

# Update

The newsletter of the  
Virginia Municipal League

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## VML opposes key elements of transportation proposals

Key elements of proposals put forth last week to break a two-year gridlock over transportation funding in the General Assembly are contrary to two established principles adopted by the membership of VML.

The proposals put forth by Republican leaders in the House and Senate include a substantial infusion of money from the state general fund (\$250 million per year), \$2 billion in borrowing, land-use measures designed to curtail sprawl, increased transportation user fees and reforms to streamline the Virginia Department of Transportation.

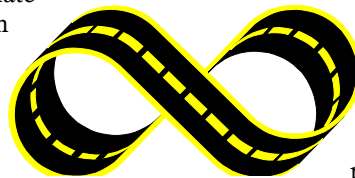
VML's membership voted in October to oppose legislation that would use money from the state general fund to pay for a long-term transportation construction and maintenance program. In addition, VML opposes the shifting of state responsibilities

onto local governments.

The initial version of the transportation package put forward last week included several other provisions that local governments find objectionable, including requiring certain counties to take over maintenance of subdivision streets, restricting existing land-use authority and reducing transportation funding for localities.

As this issue of *Update* was being printed, substitute bills were being prepared that could affect the substance of the debate. In addition, VML Executive Director Mike Amyx and Virginia Association of Counties Executive Director Jim Campbell were testifying about the legislation before the House Appropriations Committee late Thursday afternoon. In short, the issue is extremely fluid at this juncture of the session.

*Continued on page 2*



## Bill would eliminate HB 599 funding to localities

While the House and Senate budget committees are debating the merits of Gov. Tim Kaine's proposed funding allocations to communities with police departments (HB 599), a member of the House Appropriations Committee has introduced legislation to eliminate the entire HB 599 program. VML opposes the bill.

Del. Leo Wardrup of Virginia Beach, who chairs the House Appropriations Transportation Subcommittee (and sits on its Public Safety Subcommittee), has introduced HB 2200 to repeal the HB 599 structure and formula. This bill would redirect the proceeds of this public safety grant program to transportation projects in

all localities on a pro rata basis, based on population.

The bill is in the House Appropriations Public Safety Subcommittee.

Local governments that receive HB 599 funding (39 cities, 9 counties and 128 towns) should contact their members of this subcommittee or the members of the House Appropriations Committee to stress opposition to this bill.

Some points to remember:

- The proposed fiscal year 2008 funding level for the HB 599 program is \$214.7 million.
- Public safety is a basic government function. It's importance to the residents of

*Continued on page 2*

## FROM THE CAPITOL

GENERAL ASSEMBLY 2007

**Transportation proposals continued ...**

The initial bills of most interest -- HB 3202 and SB 1417 -- are available on-line and can be read via the state's Legislative Information System at <http://leg1.state.va.us/>.

HB 3202, sponsored by House Speaker Bill Howell (Stafford), included the entire package; SB 1417, sponsored by Sen. Tommy Norment (James City) included everything in the package except the provisions for two regional transportation authorities. Those are found in SB 1414, sponsored by Sens. Jeannemarie Devolites Davis (Fairfax) and James O'Brien (Fairfax), and in SB 1415, sponsored by Sen. Marty Williams (Newport News).

As part of the GOP proposal, certain large counties would be required -- and other counties, towns and cities would be permitted -- to create "Urban Development Areas" in their comprehensive plans. The goal of requiring these areas would be to curtail sprawl, limit traffic congestion and promote better planning.

The transportation element of the plan would allow local governments in Northern Virginia and Hampton Roads the ability to raise and retain additional revenues for critical local road, rail and transit projects.

The revenue component of the proposal would increase General Fund

investments by \$250 million per year, implement abusive driver penalties (generating \$61 million), equalize the diesel fuel tax with the gasoline tax (\$20 million), increase overweight truck penalties and heavy truck registration (\$30 million), and increase vehicle registration fees by \$10 (generating \$71 million). The proposal would also dedicate 50 percent of each year's general fund surplus to transportation (estimated at \$227 million in the current fiscal year, and \$64 million on an on-going basis). The \$339 million set aside from the general fund at the end of the 2006 regular session is also dedicated to transportation.

The proposal refers to new bond issues of \$1.3 billion over the next four years, and another \$700 million in bonds after 2012. It also dedicates one-third of the insurance premium taxes to Federal Revenue Anticipation Notes (FRAN) debt service.

The package also would grant new revenue authority to the Hampton Roads and Northern Virginia Regional Transportation Authorities.

To address maintenance costs, VDOT would be required to define a "local subdivision road" and a "local collector road," and would be prohibited from accepting for maintenance purposes any new subdivision roads into the state system.

Many members of the General Assembly believe that subdivision roads are heavily burdening the VDOT maintenance budget. The numbers do not bear this out.

VDOT's annual cost to maintain secondary roads is \$425 million. Of that sum, less than \$30 million a year is used to maintain subdivision streets. An estimated \$3 million per year is added for new subdivision streets.

Gov. Tim Kaine, who released his own transportation proposal last month, called the announcement "an early - and significant - step in the legislative process." He said that the state needs to use reliable, long-term funding to build and maintain a 21st century transportation system, while keeping the current commitments in the areas of public education, public safety and public health.

VML will provide a more detailed assessment of the package. If you have questions about the land-use portions of the proposal (*see story page 3*), contact Mark Flynn at [mflynn@vml.org](mailto:mflynn@vml.org) or 804/400-1321. For questions about the transportation or funding aspects, contact Denise Thompson at [dthompson@vml.org](mailto:dthompson@vml.org) or 804/640-5615. For general questions, contact Deputy Director Suzette Denslow at [sdenslow@vml.org](mailto:sdenslow@vml.org) or 804/400-1191. ❖

**HB 599 funding continued ...**

Virginia continues to grow, not diminish, over time.

- While many local governments receiving HB 599 spend considerably more on public safety than they receive from the state, it represents an important funding source for communities large and small, and helps to reduce the pressure on local real estate taxes.

- For smaller communities, HB 599 in many instances is what enables them to provide 24-hour police coverage.

