

# Update

The newsletter of the  
Virginia Municipal League

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## Governor proposes changes in foster care, CSA funding

Local governments would pay less of a required match for community-based treatment but pay more for residential placement of children in the Comprehensive Services Act for At-Risk Youth and Families (CSA) program under a proposal announced by Gov. Tim Kaine on Dec. 11. Kaine announced a number of proposed changes to the foster care program as a preview to the proposed state budget he will release Dec. 17 (*see related story page 2*).

If the General Assembly adopts this particular proposal, local governments that could benefit are those that currently offer, or are able to quickly assemble, a full array of services in the community to serve children mandated under the CSA program. Communities that offer fewer community

services, or who place children in residential treatment programs or group homes as a result of service plans drawn up by community teams, the courts, or through federally-protected special education plans, would feel a greater financial pinch. VML does not have enough details yet to determine how the proposal would affect local governments overall.

Children in foster care, as well as those with complex special education needs, have historically been a part of the mandated population under the CSA program. Earlier this year the state determined that children with primarily mental health needs would be part of the mandated population as well. Many of these children may

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## Legislative Day set for Feb. 7 New location: Greater Richmond Convention Center

Make plans now to attend the annual VML/VACo Legislative Day, which will be held Thursday, Feb. 7, at the Greater Richmond Convention Center, located at 403 N. Third Street in downtown Richmond.

Local officials are encouraged to travel to Richmond to be briefed on legislation important to local governments and to meet with members of their delegation. Registration forms were sent to all member VML local governments this week. A copy of the registration form is attached to this edition of *Update*.

The tentative program for Legislative Day will go as follows:

- Registration begins at 11 a.m.
- VML and VACo staff members will brief local officials beginning at noon on significant legislative issues to prepare

them for their meetings with legislators later in the day. A box lunch will be provided during the briefing. Gov. Tim Kaine has been invited to speak.

- After the briefing, local officials can go to the General Assembly Building or to the Capitol. Following the visits, a reception with cash bar will be held from 5:30 to 6:30 p.m. at the Marriott.

- Local officials are strongly encouraged to take their legislators to dinner. These plans should be made as soon as possible because the schedules of legislators already are beginning to fill up.

If your locality has not registered for Legislative Day, please do so as soon as possible. Contact Sherall Dementi at 804/649-8471 or [sdementi@vml.org](mailto:sdementi@vml.org) for more information.

Registration is \$40 per person. ❖

## FROM THE CAPITOL

**Changes in foster care, CSA funding continued ...**

require at least short-term residential placement for purposes of stabilization, evaluation, or treatment

Kaine proposes that the average state contribution toward community-based care would increase to approximately 85 percent, while its match for residential treatment would drop to approximately 51 percent. Health and Human Resources Secretary Marilyn Tavenner told VML that the changes in match would be phased in over the biennium. Currently, the local match for CSA ranges from a low of 16.98 percent (Lunenburg County) to 53.09 percent (Alexandria). The average local match is 38 percent. Under this proposal, even the locality with the lowest local match rate would benefit from using more community-based services.

The increased state match for community-based services is welcome. VML has consistently suggested since CSA's inception in the early 1990s that the state increase its investment in community-based services. Many communities have no choice but to make residential placements due to the lack of service providers to serve children with specialized needs in the community (for example, sexual predators and fire-starters). Others lack the staff or expertise to develop programs or services. There is no indication thus far what role, if any, that the state will play in helping those local governments develop new services, including paying any up-front costs of developing new programs or infrastructure or attracting service providers.

VML is concerned about the consequences of increasing local governments' financial responsibility for placing children in residential services, particularly when 1) residential services are critical to protect the child's or community's safety and welfare as determined by the courts; 2) when a federally-mandated Individualized Education Plan (IEP) requires a residential placement; or 3) when no service providers qualified to treat a child's specialized needs are willing to serve the child within the community.

Kaine predicts that this proposal would reduce the *increase* in the CSA budget by \$12.5 million over the biennium. CSA's costs have been rising each year, and the Joint Legislative Audit and Review Commission, the General Assembly's watch-dog agency, has estimated that the recent state directive to serve children with primarily mental health needs as part of the mandated population within CSA will increase that program's cost by at least another \$21 million in the next year alone.

Other recommendations proposed by Kaine as a part of his foster care and CSA plan include:

- Increasing the state's foster care rate by 15 percent in the first year of the biennium and 10 percent the second year (\$22.6 million in state funding; \$13.6 in federal matching funds). Virginia's foster care rate is low compared to other states, and is seen by foster care experts as a deterrent to getting and keeping foster parents. A stable foster

care placement may decrease service costs and deter residential placements.

- Increasing the state's investment in the recruitment and retention of foster care and adoptive parents (\$7 million in state funds, and \$2.3 million in federal matching funds).

