

Update

The newsletter of the Virginia Municipal League

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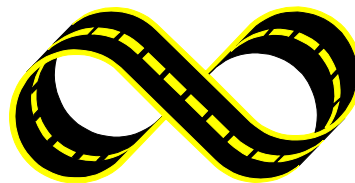
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Transportation board adopts revenue sharing guidelines

The Commonwealth Transportation Board has approved new guidelines for the Virginia Department of Transportation's revenue sharing program. The revenue sharing program is a state-local matching initiative that was opened to cities and towns last year. Before last year, only counties benefited from the program. This program allows for an equivalent state match of up to \$1 million to a local government to maintain or improve a highway system within the jurisdiction.



The guidelines approved by the transportation board Oct. 11 mirror legislation passed by the 2006 General Assembly. The legislation, which passed with little attention, has proven to be controversial among some local governments and members of the board.

The most controversial provision creates a series of tiers for granting of the funds. The first tier gives priority for any state revenue sharing funds to local governments able to commit more than \$1 million in general funds for a project. Since the first tier will be fully funded before any

other tiers are considered, smaller jurisdictions and those with more modest economic circumstances believe this will effectively block them from ever participating in the program.

The second tier provides funding when a local government administers a project, and the third tier provides funding when the allocation will accelerate an existing project in the Six-Year Improvement Program or the local government's capital plans.

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Performance measures available for cities, counties in Virginia

Performance measures on the major functions of government for cities, counties and towns are available on the Internet at a Web site created by Radford University's Governmental and Nonprofit Assistance Center. The web address is www.gnac.radford.edu.

Measures are available for these functions: general government, judicial, public safety, public works, health and welfare, education, community development and parks, recreation and culture.

Expenses per capita and the percent of total governmental expenses are reported for each of these major functional areas.

The project is a result of a grant from

the Alfred P. Sloan Foundation. A team at the RU center researched non-financial performance measures for Virginia localities. The goal was to create a database of performance measures that are publicly available in an easily accessible online format to citizens of Virginia.

The site contains information for most cities, larger towns and counties in Virginia. The project team contacted each locality and asked permission to display their information; only governments that gave permission are represented on this site. Data was used from the most recent years available.

Continued on page 2

FROM THE CAPITOL**Transportation guidelines continued ...**

Another controversial provision of the new law limits the amount of proffers a local government can use as a match to one-half of its contribution. Prior to this year, there was no restriction on the amount that could be dedicated from proffers.

The transportation board discussed the proposed guidelines in depth at earlier meetings, and waited to act on

them until after the conclusion of the General Assembly's Special Session on Transportation in September. Legislation was proposed during that session to restore the rules governing the program that existed before 2006. The legislation did not make it through the session.

It is likely that legislation will be introduced in the 2007 to restore the program rules that existed before 2006. ❖

Performance measures continued ...

The project team that developed the web site included two faculty members in RU's College of Business and Economics and an advisory board comprising elected officials and finance and budget personnel from local governments.

Comparative financial performance measures for Virginia's local governments are also available at www.gnac.

radford.edu. A previous Sloan Foundation grant funded creation of the financial performance measures Web site by the RU Governmental and Nonprofit Assistance Center in 2003.

To learn more, contact RU Governmental and Nonprofit Assistance Center director Bruce Chase at 540/831-5744 or bchase@radford.edu. ❖

Kaine announces creation of urban policy task force

Gov. Tim Kaine announced the creation of an Urban Policy Task Force, a Cabinet-level task force that will review economic, social and fiscal conditions in Virginia's urban areas. The panel also will develop benchmarks to track the effectiveness of state programs serving residents of urban areas, and recommend approaches that encourage collaboration among localities within Virginia's metropolitan regions.

"The challenges of urbanization present a diverse range of policy issues – economic development, education, transportation, public safety, and human services," Kaine said. "The Task Force will allow us to measure success as we evaluate the health and vitality of our urban areas."

The Task Force will be chaired by Secretary of Commerce and Trade Pat Gottschalk, and includes the secretaries of education, health and human resources, natural resources, public safety, and transportation. Earl H. McClenney, Kaine's senior adviser for urban policy, will advise the panel.