- Counties with sheriffs' departments receive state assistance to help pay for their law enforcement needs.

- HB 599 funding is indeed earmarked for local public safety purposes

in the state budget. It has been earmarked since 2004. Some General Assembly members have continued to express comments otherwise; for example, one stated last week in committee his belief that his city used their allocation to buy garbage trucks because it wasn't earmarked.

The members of the House Appropriations Public Safety Subcommittee are: Sherwood (R-Winchester); Wardrup (R-Virginia Beach); Reid (R-Henrico); Abbitt (I-Appomattox); Joannou (D-Portsmouth); Ware, O. (D-Roanoke) and A. Howell (D-Norfolk). ❖

## FROM THE CAPITOL

GENERAL ASSEMBLY 2007

## Land-use bills remain harmful to local governments

The omnibus House bill on transportation (*see story, page 1*), HB 3202 sponsored by Speaker William Howell (Stafford), includes four land-use provisions that are all harmful to local governments, particularly counties. Those same provisions are found in the Senate version, SB 1417 (Norment).

The harmful land-use provisions include the following:

- A prohibition against VDOT taking new subdivision roads into the state system after July 2007. There is an exception for streets in an urban development area created by the county (description below). HB 3198 (Athey) has the same provisions.
- The urban transportation service district provision is limited to counties over 90,000 population. Only if such a county creates the district, can it impose impact fees. If a county imposes this new special tax district, it takes over road construction and maintenance in the district. All taxpayers would be forced to pay an additional tax to pay

for road maintenance. Athey's HB 3197 has the same provisions as a stand-alone bill. The impact fee provision is so limited as to be useless: it applies only to lands zoned for agriculture that has by-right residential uses.

- The tax district piece also provides that VDOT will pay counties the urban street maintenance amount plus the difference between the urban rate and the actual costs to VDOT for maintenance today. There is no corresponding funding provision for this. As a result, cities and towns and other counties would receive less money when the pot of money is divided in additional ways. The tax district piece also limits the power to deny a rezoning for inadequate off-site roads. The problem with this is that the limitation means that all other localities lose this existing authority. The Supreme Court has ruled that localities have the power to deny a rezoning for off-site road problems in the proper circumstances.

- The last piece is the obligation for

all counties with a 5 percent growth rate to amend the comprehensive plan to provide areas for high-density growth to meet the locality's needs for the next 20 years, called urban development areas. This provision is a one-size-fits-all provision. Some localities already require higher density than the language of the bill requires. For other localities, the density provisions may not be appropriate. Most significant is the loss of 50 percent of state secondary road allocation if an urban development area isn't created pursuant to the provisions. Athey has the same language in a separate bill: HB 3196.

The omnibus House and Senate bills are expected to be stripped of their land-use provisions. This is why the three bills noted above were filed – to keep the legislation alive and to unburden the omnibus bills. The transportation-funding piece of the omnibus bills is the most important to most legislators. ❖

## Eminent domain bills to be heard in subcommittees

The House Courts of Justice Civil Laws Subcommittee will hear all of the eminent domain bills on the afternoon of Jan. 29, one-half hour after the House of Delegates adjourns.

While many of the bills contain selected provisions and concepts that are acceptable to local governments, none of the House bills are considered acceptable as introduced.

The use of eminent domain -- the taking of private land by the government -- erupted as an issue across the nation two years ago following a U.S. Supreme Court opinion in *Kelo v. City of New London*. The Virginia Housing Commission recommended a consensus bill, designed to preserve eminent domain authority, to the 2006 General Assembly. That bill failed on the final day of the regular session and sentiment against the use of eminent domain remains strong. A Virginia Supreme Court opinion issued in September fueled this sentiment.

Local governments would support a bill this session that merely addressed the perceived problems with the Kelo decision. All of the House bills, however, go well beyond the Kelo decision and attempt to significantly modify the law of eminent domain and unreasonably restrict local government authority.

Please contact members of the House Courts Committee and urge them to support a bill that does nothing more than "fix" Kelo. All other eminent domain issues should be referred to the JLARC study that is being proposed in HJ708 and SJ 404. It is expected that the study would provide more time and be a better forum in which to address the alleged abuses of eminent domain authority.

The Senate Courts of Justice Committee has appointed a special subcommittee to hear all of the Senate bills dealing with eminent domain. The members of the subcommittee are Sen. Thomas K. Norment Jr. (James

City), Sen. Kenneth W. Stolle (Virginia Beach), Sen. Richard L. Saslaw (Fairfax) and Sen. Ryan McDougle (Hanover).

Saslaw has introduced SB1390 on behalf of the coalition of groups (including local governments) supporting a reasoned response to the Kelo decision. Norment has introduced SB1296 on behalf of the Attorney General, who has been active in the area of eminent domain reform. It is hoped that these two bills could be merged into a compromise bill that would be acceptable to local governments and the members of the coalition. A meeting date for the subcommittee has not been scheduled.

If you have comments or questions on the issue of eminent domain or on any bills that will be considered in the House Courts or Senate Courts Committees, contact Randy Cook at 804/746-3773. ❖

## FROM THE CAPITOL

## Important CSA bills in committee

Three bills that would significantly expand the scope of the mandated population for the Comprehensive Services Act for At-Risk Youth and Families (CSA) are now in committee. These bills were introduced following an Attorney General's Opinion issued in December regarding foster care services, and more specifically, mental health services, to children not mandated under the CSA program.

HB 2150 (Fralin) would provide that "foster care services" means provision of services to a child and his family when the child has been identified as needing services to prevent or eliminate the need for custody relinquishment. This would expand the mandate for CSA services to children and their families who would be more appropriately served through the mental health system. The bill is in the House Courts

of Justice Subcommittee on Civil Law, chaired by Del. Terry Kilgore (R-Gate City). The patron discussed the bill at the subcommittee's Wednesday afternoon meeting, but given the disagreement over the bill, Kilgore asked the interested parties to work with the patron on the differences and bring the bill back up in two weeks (Jan. 31).