- Investing \$277,000 over the biennium in the purchase and maintenance of a data tool to collect data on the outcome of children served through CSA. Local governments currently are required to collect and submit (at their own cost) significant data to the state about the children served through this program. This would not reimburse local governments for the existing data requirements, but would appear to pay for new tracking software that local staff would use for new data requirements. It appears that local governments still would be responsible for additional data collection and submission responsibilities.

- Investing in training of foster care staff in methods to strengthen permanent family connections for children in foster care (\$4.4 million in state funds; \$2.8 million in federal matching funds).

Many of Kaine's proposals result from a review of the state's foster care system by the Annie E. Casey Foundation. The Casey Strategic Consulting Group worked with First Lady Anne Holton, a former juvenile and domestic relations judge this year. The Casey Group is now working with a group of local governments with the goal of implementing pilot foster care improvement programs in a number of communities. ❖

## **2008 General Assembly Governor to submit budget Dec. 17; regional hearings on proposal set**

Local governments will have a chance to comment on Gov. Tim Kaine's proposed 2008-2010 biennial budget at any of five public hearings that will be held across the state in January.

Kaine will submit his budget to the Senate Finance and House Appropriations committees on Monday, Dec. 17. The committees are required by law to conduct regional public hearings on the governor's proposed budget prior to each regular session of the General Assembly.

The governor's budget proposal will

address a number of issues of interest to local governments, including public education funding, CSA (*see story beginning on page 1*), local law enforcement funding ('599'), and mental health services. The governor's budget will have to balance these needs with the revenues from an uncertain economy. VML's legislative staff will send member local governments a summary of budget highlights Monday afternoon via e-mail. A detailed analysis will follow.

The two legislative committees will

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**FROM THE CAPITOL****Budget hearings continued ...**

conduct joint hearings at four locations beginning at noon on Thursday, Jan. 3:

- Fairfax County – George Mason University, Fairfax Campus, Johnson Center
- Norfolk – Tidewater Community College, Downtown Campus, Roper Performing Arts Center
- Rustburg – Campbell County Office Building, Board of Supervisors Meeting Room

- Richlands – Southwest Virginia Community College Community Center, Conference Rooms

- A fifth public hearing will be held in Richmond on Monday, Jan. 14, in House Room D of the General Assembly Building adjacent the Capitol.

People wishing to speak can sign up with the committee staff on-site beginning at 11 a.m. on the day of the hearing. ❖

**Panel recommends mandatory sprinklers in tall buildings**

The Virginia Housing Commission has recommended legislation that would require tall buildings to be equipped with sprinkler systems. The commission took the bold step at a meeting earlier this week in Richmond, its final one prior to the 2008 General Assembly session.

Last summer, the commission asked VML to survey localities on the number and use of tall buildings, and to identify whether the buildings, especially residential ones, have sprinkler systems. The survey discovered that at least 114 buildings used for residential purposes in the Commonwealth lacked

sprinkler systems. In testimony last summer, the Richmond Fire Department and others made it clear that in buildings over 75 feet tall, full sprinkler systems save lives better than any other method of protection.

Sen. John Watkins, a member of the housing commission, chaired the work group that proposed the legislation.

The commission also proposed going forward with limited legislation dealing with the immunity of landlords for mold in residential rental units. This issue is likely to be contentious during the session, but will not significantly involve local governments.

On another topic, the commission discussed possible legislation creating a Housing Trust Fund, which would assist low-income people in buying homes. Similar legislation – HB 1825 (Suit) – failed in the 2007 session. It would have steered a part of the recordation tax into the fund, which would only be available to localities that have a local housing trust fund. In effect, the legislation would require localities without a trust fund to enact one in order to be eligible for the money. The commission, however, decided to take no action on the issue until the sources of funding can be better identified. ❖

**Social Security number privacy legislative proposal moves forward**

Two legislative study groups have agreed to introduce legislation, with a delayed effective date of July 1, 2009, to ban the mandatory collection of social security numbers by state and local governments unless expressly authorized by state or federal law.

Federal law expressly permits state or local agencies that were requiring collection of social security numbers in 1975 to continue doing so. That same law prohibits state and local governments from collecting the numbers for any other reasons without specific federal authorization. Therefore, the proposed state prohibition would not change the existing situation to a great degree.

The proposed bill would also:

- Require all cities and counties, as well as towns with populations of 15,000 or more, to furnish a listing of all situations in which they collect the social security number, including the reason and statutory authority for doing so;

- Direct VML and the Virginia Association of Counties to work with the Freedom of Information Advisory Council staff to develop a questionnaire on the use of social security numbers for distribution to localities.

- Require state agencies to undertake a similar collection process on the use of social security numbers.