Members of the task force include:

- Barry C. Bishop, chairman of the Norfolk School Board;
- Darlene L. Burcham, city manager of Roanoke;
- B. David Canada, city manager of Petersburg;
- William D. Euille, mayor of Alexandria;
- Joe S. Frank, mayor of Newport News;
- John C. Hamlin, member of the Danville City Council;
- Warren D. Harris, director of economic development for the City of Chesapeake;
- John J. McGlennon, member of the James City County Board of Supervisors;
- Ilryong Moon, chairman of the Fairfax County School Board;
- Dave Norris, member of the Charlottesville City Council;
- Meyera E. Oberndorf, mayor of Virginia Beach;
- James B. Oliver, city manager of Portsmouth;

- Harry J. Parrish II, vice mayor of Manassas;
- Philip E. Pate, member of the Winchester City Council;
- L. Kimball Payne III, city manager of Lynchburg;
- Kimble Reynolds Jr., mayor of Martinsville;
- J. Walter Tejada, member of the Arlington County Board;
- Frank J. Thornton, member of the Henrico County Board of Supervisors;
- Rhet Tignor, member of the Hampton City Council;
- Thomas J. Tomzak, mayor of Fredericksburg;
- Rita S. Wilson, member of the Staunton City Council;
- Clarence T. Woody Jr., sheriff of the City of Richmond. ❖

ETCETERA

Cities guardedly optimistic about fiscal health

Like the millions of Americans they represent, U.S. cities were able to pay their bills this year but are concerned about how rising costs will affect their long-term financial stability. In fact, despite a more optimistic view of fiscal conditions, cities have yet to recover fully from the effects of the 2001 recession once changes in city revenues are adjusted for inflationary factors, according to a report released Oct. 12 by the National League of Cities.

More than two in three city finance directors who responded to the City Fiscal Conditions Survey in 2006 said their cities were better able to meet financial needs during 2006 than in the previous year, yet many city officials cite numerous negative factors that are affecting the solvency of their budgets.

"The factors having the most negative impact on our ability as municipal leaders to meet our cities' needs are the same ones our citizens face at home: rising health care costs; increasing pension costs; and the costs of constant maintenance and upkeep," said NLC President James C. Hunt, councilman from Clarksburg, W. Va. "Faced with the economic impact these issues have on our city and individual budgets, we must work together to find solutions that will strengthen cities' fiscal outlooks and the quality of life for our citizens."

Cities experienced a record 6.8 percent growth in city revenues in 2005 over 2004 revenues, the highest growth in more than a decade. When adjusted for inflationary factors, however, revenue growth actually shrank to 0.9 percent, with city spending slipping even

further (-2.0 percent). An overwhelming majority (92 percent) of city finance directors cited prices, inflation and cost of living as factors affecting their city budgets.

Fiscal conditions varied depending on revenue sources. Only one-third of cities that rely on income taxes saw improving conditions, compared to three of four cities that use sales taxes and more than one-half that rely on property taxes. Those cities that relied on property tax revenues in 2005 saw increases of 2.2 percent (adjusting for inflationary factors).

But cities will need to remain cautious in the coming years given looming federal deficits and other factors, said Michael Kasperzak, councilman from Mountain View, CA, and chair of NLC's Finance, Administration and Intergovernmental Relations (FAIR) Committee. "Slowing or declining housing markets could have serious consequences on budgets in cities that rely heavily on property tax revenues," Kasperzak said.

Other important contributing factors to the overall fiscal conditions of cities include:

- Health care and pension costs, two of the factors identified by city finance officers as having the largest negative impact on their ability to meet needs, are increasing at a faster rate than city revenues.

- Three out of four city finance officers reported increased public safety spending in 2006, while 55 percent reported increased infrastructure spending, 48 percent saw increases in productivity and 34 percent reported increases

in the size of the city workforce.

- Eleven percent of respondents reported decreases in property taxes in their cities.

- The most common action taken to boost city revenues during 2006 was to increase fees and charges for services (50 percent of respondents' cities took this step).

- Seventy-seven percent of city finance officers in cities with a population over 300,000 reported improving conditions, while only 45 percent of city officials in cities smaller than 50,000 reported improvements.

- Three in four city officials in the South (76 percent) and West (75 percent) reported improving conditions, compared to 52 percent in the Midwest and 36 percent in the Northeast.