HB 2620 (Fralin) and SB 1332 (Devolites Davis) are identical bills that would add children requiring mental health services not otherwise covered by private insurance or Medicaid, where services are necessary to prevent foster care placement, to the target (i.e., mandated) population for whom state pool funds shall be expended. Again, these are children and families who would be much better served through the mental health system, not foster care.

HB 2620 has been assigned to House

General Laws Subcommittee #4, chaired by Del. John Cosgrove (Chesapeake). The subcommittee meets Tuesdays at 5 pm in 4th Floor West. SB 1332 was assigned to Senate

General Laws, chaired by Sen. Walter Stosch (Henrico). The committee meets Wednesdays at 2 pm in Senate Room B.

VML, VACo, and the Virginia League of Social Services Executives are attempting to get these bills, which contain a significant state and local impact, referred to the House and Senate budget committees. ❖



## Senate committee to vote on teacher, sheriffs' deputy retirement bills Jan. 30

Saying that it is time to do something with the assortment of legislation dealing with teacher retirement, Senate Finance Committee Chair John Chichester (Stafford) grouped together a number of bills dealing with increasing the retirement multiplier and increasing the health insurance credit for teachers. Chichester said that Senate Finance Committee staff would work with stakeholders over the next week to develop one bill that represented a consensus and that was affordable.

Bills affected include SB 777 (Potts), SB 831 (Devolites Davis), SB 1170 (Stolle), SB 860 (Reynolds and SB 1218 (Hanger).

Last year, an increase in the health insurance credit for teachers passed the House, but failed in the Senate. This year, however, the House Appropriations Subcommittee on Compensation & Retirement sent a number of bills dealing with teacher retirement to JLARC for

inclusion in a study on compensation.

The Senate Finance Committee also seems poised to pass a bill requiring the extension of enhanced retirement benefits for sheriffs' deputies. The committee heard a substitute for SB 1166 (Stolle) that mirrors to a great extent the budget amendment submitted by Gov. Tim Kaine in which the state would pay, based on the fiscal stress index, a portion of the costs of putting sheriffs' deputies under the Law Enforcement Officers Retirement System.

A major difference with the governor's budget amendment, however, is that SB 1166 requires that deputies be covered. The budget amendment does not require participation. Also, the governor's proposal includes deputies in jail authorities, but it does not appear that SB 1166 does. The substitute will be voted on next week in Senate Finance, probably on Jan. 30. ❖

## FROM THE CAPITOL

## Senate Finance Committee acts on other retirement issues

The Senate Finance Committee acted on a number of other retirement bills Jan. 23 and Jan. 24, including:

**Optional post employment benefits.** The committee reported SB 789 (Stosch), which allows political subdivisions to establish trusts to pre-fund post employment benefits, such as medical insurance for retirees. The bill also allows political subdivisions to contract for money management of the fund with VRS or with other entities. The identical House bill, HB 2871 (McEachin-Henrico) will be heard in House Appropriations subcommittee on compensation and retirement on Thursday afternoon.

**Retirement for local elected officials.** The bill was sent to the "Taxation Committee," which does not meet. Therefore the bill is dead. SB 851 (Lambert) would have allowed members of councils and boards of supervisors to participate in VRS.

**Credible compensation for teachers.** The committee reported SB 1087 (Puckett), which includes compensation that teachers receive for coaching and other supplemental activities under the definition of credible compensation. The cost to localities for FY08 is estimated at \$4.5 million, and would be reflected in increased retirement contribution rates for teachers beginning in FY08.

**School superintendents' retirement.** The committee reported SB 813 (Ruff) that would allow school superintendents to retire, but then to return to work and still maintain monthly retirement payments. Teachers in critical shortage areas currently have this option.

**Optional retirement benefits.** SB 850 (Lambert) was reported. The bill provides that local public school boards and political subdivisions of counties, cities and towns may not offer or provide any optional retirement benefit under VRS unless authorized by the council or board of supervisors by resolution or ordinance. ❖

## ETCETERA

## Commonwealth Education Poll shows support for pre-K programs

In a statewide telephone survey conducted in December 2006, 84 percent of the respondents said that they believed preschool programs improve student performance. Nine percent of the respondents said the programs did not improve performance, and seven percent did not know, or declined to answer.

The survey was conducted for the Virginia Commonwealth University Educational Policy Institute by the VCU Survey and Evaluation Research Laboratory. The survey has been conducted annually since 2000, with the goal of measuring public opinion in Virginia on schools and education.

The poll revealed a mix response to the question of who should pay for the preschool programs. Thirty percent of the respondents said the state government, 24 percent said parents, 12 percent said local governments, eight percent said other, and four percent either did not answer or declined to answer.

Other results of the poll include:

- 65 percent of Virginians rate public schools as "excellent" or "good."
- 63 percent believe current funding levels are inadequate.
- 17 percent rated the education provided by public schools as "excellent," 48 percent as "good," 24 percent as "fair" and five percent as "poor."
- 56 percent are willing to pay higher taxes to increase school funding; 39 percent are not.
- Given a choice between cuts to other programs and higher taxes, however, 60 percent chose other program cuts compared to 27 percent who chose higher taxes.
- Of those willing to pay higher taxes, 52 percent thought a higher sales tax was the best option.

The complete survey results are on the Institute's web site: [http://www.cepi.vcu.edu/comm\\_ed\\_poll.html](http://www.cepi.vcu.edu/comm_ed_poll.html). ❖

## AT THE LEAGUE

### Legislative Day set for Feb. 1



**M**ake plans now to attend the annual VML/VACo Legislative Day, which will be held Thursday, Feb. 1, at the Richmond Marriott Hotel, located at the corner of 5th and Broad Streets in downtown.

Local officials are encouraged to come to Richmond to be briefed on legislation important to local governments and to meet with members of their delegation. Copies of the registration and hotel reservation forms were sent to all member VML local governments. Copies of the forms are available on the VML Web site [www.vml.org](http://www.vml.org).