The surveys would be due Oct. 1, 2008. ❖

## FROM THE CAPITOL

## Subprime mortgage mess spares VRS, LGIP

The Virginia Retirement System held only about 1.4 percent of its total \$59.4 billion fund in securities collateralized by subprime mortgages, according to a report at the Dec. 10 meeting of the Joint Legislative Audit and Review Commission. JLARC staff said that VRS does not expect any material long-term defaults or losses because most of its holdings continue to be highly rated. As of Sept. 30, VRS did not have direct exposure to subprime collateralized debt obligations, which have the source of much of the losses due to the problems with the subprime market.

The VRS fund continued to show a robust rate of investment through Sept.

30. To illustrate, the fund totaled \$58 billion on June 30, but had increased to \$59.4 billion by the end of September. Over the last four years, VRS returns have exceeded the assumed actuarial rate of return of 7.5 percent. This is good news because higher investment returns can translate to lower retirement contribution rates in the future, if other factors such as benefit levels remain steady. With the weakening economy, however, VRS does not expect the same level of returns to continue.

In response to a question from a local government, VML staff explored whether the Local Government Investment Pool had exposure to the subprime market. The Office of the Secretary of

Finance told VML that the LGIP does not use subprime investment instruments such as asset-based commercial paper or structured investment vehicles.

Local governments in other states have not been so lucky. Florida's local governments have made large withdrawals from their state investment pool, which had lessened its reliance on less risky funds such as U.S. Treasury bills and replaced them with commercial paper and private debt that have been hit hard by the subprime mortgage crisis. The Florida state agency responsible for managing the fund has now hired a consultant to try to save the local government pool. ❖

## JLARC offers analysis of substance abuse costs

The best estimate of what it cost Virginia's state and local governments for services and programs connected with substance abuse in FY06 was \$693 million, according to an interim report to the Joint Legislative Audit and Review Commission. The report cautioned that costs could actually range from \$439 million to \$1.4 billion.

About 82 percent of the costs are attributed to drug abuse programs, with the state paying 61 percent and local governments paying for the other 39 percent.

Digging deeper on the costs of the substance abuse programs, public safety programs accounted for about 85 percent of these costs, with incarceration making up the largest expenditure item.

The report detailed other governmental, family, employer and societal costs that are not easily identifiable such as:

- Longer stays in hospitals
- Increased incidents of foster care placements and cases of child abuse and neglect
- Increased incidence of violent crime

- Domestic violence
- Risky sexual behaviors
- Teenage pregnancies
- Homelessness
- Break up of families
- Reduced productivity and increased staff turnover

JLARC is charged with developing recommendations to minimize the fiscal impact of substance abuse, with the final staff report due in June. The briefing paper is available on JLARC's Web site at <http://jlarc.state.va.us>. ❖

## Former local officials appointed as Senate committee chairs

Several former mayors, council members and supervisors will become chairs of Senate committees when the General Assembly convenes in January. The Virginia State Democratic Caucus announced that the following senators would become chairs of the Senate's standing committees for the 2008 session:

**Agriculture, Conservation and Natural Resources** – Sen. Patsy Ticer (former mayor, Alexandria)

**Commerce and Labor** – Sen. Dick Saslaw

**Courts of Justice** – Sen. Henry Marsh III (former mayor and former council member, Richmond)

**Education & Health** – Sen. Edd Houck

**Finance** – Sen. Chuck Colgan Sr. (former supervisor, Prince William County)

**General Laws and Technology** – Sen. Mamie Locke (former mayor, Hampton)

**Local Government** – Sen. L. Louise Lucas (former council member, Portsmouth)

**Privileges & Elections** – Sen. Janet Howell

**Rehabilitation and Social Services** – Sen. Linda "Toddy" Puller

**Rules** – Sen. Mary Margaret

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**FROM THE CAPITOL****Senate committee chairs ...**

Whipple (former board member, Arlington County)

**Transportation** – Sen. Yvonne B. Miller

Senate committee assignments have not yet been announced.

William J. Howell, the Speaker of the House of Delegates, announced Dec. 5 that Del. Lacey Putney will serve as chairman of the House Appropriations Committee, and Del. Phillip Hamilton will serve as vice chairman.

Howell also announced on Dec. 10

that Del. Harvey Morgan would relinquish his chairmanship of the House Commerce and Labor Committee and assume that of the House Agriculture, Chesapeake and Natural Resources Committee, and that Del. Kirk Cox will not serve as a chair of a committee. Cox is currently chair of the agriculture committee.

The speaker has not announced other committee chair appointments or committee assignments. ❖

**ETCETERA****Federal grant funding available for public safety projects**

**L**ocal governments have until Feb. 29 to apply for grant funds to pay for new projects through the federal Byrne Memorial Justice Assistance Grant Program (JAG). The competitive grants will be awarded for a period of 12 months, starting July 1.

Grant funds may be used to help pay for new projects in the following areas:

- School and campus safety projects;
- School resource officers;
- Crisis intervention team pilot projects;
- Assessing the impact of and responding to the mentally ill in the criminal/juvenile justice systems;
- Crime and delinquency prevention in minority/immigrant communities;
- Recruiting and retention of criminal justice professionals;
- Criminal justice system improvements.