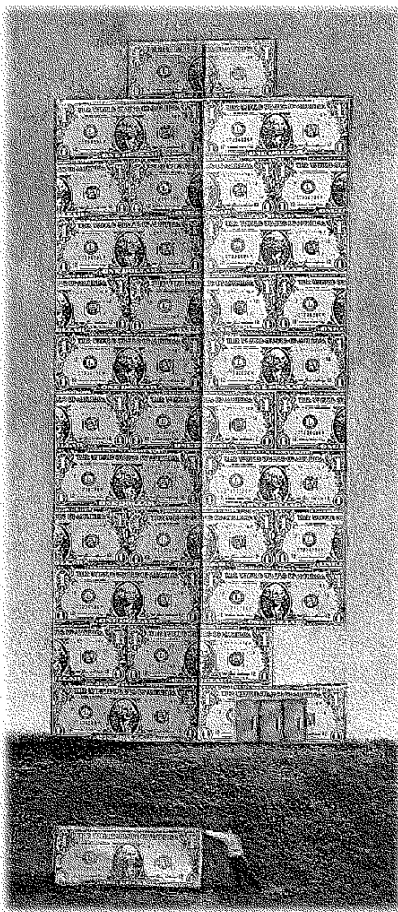
Given that cities today receive approximately one in four dollars from federal and state sources compared to the one in three dollars they received 25 years ago, municipalities are finding they must also become more self-reliant in terms of funding, said Brian Murphy, councilman from Cambridge, MA, and chair of NLC's City Futures Panel on Public Finance.

"Considering these funding trends and the current fiscal situations of municipalities, cities will have to remain vigilant in making sure they are prepared for future changes in economic conditions," Murphy said.

The City Fiscal Conditions Survey is a national mail survey of finance officers in U.S. cities. Surveys were mailed to a sample of 1,059 cities, including all cities with populations greater than 50,000 and to a randomly generated sample of cities with populations between 10,000 and 50,000. The 2006 survey data are drawn from 385 responding city finance officers and allow NLC to generalize about all cities with populations of 10,000 or more.

Copies of the report are available at http://www.nlc.org/content/Files/06_FiscalSurveyBrief.pdf.

For more information, contact Sherry Appel at 202/626-3003 or Laura Sweeney at 202/626-3051. ♦



AT THE LEAGUE**9 local officials earn VEOLA certification**

The following people have earned their Virginia Elected Officials Leadership Academy certificates from the Virginia Municipal League for 2006. Congratulations!

Certified Local Government Official (CLGO)

- Council Member T. Chris Elliott, Town of South Boston
- Council Member Edward D. Giles, Town of Big Stone Gap

Advanced Certified Local Government Official (ACLGO)

- Mayor Marvin A. Crocker Jr., Town of Windsor
- Mayor Bradley E. Grose, Town of Vinton
- Mayor Daniel J. Harshman, Town of Edinburg

- Mayor David P. Helms, Town of Marion
- Council Member Madeline McMullan, City of Newport News
- Mayor Elaine Walker, Town of Lovettsville
- Council Member Constance Wynn, Town of Blackstone

The Virginia Elected Officials Leadership Academy is a voluntary certification program open to elected officials in VML-member cities, towns and counties. The purpose is to encourage continuing education, promote excellence in local governance and recognize local elected officials who take advantage of training opportunities. ❖

REGULATIONS**Proposed Regulations**

Traffic Impact Analysis. The Department of Transportation has proposed amendments to establish procedures by which localities submit proposals that will affect the state-controlled transportation network to the Virginia Department of Transportation (VDOT) for review and comment. The chapter also directs VDOT to promulgate regulations to carry out the provisions of the statute. The intent of the statute is to improve the manner in which land use and transportation planning decisions are coordinated and executed throughout the Commonwealth by establishing standardized methodologies (definitions, analytical methods, etc.) and procedures for analyzing transportation impacts. Specifically, the proposed regulations set forth procedures and requirements governing VDOT's review of and submission of comments regarding comprehensive plans and amendments to comprehensive plans, rezoning proposals, and subdivision plats, site plans and plans of development and the accompanying traffic impact statements. The regulation also identifies when such comprehensive plans and amendments to comprehensive plans, rezoning proposals, and subdivision plats, site plans and plans

of development must be submitted, and the documents and information that must be submitted to VDOT to facilitate the required review and submission of comments. The regulation further establishes the scope and nature of the review and a schedule of fees to be paid upon submission of a proposal to VDOT for review. The draft regulation has been developed in consultation with a technical advisory committee and a policy advisory committee including representatives from local governments and other stakeholder groups, convened by the Secretary of Transportation. Chapter 527 also requires that the department submit a report to the Governor and the General Assembly by Dec. 1, identifying the costs of conducting the reviews required by the chapter and recommending a reasonable fee schedule for such reviews. The fee schedule proposed in the draft regulation is intended to provide a basic framework upon which to solicit comment. The final fee structure will be informed by the cost report. As indicated to the policy advisory committee, in particular the department anticipates the bicycle, pedestrian and transit aspects of the regulation to undergo thorough review and possible revision. For additional information, contact Robert Hofrichter, Department of Transportation, at

804/662-9612 or e-mail him at email-chapter527@vdot.virginia.gov.