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. After the briefing, local officials can go to the General Assembly Building or to the Patrick Henry Building, where the General Assembly will meet for the second consecutive year. (Renovation of the state capitol will not be completed until spring.) 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. Registration and hotel reservation forms will remain posted on the VML Web site. Contact Sherall Dementi at 804/649-8471 or [sdementi@vml.org](mailto:sdementi@vml.org) for more information. The registration fee is \$30 per person. ❖

## 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.

### Senior Engineer (Electric Department), Manassas

**SALARY:** \$64,688-\$86,000 DOQ/DOE (+) 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. Works with engineering staff and management to facilitate system improvements and assists in designing of capital improvement projects. Analyzes system protection requirements and limitations by preparing coordination, voltage drop and fault current studies as required by system additions and maintenance facilities. Apply: Department of Human Resources, 9027 Center St., Room 302,

Manassas, VA 20110. Contact: Fax (703) 257-5827; [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us); [www.manassascity.org](http://www.manassascity.org). Open until filled. EOE.

### Assistant Director of Electric Utility, Manassas

**SALARY:** \$80,000-\$105,000 (+) benefits. (pop. 37,000) Direct the Electric Utility staff with responsibility in budgeting, planning, engineering, construction, operations and maintenance of substations, transmission and distribution facilities, service extensions to new customers and expansion of the Broadband over Power Line (BPL) communications system. Reqs. BS degree in electrical engineering with min. 10 yrs. progressively responsible mngmnt. exper. within an electric utility. Exper. with telecommunications systems, including fiber optics, is preferred. Registered P.E. preferred. Apply: Department of Human Resources, 9027 Center St., Room 302, Manassas, VA 20110. Contact: Fax (703) 257-5827; [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us); [www.manassascity.org](http://www.manassascity.org). Open until filled. EOE.

### Organizational Development Specialist (Human Resources), Danville

**SALARY:** \$37,000-\$50,000 start range DOQ/DOE (+) benefits. Assess training needs and design, develop and deliver centralized training for development of employees in support of city goals and

values. Develop an education, training and development model and determine learning needs that link directly to the city's core competencies, goals and values. Reqs. thorough knowledge of organizational behavior and adult learning styles. Download city application at [www.danville-va.gov](http://www.danville-va.gov). Send resume, salary history and completed city application to: City of Danville, Human Resources Department, P.O. Box 3300, Danville, VA 24543. Deadline: Feb. 15. EOE.

### Building Official, Montgomery County

**SALARY:** DOQ/DOE (+) benefits. Plans, coordinates, supervises and participates in building, electrical, mechanical and plumbing inspection activities with responsibility for enforcing laws, ordinances and codes relating to the construction and alteration of buildings within the county. Reqs. 5 yrs. building exper. as a licensed P.E. or architect, building, fire or trade inspector, contractor, housing inspector, or superintendent of building, fire or trade exper. or at least 5 yrs. of building exper. after obtaining a degree in architecture or engineering, with a least 3 yrs. of responsible charge of work. Req'd. county application available at Human Resources, 755 Roanoke St., Suite 2-D, Christiansburg. Contact: 540/394-

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## POSITIONS

2007 (TDD 540/382-5700); county job line 540/394-2010; or visit [www.montva.com](http://www.montva.com). Open until filled. EOE.

### **Community Development Associate Director, Va. Dept. of Housing and Community Development**

SALARY: \$60,000-\$75,000 DOQ/DOE (+) benefits. Manage implementation of the state's Community Development Block Grants (CDBG), Appalachian Regional Commission (ARC), Indoor Plumbing Rehabilitation (IPR) and grant management component of state funded programs, and efforts to help enhance partners' capacity to effectively use the resources these programs provide. Local or state government experience desirable. Prefer advanced degree in public administration, planning, business administration or related field. Must complete a state application through the on-line employment system at <http://jobs.virginia.gov/>. Position #00050. Contact: 804/371-7000. Deadline: Feb. 8. EOE.

### **Town Manager, Rocky Mount**

SALARY: Negotiable DOQ/DOE (+) benefits. (pop. 4,800) \$9 million operating and capital bdt., 7 depts., 58 FTEs. Reqs. relevant bachelor's degree (MBA or MPA preferred); 7-10 yrs. progressive exper. in public admin., business admin., economic or community development, or civil engineering. Advanced degree may supplement for exper. Exper. with CDBGs and central business district revitalization plus. Send resume, Town of Rocky Mount application, salary history and 5 professional references to: Mayor Steve Angle, 345 Donald Ave., Rocky Mount, VA 24151. Town application can be mailed upon request by calling 540/483-7660 or downloaded from [www.rockymountva.org](http://www.rockymountva.org). Deadline: Feb. 23. EOE.

### **Chief Internal Auditor, Stafford**

SALARY: \$91,102-\$141,208 DOQ (+) benefits. Under the direction of the Board of Supervisors, plan and develop the county's internal audit program and develop policies and procedures for internal audit functions. Reqs. comb. of educ. and exper. equiv. to graduation from accredited college with relevant bachelor's degree and at least 5 yrs. exper. in govt. auditing, evaluation and/or analysis. CIA, CPA or CISA preferred. Apply at [www.co.stafford.va.us](http://www.co.stafford.va.us). Deadline: March 23. EOE.

### **Accountant IV, Virginia Beach**

SALARY: \$50,991 to start (+) benefits. Conduct research, analysis and summarization of financial info. for sr. mngmnt.; perform the financial administration and reporting of federal and state grants; assist in administration of federally and state mandated annual financial audit of all city and school board activities, production of the Comprehensive Annual Financial Report, and required submissions to the Va. APA. Reqs. any comb. of educ. (above H.S.) and/or exper. equiv. to 11 yrs. in professional accounting field. Visit [www.vb.gov.com/careers](http://www.vb.gov.com/careers) for more detailed job info. and to apply on-line. No faxes, e-mails or paper applications accepted. Reference #1229. Deadline: Feb. 5. EOE.