Limitations and requirements apply to these funds, including the following:

1. Grant funds may be used to pay no more than 75 percent of the cost of a project. The remaining funds must be provided, in cash, from non-federal sources.

2. Grant funds may not be used to purchase equipment unless it is a necessary part of an approved project. Grant funds may not be used for construction or renovation.

3. Grant funds may not be used to supplant state or local funds that would otherwise be available for these purposes.

Grant guidelines and instructions for preparing and submitting grant applications may be obtained from the Virginia Department of Criminal Justice Services' Web page at <http://www.dcjs.virginia.gov/> or by calling Virginia Sneed at DCJS at 804/786-5491 or e-mailing her at [Virginia.sneed@dcjs.virginia.gov](mailto:Virginia.sneed@dcjs.virginia.gov). All completed grant applications are to be sent to DCJS. ❖

**Virginia Municipal Laws manual available for purchase**

**T**he most recent edition of the single volume softbound manual containing all state laws relating to local government in Virginia is for sale. American Legal Publishing Co., in partnership with VML, produces the manual.

The manual is an affordable way for small localities to maintain a reliable copy of all current laws that apply to local governments without having to buy the entire state code. For local government attorneys, it is a cost-effective way to keep these state code provisions handy. For large localities, each office can have a copy, so that the planning director, finance director, police chief, clerk and

members of council and the mayor can keep a copy.

Each year, the volume is simply replaced by ordering a new, up-to-date copy. By doing that, the volume has the current law, so it is useable without being trapped by changes in the law. The volume is available in book form and is also available electronically, so that it can be searched by computer.

Visit the American Legal Publishing Company Web site for an order form. [http://www.amlegal.com/products/other\\_publications.shtml](http://www.amlegal.com/products/other_publications.shtml). ❖

## ETCETERA

## New training series for supervisors offered

The Virginia Institute of Government will offer a series of professional development classes designed exclusively for managers. The new program, titled "Second Wednesday Supervisor Series," will address challenges commonly faced by supervisors and managers, such as motivating employees, developing performance measures and managing conflict. Three of the five classes are new offerings.

Classes will be held from 8:30 a.m.-3:30 p.m. on the second Wednesday of every month between February and June. All classes will take place at the University of Virginia Richmond

Center, just off Interstate 64 in Henrico County. The \$100 registration fee includes lunch and materials.

Two types of discounts are available:

1) For every three registrants from the same organization, the fourth person can attend the class at no cost (all registrations must be submitted together); or 2) If a person attends the first four classes, the fifth class is free.

All classes are led by instructors from Chesterfield County's Chesterfield University. Chesterfield County is the first local government to be included in Training magazine's annual list of the top 125 organizations excelling in

employee training and development.

For additional information, contact Jessica Smith at [jessicasmith@virginia.edu](mailto:jessicasmith@virginia.edu) or 804/371-0202, or visit [www.VaInstituteofGovernment.org](http://www.VaInstituteofGovernment.org).

Spring 2008 Second Wednesday Supervisor Series

Feb. 13 – Behavioral interviewing  
 March 12 – Love 'em or lose 'em -- motivating and retaining employees  
 April 9 – Coaching and mentoring  
 May 14 – Strategic planning  
 June 11 – Managing conflict for supervisors ♦

## REGULATIONS

### Final Regulations

**Regulations Governing Mental Health Services Transition Plans for Incarcerated Juveniles.** The State Board of Juvenile Justice has proposed regulations to provide a 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. The changes made after publication of the proposed regulation are primarily technical for ease in implementation and future interpretation. These changes include adding citations and definitions, deleting duplicative language, and changing language as necessary for consistency throughout the regulation. Specific criteria are added to address the different release circumstances, qualified mental health professionals are added to the list of participants in the facility

case review, and the required attendees and invitees are changed to mirror the language in the Code of Virginia. 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).

**General Provisions.** The State Air Pollution Control Board has proposed amendments to revise the geographic delineation of the nonattainment and maintenance areas by removing the Hampton Roads and Richmond areas from the list of eight-hour ozone nonattainment areas (9VAC5-20-204) and adding them to the list of maintenance areas (9VAC5-20-203). The Hampton Roads eight-hour ozone nonattainment area (counties of Gloucester, Isle of Wight, James City, and York; cities of Chesapeake, Hampton, Newport News, Portsmouth, Poquoson, Norfolk, Suffolk, Virginia Beach, and Williamsburg) and the Richmond eight-hour ozone nonattainment area (counties of Charles City, Chesterfield, Hanover, Henrico, and Prince George; cities of Colonial

Heights, Hopewell, Petersburg, and Richmond) have been deleted from the list of nonattainment areas. For more information, contact Karen Sabastanski, Department of Environmental Quality, at 804/698-4426 or e-mail her at [kgsabastea@deq.virginia.gov](mailto:kgsabastea@deq.virginia.gov).