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 Nov. 17. Contact Eleanore Daub, Department of Environmental Quality, at 804/698-4111 or e-mail her at emdaub@deq.virginia.gov for additional information.

Sewage Handling and Disposal. The State Board of Health has proposed action to promulgate regulations based on public meetings held between January and May 2006 and related issues as determined by the board, and to include provisions to address the previously proposed allowable rock content and footprint amendments. For more information, contact Don Alexander, Department of Health, at 804/864-7452 or e-mail him at don.Alexander@vdh.virginia.gov.

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REGULATIONS

Final Regulations

Existing Stationary Sources. The State Air Pollution Control Board has proposed a regulation that provides for the control of open burning and use of special incineration devices. It specifies the materials that may and may not be burned, the conditions under which burning may occur, and

the legal responsibilities of the person conducting the burning. The regulation permits open burning or the use of special incineration devices for disposal of clean burning construction waste, debris waste and demolition waste but provides for a seasonal restriction during May, June, July, August and September in the Northern Virginia, Richmond and Hampton Roads volatile organic compound (VOC) emissions

control areas. It also provides a model local ordinance for cities and counties that wish to adopt their own legally enforceable mechanisms to control burning in lieu of relying on the state's regulatory program. For more information, contact Mary Major, Department of Environmental Quality, at 804/698-4423 or e-mail her at memajor@deq.virginia.gov. ❖

POSITIONS

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

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

Chief of Police, New Market

SALARY: DOQ/DOE (+) benefits, including LEO supplement. Oversee fully functioning department with 4 FT officers. Prefer comb. of exper. and/or educ. equiv. to bachelor's degree in criminal justice or public admin; 5-10 yrs. progressively responsible exper. in law enforcement. Must possess, or be capable of obtaining, a Va. state certification within 12 mos. Send completed town employment application, cover letter, resume and salary history to: Evan L. Vass, Town Manager, P.O. Box 58, New Market, VA 22844. Application and job description at www.newmarketvirginia.com or call 540/740-3432. Deadline: Nov. 10. EOE.

Planner (Plans Review), Loudoun County

SALARY: \$36,165-\$47,172 hiring range (+) benefits. Must have general knowledge of: the theory, principles, practices and techniques of land-use planning; ordinance codes and regulations pertaining to planning with emphasis related to the review and processing of subdivision applications; zoning principles as they apply to land use. Reqs. GIS exper. and strong communication skills in responding to public inquiries. Bachelor's degree in planning or related field. Additional info. and required appli-

cation at: www.loudoun.gov. Job # 07-137. Deadline: Nov. 15. EOE.

Deputy City Attorney, Charlottesville

SALARY: \$67,398-\$80,446 DOE (+) benefits. Will be involved in a varied local government law civil practice, advising and representing depts., boards and agencies on a range of complex legal issues, and representing the city in court. Should have strong communication and writing skills. Must be graduate of accredited law school and eligible to practice in Va. Reqs. at least 5 yrs. of exper. in the practice of law. Send cover letter and resume or city application to: S. Craig Brown, City Attorney, P.O. Box 911, Charlottesville, VA 22902. If selected for interview, applicant required to give authorization for reference check. City application at www.charlottesville.org. Open until filled. EOE.

Chief of Police, Culpeper

SALARY: DOQ/DOE (+) benefits. Reqs. thorough knowledge of community policing, police management practices and a comprehensive technical knowledge of police services. Ideal candidate will have working knowledge of CALEA accreditation process. Reqs. relevant bachelor's degree and at least 10 yrs. increasingly responsible exper. in law enforcement, with at least 5-7 yrs. exper. as a senior law enforcement manager. Master's preferred. Residency req. Send completed application, letter of interest and resume to: Brannon Godfrey, Town Manager, Town of Culpeper, 400 S. Main St., Culpeper, VA 22701. Log-on to www.culpeper.to to view a complete job description, application and outline of the selection process. Deadline: Nov. 30. EOE.