### **Director of Human Resources, City of Richmond**

SALARY: \$107,610-\$162,180 full range negotiable DOQ/DOE (+) benefits. Position is unclassified, exempt and city residency must be established within 12 mos. of appointment. Lead team of professionals in providing a full range of HR services. Reqs. relevant bachelor's degree and 10 yrs. exper. (Master's degree with SHRM or IPMA certification preferred). Prefer candidates with proven track record who have managed HR professionals in an urban environment. Submit letter of interest, resume, salary history and the names and telephone numbers of 3 professional references and 2 character references to: Rayford Harris Jr., Director of Budget and Strategic Planning, City of Richmond, 900 E. Broad St., Room 1100, Richmond, VA 23219. Position #12M00000018. Open until filled. EOE.

### **Public Information Manager III (Office of the Mayor), Richmond**

SALARY: \$56,293-\$92,463 DOQ/DOE (+) benefits. Develop and oversee a cable communications program, including development of communications policies that address cable and its regulations; oversight of city's non-exclusive cable TV franchise agreements; development of communications productions. Reqs. bachelor's degree or educ. and training equiv. to 4 yrs. of college in PR or related field and min. 6 yrs. of public info. exper. with 4 of these yrs. in technological communications. City residency req. within 12 mos. of appointment. Contact: 804/646-5660; [www.richmond.gov.com](http://www.richmond.gov.com). Submit application to: Joy L. Atkins, HR Division Chief, City of Richmond, Department of Human Resources,

900 E. Broad St., Room 902, Richmond, VA 23219. Position # 85M00000014. Open until filled. EOE.

### **Deputy Chief Administrative Officer, Richmond**

SALARY: Negotiable DOQ/DOE (+) benefits. Serve as DCAO for housing, land use and community development; oversee Dept. of Community Development, Economic Development and Real Estate. Reports to the CAO and is responsible for the coordination, oversight and implementation of long-range projects involving the city's housing policies and practices; coordination with RRHA. Reqs. 10 yrs. relevant professional level exper. and 5 yrs. of managerial exper. in urban environment. Reqs. relevant bachelor's degree (master's preferred). Submit letter of interest, resume, salary history and the names and telephone numbers of 3 work-related references and 2 character references to: Tim Billups, Interim Human Resources Director, City of Richmond, Department of Human Resources, 900 E. Broad St., Room 902, Richmond, VA 23219. Contact: 804/646-6630 or [tim.billups@richmond.gov.com](mailto:tim.billups@richmond.gov.com). Open until filled. EOE.

### **Executive Director of Retirement, Richmond**

SALARY: \$87,261-\$137,700 negotiable DOQ/DOE (+) benefits. Serve as retirement benefits administrator and oversee investment of city's retirement fund assets. Direct the Richmond Retirement System internal staff that manages retirement plan with appx. 9,500 members and more than \$500 million in assets, \$4 million monthly pension payroll and a \$1 million internal operating bdt. Serves at pleasure of Richmond Retirement Board of Trustees. Reqs relevant bachelor's degree and 10 yrs. exper. Master's and professional certification preferred. Submit letter of interest, resume, salary history and the names and telephone numbers of 3 work related references and 2 character references under confidential cover to: Joy L. Atkins, Division Chief - Recruitment, 900 E. Broad St., Room 902, Richmond, VA 23219. Contact: 804/646-7509 or [atkinsjl@ci.richmond.va.us](mailto:atkinsjl@ci.richmond.va.us). Position #18M00000010. Open until filled. EOE.

### **Director of Economic Development, Richmond**

SALARY: \$87,261-\$137,700 negotiable DOQ/DOE (+) benefits. Plan, organize, direct and implement all economic devel-

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## POSITIONS

opment activities for the city. Reqs relevant bachelor's degree (master's preferred) and at least 10 yrs. exper., including 5 yrs. in a managerial capacity. Experience in downtown development necessary and experience in developing/operating business incubators desired. Submit letter of interest, resume, salary history and the names and telephone numbers of 3 work related references and 2 character references under confidential cover to: Joy Atkins, HR Division Chief, City of Richmond, Department of Human Resources, 900 E. Broad St., Room 902, Richmond, VA 23219. Contact: 804/646-5805 or atkinsjl@ci.richmond.va.us. TTP assistance call 1-800-828-1120. Position # 36M00000999. Open until filled. EOE.

### Engineering Services, Mineral

SALARY: Negotiable contract. Town soliciting RFP from qualified engineering firms to provide engineering services to assist with carrying out Va. Dept. of Health grant under provisions of the "Competitive Negotiation Procedure for Professional Services" outlined in the State Procurement Act. Will assist with design of a leak detection methodology, consolidation of numerous drawings into a digital mode, evaluation of reactivating a spring formerly used as a town water source, and evaluating an emergency water supply and storage program. The leak detection methodology and water rate study are to be completed by April 30 and the balance of the work completed by June 30. Site visits are strongly discouraged in the interest of reducing costs prior to shortlisting or interview stage. Must submit 3 copies of an unmodified SF 254 /255 along with a cover letter of not more than 2 pages. Mail proposals to: Town Of Mineral, 102 E. 1st St., P.O. Box 316, Mineral, VA 23117. Deadline: Feb. 16. EOE.

### Commercial/Industrial Appraiser, Charlottesville

SALARY: \$39,104-\$60,000 hiring range DOQ/DOE (+) benefits. Responsible for assessment of all commercial and industrial property. Reqs. bachelor's degree (or equiv. comb. of educ. and exper.) and at least 4 yrs. exper. appraising commercial and industrial property; professional appraisal designation encompassing commercial and industrial appraisal (CAE, ASA in mass appraisal, MAI or equiv.) and/or general appraisal license from State of Va. Appraisers Licensing Board. For more info., visit [www.charlottesville.org](http://www.charlottesville.org)

or call 434/970-3490; fax 434/970-3523. Apply to: Human Resources Department, P.O. Box 911, Charlottesville, VA 22902. Deadline: Feb. 16. EOE.

### Technology and Assessment Data Coordinator, Charlottesville

SALARY: \$39,104-\$54,000 hiring range DOQ/DOE (+) benefits. Install, update, configure and maintain assessment administration and property valuations related software systems, databases and related data repositions and application tools in Real Estate Assessment Division. Reqs. relevant bachelor's degree (or equiv. comb. of educ. and exper.) and min. 2 yrs. on-the-job exper. in software development or support. For more info., visit [www.charlottesville.org](http://www.charlottesville.org) or call 434/970-3490; fax 434/970-3523. Apply to: Human Resources Department, P.O. Box 911, Charlottesville, VA 22902. Deadline: Feb. 16. EOE.

