CPA or ability to obtain within 2 yrs.; 3-5 yrs. Call 703/481-1185, e-mail [jobs@herndon-va.gov](mailto:jobs@herndon-va.gov) or visit [www.hernndon-va.gov](http://www.hernndon-va.gov). Open until filled. EOE.

### **Town Clerk, Upper Marlboro, Md.**

SALARY: DOQ/DOE. (pop. 650) Provide FT clerical and administrative support of the Town Commission and all departments. Reqs. proficient use of computers, including word processing and spreadsheet software. Prefer college degree or prior municipal exper. Send resume and completed town application ([www.uppermarlboromd.gov/vacancies/application.pdf](http://www.uppermarlboromd.gov/vacancies/application.pdf)) to 301/627-2080 (fax) or [administrator@uppermarlboromd.gov](mailto:administrator@uppermarlboromd.gov). Deadline: Dec. 18. EOE.

### **Assistant City Attorney, Hampton**

SALARY: Negotiable DOQ (+) benefits. Responsibilities include: "first chair" handling of civil litigation; providing risk management advice, contract rights enforcement, eminent domain proceedings, civil rights and tort cases. Reqs. JD from accredited law school, license to practice in Va. and good standing with Va. State Bar. Should have min. 3 yrs. progressively responsible litigation exper. in state and federal courts. Experience in municipal or other public sector Va. law preferred. Submit City of Hampton employment application via [www.hampton.gov/HIRE](http://www.hampton.gov/HIRE). To request accommodation call 757/727-6345 or FAX 757/727-6449. Open until filled. EOE.

### **Planner, Front Royal**

SALARY: Major duties include review of land proposals, re-zoning and special use requests, subdivision plats, permits and other applications for compliance with regs. Reqs. bachelor's degree in planning and min. 3 yrs. exper. in land-use planning, zoning or closely related field, or equiv. comb. of educ. and exper. Applicants should contact Nimet Soliman, Assistant Town Manager for Community Development, at 540/622-6505. See [www.ci.front-royal.va.us](http://www.ci.front-royal.va.us). Open until filled. EOE.

### **Housing Programs Coordinator, Albemarle County**

SALARY: \$35,110-\$42,132 DOQ/DOE (+) benefits. Responsible for coordinating the collection and analysis of data necessary to implement housing programs, including assistance to first-time homebuyers and activities undertaken by nonprofit

*Continued on page 13*

## POSITIONS

housing providers; assisting in review of housing proffers; monitoring compliance with housing proffers in coordination with the zoning office. Reqs. educ. and exper. equiv. to graduation from accredited 4-yr. college or university with major work in public admin., social sciences or related field. Apply at [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp) or County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902. Contact: 434/296-5827. Deadline: Dec. 20. EOE.

### **Planner (Development Specialist) / Assistant Town Manager, Kilmarnock**

SALARY: \$42,661-\$51,808 (+) benefits. *Readvertised.* Core responsibilities for new position include growth management; zoning; subdivision, conditional use permit and site plan reviews; implementing strategies of the comprehensive plan and land-use ordinances; assisting with Main Street, Chesapeake Bay Preservation Act and WWTP technology upgrades. Reqs. relevant bachelor's degree and 2-4 yrs. exper. Master's preferred. View [www.kilmarnockva.com](http://www.kilmarnockva.com) for more info. Submit completed state or town application with letter of interest to: [lhc@kilmarnockva.com](mailto:lhc@kilmarnockva.com) or Town Manager, P.O. Box 1357, Kilmarnock, VA 22482-1357. Open until filled. EOE.

### **City Arborist, Virginia Beach**

SALARY: \$50,991 (+) benefits to start. Reqs. any comb. of educ. (above high school) and/or exper. equiv. to 8 yrs., 3 of which must have been in a supervisory capacity, in fields such as urban forestry, horticulture or park admin., and associated with such positions as municipal arborist or city forester, which provided the required knowledge, skills and abilities. Reqs. International Society of Arboriculture designation as Certified Arborist or must be able to achieve within 1 yr. Visit [www.Vbgov.com/careers](http://www.Vbgov.com/careers) for more details and to apply on-line. No faxes, e-mails or paper applications accepted. Reference #1142. Deadline: Dec. 31. EOE.

### **Public Works Director, Dumfries**

SALARY: DOQ. Play important role in maintenance and development of infrastructure, including roads, sidewalks, storm water management and parks. Responsible for developing and monitoring \$1 million-plus annual bdgt. and overseeing upcoming capital improvements of

\$2 million. Reqs. exper. in financial and personnel mngmnt., VDOT programs, erosion and sediment control, and general construction. Reqs. 4-yr. degree and considerable exper. Submit resume to: Town Manager, P.O. Box 56, Dumfries, VA or to [david.whitlow@dumfriesvirginia.org](mailto:david.whitlow@dumfriesvirginia.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 Community Development, Cumberland County**

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

### **Planner/Zoning Administrator, Cumberland County**

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

### **Civil Engineer, Ashland**

SALARY: \$42,158-\$56,217 hiring range (+) benefits. Open until filled.

### **Planner II, Arlington**

SALARY: \$45,905-\$75,899 DOQ (+) benefits. Deadline: Dec. 21.

### **Utility Director, Manassas**

SALARY: \$100,000-\$137,000 DOQ/DOE (+) benefits. Open until filled.

### **Manager of Accounting and Budget, Norfolk Department of Utilities**

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

### **Human Resources Director, Virginia Municipal League**

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

### **Fire Chief, City of Danville**

SALARY: \$76,000-\$98,000 start range DOQ (+) benefits. Deadline: Jan. 5.

### **County Administrator, Amelia**

SALARY: Negotiable DOQ/DOE (+) benefits. Deadline: Dec. 22.

### **Public Works Director, Dumfries**

SALARY: DOQ/DOE. Open until filled.

### **Finance Director, Wilmington, N.C.**

SALARY: \$74,295-\$117,650 anticipated hiring range DOQ/DOE (+) benefits. Deadline: Jan. 5.

### **Director of Public Works, Hampton**

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

### **Assistant Director, Central Shenandoah Criminal Justice Training Academy**

SALARY: \$45,000-\$55,000 DOQ. Open until filled.

### **Chief of Police, Christiansburg**

SALARY: DOQ/DOE (+) benefits. Deadline: Jan. 12.

### **City Attorney, Franklin**

SALARY: DOQ. Deadline: Dec. 18.

### **Director of Parks & Recreation, Warrenton**

SALARY: DOQ/DOE (+) benefits. (Pop. 8,640) Deadline: Dec. 30.

### **Administrative Assistant, Ashland**

SALARY: \$24,649-plus DOQ/DOE. Open until filled.

### **City Manager, Chesapeake,**

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

**DEADLINE:** *The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 22. Submit ads via e-mail to David Parsons at [dparsons@vml.org](mailto: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.*

# Update

The newsletter of the  
Virginia Municipal League

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