Town Sergeant, Boykins

SALARY: DOQ/DOE. Must meet standards set by state law and have successfully completed training approved by

the Criminal Justice Service Board. Must reside in Boykins. Applications are available from 9 a.m.-5 p.m., Monday-Friday, at the Boykins Town Office. For more information contact Mayor Spier Edwards at 757/650-8134 or the Town Office at 757-654-6361. Open until filled. EOE.

City Manager, Galax

SALARY: DOQ/DOE (+) benefits. (Pop. 6,800) Appx. \$16.2 million bdtg.; 160 FTEs; full range of municipal services. Reqs. relevant bachelor's degree and at least 5 yrs. of local govt. exper., or comparable mngmnt. exper., preferably as a top manager or assistant. Send letter of interest, including salary history and resume, by first class mail to: Mayor C.M. Mitchell, Galax Municipal Building, 111 E. Grayson St., Galax, VA 24333. Application review begins Nov. 13. Open until filled. EOE.

Parks, Recreation & Cultural Arts Director, Asheville, N.C.

SALARY: DOQ/DOE (+) benefits. Lead nationally accredited Parks and Recreation department. Manage \$10 million bdtg., 128 FT and 200 PT employees, including 4 superintendents. Asheville has 11 rec. centers and 57 parks totaling 965 acres. Reqs. bachelor's degree in parks and rec. management or related field with 6-9 yrs. progressively responsible, related exper. Master's preferred. Submit application and resume to: City of Asheville, Human Resources Department, P.O. Box 7148, Asheville, NC 28802-7148 or Fax 828/259-5479, or e-mail rnix@ashevillenc.gov. Applications available at www.ashevillenc.gov. Open until filled. EOE.

Legislative Liaison, Loudoun County

SALARY: \$73,698-\$110,000 hiring range (+) benefits. (Pop. 270,000) Represent Board of Supervisors at the General Assembly in Richmond, and at legisla-

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POSITIONS

tive meetings and hearings held in other areas of the state. Reviews all legislation introduced during legislative sessions and solicits comments from appropriate county staff. Develops and drafts annual legislative package. Must reside in Richmond during annual legislative session (January-March) and represent the county's interests by meeting with state legislators, committees, lobbyists and staff. Reqs. any comb. of educ. or exper. equiv. to a relevant master's degree plus 10 yrs. of exper. in legislative affairs that include work with the state or local govt. issues, liaison work representing an organization's interest to legislators. For additional info. and req. application, log-on to www.loudoun.gov. Deadline: Nov. 3. EOE.

Transportation Planner, Stafford County

SALARY: \$40,361-\$51,461 DOQ/DOE (+) benefits. Develops and reviews plans, studies and analyses for current and long-range transportation development of the county. Reqs. 3 yrs. professional exper. in transportation planning and bachelor's degree in relevant field from accredited college or an equiv. comb. of exper. and/or educ.; ability to research and analyze complex issues; and to prepare and present technical info. Apply online at <http://www.co.stafford.va.us/employment/index.shtml>. Deadline: Oct. 18. EOE.

Transportation Superintendent, Harrisonburg

SALARY: \$42,000-\$55,000 DOQ start range (+) benefits. (Pop. 41,000) Desire exper. in urban planning and/or engineering. Develops, implements and evaluates city transportation network; oversees day-to-day management operations of the traffic department and serves as assistant to the public works director. Submit city application, resume and 3 work-related references. Download application from <http://www.ci.harrisonburg.va.us>. Resumes not accepted in lieu of city application. Submit to: Human Resources Department, City of Harrisonburg, 345 S. Main St., Harrisonburg, VA 22801. For info. contact 540/432-8930. (#3615) Apply immediately. Open until filled. EOE.

Neighborhood Improvement Specialist, Herndon

SALARY: \$51,570-plus DOQ (+) benefits. Works with director of neighborhood resources to develop, plan, coordinate and implement initiatives and programs that

improve neighborhoods and that increase trust and communication between the town and its residents, community groups and associations. Reqs. relevant bachelor's degree and 3-4 yrs. exper. working with community groups or community associations to achieve neighborhood improvement outcomes; familiarity with land use and zoning principles; some familiarity with property maintenance or building codes. Contact: Human Resources, P.O. Box 427, 777 Lynn St., Room 110, Herndon, VA 20172 or 703/481-1185 or <http://herndon-va.gov>. Open until filled. EOE.