### Treasurer, Town of New Market

SALARY: \$35,000-\$44,000 DOQ/DOE (+) benefits. Direct financial activities, including payroll, AP/AR, financial reporting and ensuring sound accounting practices. Prefer relevant bachelor's degree or equiv. exper. in accounting, finance, business admin., public admin. or closely related field. Complete job description and application available at New Market Town Offices, 9418 John Sevier Road, New Market, VA 22844, by calling 540/740-3432 or by visiting [www.newmarketvirginia.com/employment.htm](http://www.newmarketvirginia.com/employment.htm). Send completed job application and resume to: Evan L. Vass, Town Manager, P.O. Box 58, New Market, VA 22844. Deadline: Feb. 16. EOE.

### Outreach and Resource Development Manager, (Coalition for Youth) Hampton

SALARY: \$46,090 (+) benefits. Provide executive level planning, resource development, communications and outreach for city's focus on youth. Will build collaborative community partnerships with public and private sector organizations, nonprofits and the business community, and be an integral part of the creation of a world-class, multi-purpose teen center in Hampton. Reqs. relevant bachelor's degree (master's preferred) plus at least 5 yrs. exper. in grant writing and resource dev; 3-plus yrs. exper. in developing partnerships among public, private and nonprofit entities. Submit City of Hampton application via [www.hampton.gov/hire](http://www.hampton.gov/hire). Deadline: Feb. 2. EOE.

### Minority Business Coordinator, Hampton

SALARY: \$53,766-\$86,083 (+) benefits. Provide support for the growth of minority procurement and the minority business enterprise (MBE), encompassing minority-owned, women-owned and small businesses within the city. Reqs. relevant bachelor's degree (master's preferred); extensive work exper. and knowledge of procurement, construction, business development and/or business services to assist minority/women-owned business enterprises. A combination of educ. and exper. may be considered for this position. Submit City of Hampton application via [www.hampton.gov/hire](http://www.hampton.gov/hire). Open until filled. EOE.

### Facilities Manager, Vinton

SALARY: \$36,737-\$41,329 hiring range. Responsible for managing the War Memorial Facility, including the development of marketing and advertising campaigns, development of new prospects and maintaining relationships with current clients. Prefer relevant bachelor's degree, knowledge of marketing principles and First Aid, CPR and food sanitation certificates. For a complete job description or to download an application, visit [www.vintonva.gov](http://www.vintonva.gov). Submit applications to: Town of Vinton, Attn. Human Resources, 311 S. Pollard St., Vinton, VA 24179. Deadline: Feb. 2. EOE.

### Utility Director, Manassas

SALARY: Negotiable DOQ/DOE (+) benefits. Lead the planning and operation of the Utilities Department, including electric, water, sewer and other utility projects and programs. With a staff of appx. 100 and an annual operating and capital improvement bdgt. of \$52 million, develop and implement short- and long-term strategies, projects and programs to ensure the quality and efficiency of the city's utilities and environmental stewardship of its natural resources. Should have excellent knowledge of the electric, water and sewer industry. Knowledge of utility operating and capital budgets is essential. Working knowledge of fiber-optic telecommunications is desired. Reqs. min. 12 yrs. utility managerial exper., bachelor's degree in engineering and a certificate of registration as a P.E. Apply: Human Resources Department, 9027 Center St., Room 302, Manassas, VA 20110. FAX: 703/257-5827; [hr@ci.manassas.va.us](mailto:hr@ci.manassas.va.us); [www.manassascity.org](http://www.manassascity.org). Open until filled. EOE.

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## POSITIONS

### Assistant Commonwealth's Attorney, Fredericksburg

SALARY: \$61,504-\$73,805 DOQ/DOE (+) benefits. Prosecute criminal offenses in all city courts. Reqs. thorough knowledge of criminal laws and procedures; excellent trial skills, professional judgment and ethics. Must be member in good standing of the Virginia State Bar. For inquiries, call 540/372-1028. Send resume and application to: Personnel Office, City Hall, 715 Princess Anne St., P. O. Box 7447, Fredericksburg, VA 22404. Deadline: Feb. 10. EOE.

### Chief Information Officer (Fiscal Affairs), Fredericksburg

SALARY: \$69,549-\$83,458 DOQ/DOE (+) benefits. Performs supervisory work involving planning, coordinating and operating computers and peripheral equipment; working knowledge/exper. with GIS preferred. Reqs. extensive exper. in info. technology, including hardware, software, network maintenance, network security, Internet/intranet operations, Web site maintenance and demonstrated proficiency in developing successful IT solutions. Reqs. exper. with Windows 2000/XP Pro, MS Office XP Pro/2003, Windows Server 2000/2003, MS Exchange 2000/2003 microcomputer hardware components, data communications software and Internet software. Exper. with IBM AS400 hardware and software is req. Reqs. relevant bachelor's degree with progressive exper. in mngmnt. and evolution of info. systems. Submit resume and city application with cover letter to: Susanne H. Taylor, Director of Human Resources, P.O. Box 7447, Fredericksburg, VA 22404-7447. Deadline: Feb. 19. Open until filled. EOE.

### Code Compliance Inspector, Chesapeake

SALARY: DOQ/DOE (+) benefits. Investigate complaints and enforce city's environmental, rental, property maintenance and zoning codes, ordinances and state laws regarding the maintenance of property and structures. Reqs. high school diploma or GED and formal training, special courses, or self-education equivalent to satisfactory completion of 1 yr. of college education or specialized advanced training in urban planning, environmental health/studies, engineering, or closely related field. Visit [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net) for complete position description and to apply. Deadline: Jan. 31. EOE.