**Biosolids Use Regulation.** The State Board of Health has proposed amendments to provide for resolution of disputes involving local governments and land appliers concerning permit compliance issues and for land application site management practices, including extended buffer setback distances, the application of biosolids, nutrient management plan requirements and extended buffer zones for surface application without incorporation, to protect odor sensitive receptors. For additional information, contact Cal Sawyer, Department of Health, at 804/864-7463 or e-mail him at [cal.sawyer@vdh.virginia.gov](mailto:cal.sawyer@vdh.virginia.gov). ♦

## POSITIONS

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

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

### Water Department Assistant Manager, Rivanna Water and Sewer Authority (Charlottesville)

SALARY: \$44,616-\$71,385 full range DOQ (+) benefits. Assist in directing and supervising dept., which has facilities in several locations. Reqs. any comb. of educ. and exper. equiv. to H.S. graduation and min. 5 yrs. increasingly responsible exper. in operating treatment facilities; working knowledge of the electrical and mechanical systems necessary for water treatment. Must possess Va. Class 1 Water Operator's License or have ability to obtain one quickly. Req. application and complete job description at [www.rivanna.org](http://www.rivanna.org) or call 434/977-2970. Open until filled. EOE.

### Combination Code Inspector, Martinsville

SALARY: \$28,761 hire-in range DOQ (+) benefits. Inspect residential, industrial and commercial structures to assure compliance with building codes. Reqs. H.S. graduation or GED, preferably supplemented with technical courses in electrical, civil or structural engineering, or construction trades; 3 yrs. exper. in general residential or commercial building construction, with emphasis on electrical installations, or exper. as a building inspector, or any comb. of educ. and exper. Must be able to obtain certification as combination code inspector by VDHCD within 3 yrs. Apply in the Human Resources Office, Room 21, 55 W. Church St., or download req. city application at [www.ci.martinsville.va.us](http://www.ci.martinsville.va.us). Open until filled. EOE.

### Building Official, Powhatan County

SALARY: \$55,000-\$85,000 DOQ/DOE (+) benefits. Enforce Va. Uniform Statewide Building Code; manage day-to-day operations of dept. Reqs. relevant bachelor's degree and min. 6-9 yrs. exper. Prefer

extensive exper. as a building inspector, construction manager, or building dept. manager. Obtain application and complete job description at Powhatan County Administration Office, 3834 Old Buckingham Road, Powhatan, Va. 23139 or at [www.powhatanva.gov](http://www.powhatanva.gov). Open until filled. EOE.

### Assistant Commonwealth's Attorney, Salem

SALARY: Negotiable DOQ/DOE (+) benefits. Must be a member of the Virginia State Bar. Submit required City of Salem application to: Department of Human Resources, 114 N. Broad St., Salem, VA 24153 or apply through the city's Web site at [www.ci.salem.va.us](http://www.ci.salem.va.us). Deadline: Jan. 7. EOE.

### Public Services Director, Bedford

SALARY: \$59,472-\$84,032 (+) benefits. Manage Public Services Dept., which includes water, sewer, electric, roads, sanitation, landfill, and other divisions. Includes contract mngmnt., budget mngmnt. and personnel oversight of about 40 FT employees. Reqs. bachelor's degree and min. 5 yrs. mngmnt. exper. City residency req. Submit cover letter, resume and application to: City of Bedford, Charles Kolakowski, City Manager, P.O. Box 807, Bedford, VA 24523. For more info., log-on to [www.bedfordva.gov](http://www.bedfordva.gov). Deadline: Jan. 25. EOE.

### Chief of Police, Chesapeake

SALARY: DOQ (+) benefits. (pop. 221,000) Will head Police Department (390 sworn and 135 civilian FTEs; \$41.9 million total operating bldg.), including administration, four bureaus and Office of Animal Control. Reqs. relevant bachelor's degree and 10 yrs. law enforcement exper., with min. 5 yrs. command exper. Related master's degree preferred. To learn more and to apply log-on to [www.jobs.cityof-chesapeake.net](http://www.jobs.cityof-chesapeake.net). Deadline: Jan. 7. EOE.

### Director of Public Works, Richmond

SALARY: \$98,838-\$150,858 DOQ (+) benefits. Lead Public Works Department with \$60 million operating bldg., \$37 million capital bldg. and 663 employees. Must possess the vision, customer service skills and leadership needed to direct an urban public works operation. Reqs. 10 yrs. public works exper., including 5 yrs. of senior mngmnt. exper. at director or deputy director level. Submit letter of interest, salary history and resume ASAP to: Mr. W.D. Hawkins, The Hawkins Company, 600 Corporate Pointe, Suite 1120, Culver City, Calif. 90230; 310/348-8800 x14; 310/348-

8844 (fax); [bill@thehawkinscompany.com](mailto:bill@thehawkinscompany.com). Deadline: Jan. 18. EOE.