Community Development Program Administrator, Virginia Department of Housing and Community Development

SALARY: \$40,000- \$50,000 DOQ (+) benefits. Serve as primary point of contact for assigned grantees and sub-recipients to assure that they develop and implement construction projects in a manner that complies with the terms of the project contract – delivering the required benefits, on time, within budget, and in accord with all applicable state and federal requirements. Reqs. relevant bachelor's degree or equiv. exper. Complete state application through the on-line employment system at <http://jobs.Virginia.gov>. For additional info. contact 804/371-7000. Job # 00338 Deadline Oct. 20. EOE.

Other positions

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

Landscape Architect / Urban Planner (County Planner III), Henrico

SALARY: \$46,417- \$81,475 DOQ (+) benefits. Deadline: Oct. 29.

Development Review Process Facilitator (County Planner II), Henrico

SALARY: \$42,262-\$74,182 DOQ (+) benefits. Deadline: Oct. 29.

Chief of Police, Strasburg

SALARY: DOQ/DOE (+) benefits, including VRS. Deadline: Oct. 27.

Assistant City Attorney, Petersburg

SALARY: \$46,709-\$74,765 (+) benefits. Deadline: Oct. 27.

City Engineer, Hopewell

SALARY: DOQ (+) benefits. Deadline: Oct. 23.

City Planner, Hopewell

SALARY: \$46,192 to \$69,290 (+) benefits. Deadline: Oct. 23.

GIS Coordinator, Hopewell

SALARY: \$51,966-\$77,950 DOQ (+) benefits. Deadline: Oct. 23.

Planning Technician, Hopewell

SALARY: \$28,838 to \$43,257 (+) benefits. Deadline: Oct. 23.

Building Plans Examiner/Senior Code Inspector, Franklin County

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

Long Range Planner, Isle of Wight County

SALARY: \$36,000-\$45,000 DOQ (+) benefits. Open until filled.

Engineering Technician/ Inspector, Rivanna Water & Sewer Authority (Charlottesville)

SALARY: \$31,708-\$50,732 full range (+) benefits; starting pay DOQ. Open until filled.

Engineers, Capital Projects Managers, Richmond

SALARY: DOQ/DOE (+) benefits. See advertisements on city Web site at www.richmondgov.com. Open until filled.

City Clerk, Roanoke

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

Juvenile and Adult Probation Counselor, Falls Church

SALARY: \$43,000-\$71,000 starting range DOQ (+) benefits. Open until filled.

Zoning Administrator/Planner, Dinwiddie

SALARY: \$40,388-\$55,906 range (+) benefits. Open until filled.

Rental Housing Inspector, Fredericksburg

SALARY: \$40,587-\$56,822 (+) benefits. Deadline: Oct. 20.

POSITIONS

Site Development Engineer, Fredericksburg

SALARY: \$50,541-\$70,338 (+) benefits.
Deadline: Oct. 20.

Regional Planner, George Washington Regional Commission (Fredericksburg)

SALARY: \$30,000-\$50,000 DOQ (+) benefits. Deadline: Oct. 21.

Computer Automated Mass Appraisal Analyst, Loudoun County

SALARY: \$46,354-\$71,638 hiring range.
Open until filled.

Executive Director, Alleghany Highlands Economic Development Corp.

SALARY: Negotiable DOQ/DOE. Open
until filled.

Deputy Director of Planning and Community Development, Franklin County

SALARY: \$44,623-\$69,165 (+) benefits.
Open until filled.

County Planner II, Franklin County

SALARY: \$36,239-\$56,171 to start (+)
benefits. Open until filled.

Lead Systems Analyst (Information Technology), Loudoun County

SALARY: \$56,475-\$76,241 hiring range (+)
benefits. Open until filled.

Planning Director, Chincoteague

SALARY: DOQ/DOE (+) benefits. Dead-
line: Oct. 27.

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, Nov. 3. Submit ads via e-mail to David Parsons at dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's Web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

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

Contact: Mary Jo Fields at mfields@vml.org or 804/649-8471.

Virginia Association of Counties Annual Conference, Nov. 12-14, Bath County

Contact: Linda Butterfield at 804/343-2507.

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

Contact NLC: 202/626-3105.

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

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