### Assistant Director of Economic Development, Suffolk

SALARY: DOQ/DOE (+) benefits. Reqs. relevant bachelor's degree and 6 yrs. previous exper. Performs managerial work involving development, organization and implementation of plans and policies to enhance economic development opportunities for the city. Must travel on national and international marketing missions. City of Suffolk employment application must be completed. Applications and more details at <http://www.suffolk.va.us/hr/>. Send to: Department of Human Resources, P.O. Box 1858, Suffolk, VA 23439. Deadline: Feb. 16. EOE.

### GIS Coordinator, Winchester

SALARY: DOQ/DOE (+) benefits. Manages computer map preparation, editing and plotting; creates and updates mapping through digitizing, map editing, entry of descriptive data; creates and updates databases; leads GIS analysis and tool development projects; supervises a small group of personnel. Reqs. any comb. of educ. and exper. equiv. to relevant bachelor's degree; practical knowledge in cartography, GIS, databases or related subject; Windows 9x and NT, Arc/Info and Arc/View; principles and mathematics of mapping. Apply: Administration Department, Rouss City Hall, Winchester, VA 22601. Contact: 540/667-1815 ext. 1449; TDD 540/722-0782; [www.winchesterva.gov](http://www.winchesterva.gov). Open until filled. EOE.

### Engineer I, Winchester

SALARY: \$19.19-\$29.21 per hour (+) benefits. Performs responsible technical and administrative work in connection with the design, construction, management and inspection of public utilities, public works and other city projects. Min. reqs.: Engineer-in-Training certificate issued by a valid State Board of Engineering Examiners and any comb. of educ. and exper. equiv. to graduation from accredited college with a bachelor's degree in civil engineering or related field. Apply: Administration Department, Rouss City Hall, Winchester, VA 22601. Contact: 540/667-1815 ext. 1449; TDD 540/722-0782; [www.winchesterva.gov](http://www.winchesterva.gov). Open until filled. EOE.

### Director of Finance / Chief Financial Officer, Stafford County

SALARY: \$91,102-\$141,208 DOQ (+) benefits. Primary responsibilities include coordination and oversight of financial management functions, including in-

ternal controls, debt mngmnt., revenue forecasting, accounting, payroll, securities and records mngmnt. and dealing. Reqs. comb. of educ. and exper. equiv. to master's degree in public or business admin., finance or related field and min. 7 yrs. exper. in state or local govt. finance / accounting, including at least 5 yrs. of sr. mngmnt. level responsibilities. Apply at [www.co.stafford.va.us](http://www.co.stafford.va.us). Deadline: Feb. 2. EOE.

### Executive Director, Coliseum Central Business Improvement District (Hampton)

SALARY: Negotiable (+) benefits. CCBID is one of the largest single retail/commercial areas on the Virginia Peninsula. Plan and implement programs, policies and procedures relating to the rehabilitation, conservation and/or redevelopment of specific areas in the improvement district. Reqs. relevant bachelor's degree or any equiv. comb. of educ., training and exper.; MS/MA preferred. Brochure at [www.mercergroupinc.com](http://www.mercergroupinc.com). Send resumes immediately to: James Mercer, The Mercer Group Inc., 5579B Chamblee Dunwoody Road, #511, Atlanta, GA 30338. Tel: 770/551-0403; Fax: 770/399-9749; e-mail: [mercerc@mindspring.com](mailto:mercerc@mindspring.com). EOE.

### County Attorney (Part-time), Prince Edward

SALARY: Negotiable fee structure DOQ/DOE. Principal legal adviser to the Board of Supervisors and the county administrator. Attendance required at all board meetings and as needed at board committee meetings and planning commission meetings. Fee structure negotiable based upon education and experience. Submit letter of interest, resume and fee requirements: County of Prince Edward, ATTN: Sarah Elam Puckett, Acting County Administrator, P.O. Box 382, Farmville, VA 23901. (434/392-8837). E-mail: [spuckett@co.prince-edward.va.us](mailto:spuckett@co.prince-edward.va.us). Deadline: March 9. EOE.

### Director of Information Technology, Orange County

SALARY: Negotiable DOQ/DOE (+) benefits, including VRS. Relocation allowance negotiable. (pop. 29,300) Lead IT operations for growing community located in Virginia Piedmont. Reqs. relevant bachelor's degree supplemented by courses in info. systems operations and development; 5-7 yrs. progressively responsible mngmnt. exper. in info. systems and com-

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## POSITIONS

munications systems operations. For more info. visit [www.springsted.com](http://www.springsted.com). Submit letter of application, detailed resume, 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). Deadline: Feb. 17. EOE.

### Director of Finance, King George County

SALARY: Negotiable DOQ/DOE (+) benefits, including VRS. Relocation allowance negotiable. (pop. 20,637) Reqs. any comb. of educ. and exper. equiv. to graduation from an accredited college with relevant degree and min. 5 yrs. progressively responsible exper. CPA preferred; experience with the Bright and Associates public financial system desirable. For more info. visit [www.springsted.com](http://www.springsted.com). Submit letter of application, detailed resume, 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). Deadline: Feb. 15. EOE.

### Assistant Commonwealth's Attorney, Hampton

SALARY: \$51,000-\$81,600 DOQ/DOE (+) benefits. Represent the Commonwealth in General District Court, Juvenile and Domestic Relations District Court and Circuit Court. Experience in criminal prosecution is preferred. To apply, submit an on-line City of Hampton application via [www.hampton.gov/hire](http://www.hampton.gov/hire). Deadline: Feb. 2. EOE.

### Superintendent of Parks and Recreation, Hampton

SALARY: \$49,781 (+) benefits. Join mngmnt. team responsible for the planning, organization, staffing, direction and evaluation of Parks Division services. Reqs. relevant bachelor's degree and at least 3 yrs. supervisory exper. in parks maintenance and operation activities. Exper. may substitute for educ. on the basis of 1 yr. of appropriate exper. for each year of educ. To apply, submit on-line City of Hampton application via [www.hampton.gov/hire](http://www.hampton.gov/hire). Deadline: Jan. 25. EOE.