### Budget Director, Chesapeake

SALARY: \$77,781-\$120,560 DOQ (+) benefits. Seeking strong leader and experienced manager to supervise 6-member staff in overseeing operating and capital improvement budgets, as well as to facilitate citywide and departmental strategic planning and operations. Detailed position description and application information available at [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net). Deadline: Jan. 7. EOE.

### Assistant County Attorney I, Henrico County

SALARY: DOQ (+) benefits. Assist in providing full range of legal services to county agencies, depts., boards and officials. Reqs. strong academic background and excellent research and writing skills; J.D. degree; membership in Virginia State Bar; proficiency in use of Windows software. Exper. preferred. Must complete application via county's online JOSH site at [www.henricojobs.com](http://www.henricojobs.com). Job # 0003. Deadline: Dec. 30. EOE.

### County Attorney, Augusta

SALARY: \$90,000-\$100,000 hiring range DOQ (+) benefits. (pop. 70,300) Principal legal adviser to Board of Supervisors and county administrator. Serves at pleasure of the board. Reqs. extensive exper., including courtroom and in local govt. law, preferably in Va. Private practice of law not permitted. Send inquires and resumes (7 originals) to: Augusta County Personnel Office, Attention: Faith Souder, Personnel Director, County of Augusta, P.O. Box 590, Verona, VA 24482-0590. Tel: 540/245-5617; Fax: 540/245-5175. Deadline: Jan. 15. EOE.

### Town Manager, Glasgow

SALARY: \$40,000-\$45,000 DOQ/DOE (+) benefits. (pop. 1,040) Budget appx. \$698,000, 6 FT employees. Located in Rockbridge County. Reports to mayor and 6-member Town Council. Manage daily operations, including public works, water/wastewater, police, planning and zoning. Reqs. knowledge of financial systems, budgeting and personnel admin. Reqs. relevant bachelor's degree, preferably in public admin. Submit resume, references, and salary reqs. to: Mayor Sam Blackburn, P.O. Box 326, Glasgow, VA 24555. Job description available at [www.glasgowvir-](http://www.glasgowvir-)

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## POSITIONS

ginia.org. Initial application review begins after Jan. 1. Open until filled. EOE.

### Utilities Engineer, Powhatan County

SALARY: \$50,340-\$78,530 DOQ/DOE (+) benefits. Perform utility plan and land rezoning review; perform easement and subdivision plat review; ensure easement procurement. Reqs. bachelor's degree in civil, mechanical or environmental engineering with 2 yrs. responsible engineering and admin. exper. in design, construction, and/or operation of public utilities such as water distribution systems or sewage facilities. Prefer Va. P.E. license or EIT certificate. Obtain applications and complete job description at Powhatan County Administration Office, 3834 Old Buckingham Road, Powhatan, VA 23139 or at [www.powhatanva.gov](http://www.powhatanva.gov). Deadline: Jan. 11. EOE.

### GIS Technician II, Virginia Beach

SALARY: \$34,864-\$50,554 (+) benefits. In the GIS Center, prepares and maintains GIS spatial layers (cadastral, utility networks, property, right-of-way, topographic, planimetric, flood zones, addresses, street networks, street and addressing guide, tax maps, mapbooks, landuse, zoning) and database information. Designs and prepares GIS products and reports. Visit [www.vbgov.com/careers](http://www.vbgov.com/careers) for min. reqs., detailed job info., and to apply on-line. No faxes, e-mails or paper applications accepted. Deadline: Dec. 17. #2036. EOE.

### Systems Engineer II, Virginia Beach

SALARY: \$60,020-\$90,030 (+) benefits. In the GIS Center, analyzes and installs manufacturer supplied software and hardware to maintain or enhance the operating system and provide around-the-clock system availability; designs, prepares, and reviews hardware specifications, software configurations, RFPs, and contracts; participates in the selection of software and hardware products; tailors system software and configuration to optimize performance. Visit [www.vbgov.com/careers](http://www.vbgov.com/careers) for min. reqs., more detailed job info., and to apply on-line. No faxes, e-mails or paper applications accepted. Deadline: Dec. 19. #2034. EOE.

### Programmer/Analyst II, Virginia Beach

SALARY: \$46,888-\$70,332. (+) benefits. In Multimedia Services Division, perform

content management, programming, analysis and maintenance for city's Web site. Visit [www.vbgov.com/careers](http://www.vbgov.com/careers) for min. reqs., more detailed job info., and to apply on-line. No faxes, e-mails, or paper applications accepted. Deadline: Dec. 16. #2032. EOE.

### Transportation Planner, Herndon

SALARY: \$53,076-\$84,920 DOQ/DOE (+) benefits. Plan and implement streetscapes, pedestrian facilities, vacation of rights-of-way, rail and bus transit, and other related projects as member of Dept. of Community Development staff. Reqs. relevant bachelor's degree and 2-5 yrs. exper. in transportation planning. Desire exper. in Microsoft Office, ESRI/Arcview GIS; management of consultant contracts related to design and transportation planning, traffic/transit operations and traffic modeling. Contact: Human Resources, P.O. Box 427, 777 Lynn St., Room 110, Herndon, VA 20172. Tel: 703/481-1185. EOE.

### Business Manager (Public Works), Waynesboro

SALARY: \$65,000 (+) benefits. Perform intermediate professional and responsible administrative work planning, organizing and managing the Department of Public Works Human Resources functions and personnel management program. Reqs. relevant bachelor's degree and 3 yrs. exper. in govt. budgetary and finance activities. H.R. exper. preferred. Submit resume and City of Waynesboro application to: Human Resource Department, 503 W. Main St., Suite 102, Waynesboro, VA 22980. Open until filled. EOE.

### Director/Engineer (Department of Public Works), Alleghany County

SALARY: Mid-to-upper \$50,000s start range. Lead Dept. of Public Works. Reqs. considerable knowledge of the functional service areas of a municipal public works dept., including water, sewer, solid waste mngmnt., planning, zoning, building inspections, engineering and code compliance. Reqs. relevant bachelor's degree and 3 yrs. exper. in similar field; prefer P.E. licensure. Apply by cover letter, resume, (include salary history) and county application to: Alleghany County Administrators Office, Attn: John Strutner, 9212 Winterberry Ave., Covington, VA 24426. Open until filled. EOE.

### Chief of Police, Big Stone Gap

SALARY: Negotiable DOQ/DOE (+) benefits. (pop. 5,900) Supervise, plan and

direct the activities of a 20-employee Police Department with \$667,000 operating budget. Reqs. H.S. diploma, preferably 2 yrs. college or completion of FBI National Academy, 5 yrs. experience in law enforcement, or combination of education and experience. Reports to town manager. Apply: Administration Department, 505 E. 5th St., S., Big Stone Gap, VA 24219. Tel. 276/523-0115 ext.107, Fax 276/523-5625 or [www.bigstonegap.org](http://www.bigstonegap.org). EOE.

### Assistant Director of Budget & Finance, Isle of Wight County

SALARY: \$51,588-\$64,735 DOQ (+) benefits. Provide supervision and oversight to payroll, accounts receivable and payable, procurement, and general ledger transactions. Assist in the annual audit, preparing financial reports and researching special projects. Reqs. relevant bachelor's degree and 3-5 yrs. exper. Submit application and resume to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit [www.iwus.net](http://www.iwus.net) or call 757/365-6263. Open until filled. EOE.

### Senior Engineer (Electric Department), Manassas

SALARY: \$65,978-\$88,000 (+) benefits. Reqs. bachelor's degree in electrical engineering and 2-4 yrs. progressively responsible related exper. Using Windows-based software, performs power flow and short circuit analysis, distribution primary analysis, harmonic analysis and transient stability analysis. Facilitates system improvements and assists in capital improvement project designs; analyzes system protection requirements and limitations by preparing coordination, voltage drop and fault current studies. Apply: Department of Human Resources, 9027 Center St., Room 302, Manassas, VA 20110. FAX: 703/257-5827; e-mail: [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us); [www.manassascity.org](http://www.manassascity.org). Open until filled. EOE.

### Human Resources Director, Manassas

SALARY: \$83,678-\$110,000 (+) benefits. (pop. 38,100) Reports to city manager. Reqs. broad knowledge and exper. of the principles and practices of providing a full range of human resources services. Reqs. relevant bachelor's degree and min. 10 yrs. progressively responsible and recent HR admin. exper., including at least 5 yrs. of supervisory exper., with a preference given to candidates with prior local govt. exper. PHR/SPHR certification is a plus. Apply: Department of Human Resources, 9027 Center St., Room 302, Manassas, VA

*Continued on page 9*

## POSITIONS

20110. FAX: 703/257-5827; e-mail: hr@ci.manassas.va.us; www.manassascity.org. Open until filled. EOE.

### Assistant Director of Planning, Purcellville

SALARY: \$56,820-\$94,899 DOQ/DOE (+) benefits. Performs professional planning work and provides managerial support to the director of planning & zoning. Reqs. relevant bachelor's degree and min. 3 yrs. professional exper. Exper. may be substituted for educational reqs. Supervisory exper. desirable. GIS exper. a plus. AICP certification preferred. Submit resume with any supporting documentation to: Tracy DeMonte, Human Resources Specialist, Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Open until filled. EOE.

### Director of Aquatics, Christiansburg

SALARY: \$49,990 to start (+) benefits, including VRS. Town has embarked on an ambitious venture to build the new, state-of-the-art Christiansburg Aquatic Center, scheduled to open in winter 2008. Reqs. demonstrated record of exper. in aquatics and marketing activities. Also reqs. budget preparation, as well as preparing and carrying out a business plan. Submit resume and town employment application (available at www.christiansburg.org) to: Town of Christiansburg, Attn: Clay McCoy, Director Human Resources, 100 E. Main St., Christiansburg, VA 24073. Deadline: Feb. 8. EOE.

### Director of Municipal Development, La Plata, Md.

SALARY: DOQ/DOE. (pop. 10,000) Manager/council charter govt. Provides professional and analytical support to town manager regarding growth, visioning, service expansion and delivery, municipal projects, and facility planning. Reqs. relevant master's degree with exper. in local govt. admin., or bachelor's degree with 3 yrs. progressively responsible work in the planning and admin. of municipal projects. Send detailed letter of interest and resume to: Director of Municipal Development Search, 305 Queen Anne, La Plata, MD 20646. See www.townoflaplata.org. Resume review begins Jan. 4. EOE.

### Director of Operations, La Plata, Md.

SALARY: DOQ/DOE. (pop. 10,000) Manager/Council Charter Government. Coordinates, organizes and directs the

work of the Public Works Department and oversees the maintenance of the town's capital assets. Reqs. bachelor's degree in civil engineering, public administration, or a related field; min. 7 yrs. experience in the public works field, 3 yrs. of which involve progressive supervisory experience. Must have excellent supervisory, asset management, computer, budget, and project based experience. Send detailed letter of interest and resume to: Director of Operations Search, 305 Queen Anne, La Plata, MD 20646. See www.townoflaplata.org. Resume review begins Dec. 19. EOE.

### Director of Community Development and Planning, Bristol

SALARY: Low \$50,000s-low \$60,000s hiring range DOQ/DOE (+) benefits. Implement strong community desires for managed growth, sustainable development, environmental stewardship, downtown and commercial sector enhancement and highly responsive customer service. CDBG program exper. an important consideration. Reqs. any comb. of educ. and exper. equiv. to relevant bachelor's degree and 4 yrs. exper., including 2 yrs. as supervisor. Prefer relevant master's degree. Reqs. AICP certification. Submit letter of application, detailed resume with salary history, and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 E. Parham Road, Richmond, VA 23228-2360; Fax 804/726-9752 or e-mail Richmond@springsted.com. For further info. visit www.springsted.com. Deadline: Jan. 7. EOE.

### Director of Public Works, Bristol

SALARY: Negotiable DOQ/DOE (+) benefits, including city vehicle. Reqs. relevant bachelor's degree and min. 5 yrs. increasingly responsible public works operations and mngmnt. exper. Also reqs. Va. P.E. certification. Past exper. in managing public works activities such as solid waste collection and disposal, large regional landfills, project management, construction inspection, road and street construction and maintenance is a strong consideration. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 E. Parham Road, Richmond, VA 23228-2360; Fax 804/726-9752 or e-mail Richmond@springsted.com. For further information visit www.springsted.com. Deadline: Jan. 7. EOE.

## Other positions

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

### Civil Engineer, Falls Church

SALARY: \$70,000-plus DOQ (+) benefits.

### Director of Engineering and Construction, Falls Church

SALARY: \$76,820-plus DOQ (+) benefits.

### Permit Technician, Fall Church

SALARY: \$32,579-plus hiring range DOQ (+) benefits.

### Assistant City Manager, Harrisonburg

SALARY: \$74,000-\$86,500 (+) benefits. Open until filled.

### Principal Planner-Comprehensive Planning, Suffolk

SALARY: \$53,537-\$68,260 (+) benefits. Open until filled.

### Principal Planner-Housing/Redevelopment, Suffolk

SALARY: \$53,537-\$68,260 (+) benefits. Open until filled.

### Town Manager, Culpeper

SALARY: \$105,000-plus DOQ/DOE (+) benefits. Deadline: Jan. 20.

### Engineer II (Project Manager), Henrico County

SALARY: \$48,645-85,386 (+) benefits. Deadline: Jan. 6.

### Deputy Director of Human Services, Newport News

SALARY: \$67,780-\$111,845 DOQ/DOE (+) benefits. Deadline: Dec. 31.

### Director of Finance, Suffolk

SALARY: \$95,000-\$105,000 start range DOQ/DOE (+) benefits. Deadline: Dec. 28.

**DEADLINE:** *The deadline for placing a job advertisement in the next issue of Update is Friday, Dec. 21. 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.*

# Update

The newsletter of the  
Virginia Municipal League

P.O. Box 12164 • Richmond, VA 23241



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*Update* is published  
biweekly by the  
Virginia Municipal League

P.O. Box 12164  
Richmond, VA 23241  
(804) 649-8471  
Fax: (804) 343-3758  
E-mail: [e-mail@vml.org](mailto:e-mail@vml.org)  
[www.vml.org](http://www.vml.org)

Executive Director  
R. Michael Amyx

Editor  
David Parsons

Associate Editor  
Manuel Timbreza