### Planner, Chesapeake (Public Schools)

SALARY: \$45,336-\$50,050 starting range DOQ/DOE (+) benefits. Perform professional work planning for the capital needs

of the school system, coordinating planning activities with city staff and serving as a liaison between the school system and city depts. Reqs. thorough knowledge of school planning and develop. procedures; graduation from accredited college in relevant field; considerable exper. in planning, site identification/acquisition, zoning and demography; master's preferred. Application and additional info. available by contacting the Personnel Dept. at 757/547-0001 or [www.cpschools.com/departments/personnel/vacancies.html](http://www.cpschools.com/departments/personnel/vacancies.html). Apply by Jan. 26. Open until filled. EOE.

### Planner, K.W. Poore and Associates (Richmond)

SALARY: \$42,200-\$55,500 (+) benefits, including profit sharing. Urban and regional planning firm seeking individual to assume responsibility for comprehensive plans, master plans and zoning. Reqs. 5-7 yrs. experience in planning field with strong writing, verbal, facilitation and computer skills. Submit resumes to: K.W. Poore & Associates Inc., 2201 W. Broad St., Suite 204, Richmond, VA 23220. No e-mails or calls. See [www.kwpoore.com](http://www.kwpoore.com). Open until filled.

### Zoning Administrator, Harrisonburg

SALARY: \$38,000-\$43,000 hiring range DOQ (+) benefits. Administer and enforce zoning ordinance in thriving Shenandoah Valley city. Desire exper. reviewing, approving and enforcing permit and zoning requests; conducting field inspections and reviewing special use requests. Reqs. relevant bachelor's degree; considerable exper. in code enforcement or related work. CZA certification preferred. Download applications from <http://www.ci.harrisonburg.va.us/index.php?id=250>. Resumes not accepted in lieu of city application. Review begins Feb. 5. Submit to: Human Resources Department, City of Harrisonburg, 345 S. Main St., Harrisonburg, VA 22801. (#3228) Open until filled. EOE.

### Community Development Planner II, Fredericksburg

SALARY: \$42,195-\$50,634 (+) benefits. Involves managing and administering housing and community dev. programs; ensures compliance with regs. and reqs. Prepares plans and annual performance reports; assists with researching and preparing long-range planning studies. Reqs. relevant bachelor's degree supplemented by 1-2 yrs. planning work and related contract mngmnt; or any equiv. comb. of training

and exper. Employment application req. Apply: Department of Human Resources, 715 Princess Anne St., Fredericksburg, VA 22401. Mailing address: P.O. Box 7447, Fredericksburg, VA 22404. Open until filled. EOE.

### Public Works Director, Altavista

SALARY: DOQ (+) benefits. Lead, direct, manage and oversee the activities and operations of the department, including street maintenance, storm drainage, facilities, fleet, engineering, refuse collection; utility distribution/collection lines; direction of public works projects/operations, including programming, budgeting, staffing, strategic planning and allocation of resources. Prefer relevant bachelor's degree; reqs. exper. in financial and personnel mngmnt., VDOT programs, and excellent communication skills. Any comb. of relevant educ. and exper. may be substituted. Submit resume, 3 work-related references and salary history/reqs. to: Town of Altavista, P.O. Box 420, Altavista, VA 24517, Attn: Town Manager. Applicants encouraged to apply by Feb. 19. Open until filled. EOE.

### Assistant Chief Financial Officer, Asheville, N.C.

SALARY: \$52,275-\$69,265 start range (+) benefits. Responsible for planning, coordinating and supervising the integrated operations of all aspects of city's billing and revenue collection, financial accounting and reporting, and customer services functions. Reqs. relevant bachelor's degree; master's in business, accounting or public admin. preferred. Reqs. CPA with 5-7 yrs. progressively responsible exper. in govt. accounting and fiscal administration; 3-5 yrs. supervisory exper. also req. Submit application and resume to: City of Asheville, Human Resources Department, P.O. Box 7148, Asheville, NC 28802-7148, fax 828/259-5479, or e-mail [apply@ashevillenc.gov](mailto:apply@ashevillenc.gov). Applications available at [www.ashevillenc.gov](http://www.ashevillenc.gov). Open until filled. EOE.

### Police Officer (Part-time), Town of Newsoms

SALARY: Negotiable. Located in Southampton County. Reqs. PD certification. Send resume to: P.O. Box 266, Boykins, VA 23823. For more information, call 757/654-6731; [townofnewsoms@aol.com](mailto:townofnewsoms@aol.com). Deadline: March 1. EOE.

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## POSITIONS

### Senior Planner, Fluvanna County

SALARY: \$37,980-\$43,677 hiring range DOQ/DOE (+) benefits. (pop. 25,000) Provide leadership and expertise on subdivision and zoning ordinances, Comprehensive Plan and other land-use policies. Duties include: review, analysis and recommendation of rezoning requests, special use permits, site plans and subdivisions. Reqs. relevant bachelor's degree and 3 yrs. progressively responsible professional planner exper. or master's degree in planning field with 2 yrs. related exper. Working knowledge and exper. with GIS preferred. Submit resume and a state application with cover letter stating salary expectations to: Barbara Wall-Magee, Fluvanna County Human Resources, P.O. Box 540, Palmyra, VA 22963. Apply by Jan. 26. Open until filled. EOE.

### Director of Information Technology, Fluvanna County

SALARY: DOQ/DOE (+) benefits. Provides daily administration and hands-on support while defining and implementing IT strategy. Reqs. excellent knowledge and experience in all aspects of technology, including hardware, software, end-user support, maintenance and monitoring of networks, network security, telephone and voice mail systems, Internet / intranet Web pages, as well as a demonstrated track record of creating successful IT solutions. Prefer relevant bachelor's degree with progressive exper. Submit resume and state application with cover letter stating salary expectations to: Barbara Wall-Magee, Fluvanna County Human Resources, P.O. Box 540, Palmyra, VA 22963. Apply by Jan. 19. 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).

### Zoning/Subdivision Administrator, Shenandoah County

SALARY: \$44,431 start of range (+) benefits. Open until filled.

### City Attorney, Franklin

SALARY: Negotiable. Deadline: Feb. 16.

### Assistant Planner/GIS Coordinator, Mathews County

SALARY: \$32,000 DOE/DOQ (+) benefits. Open until filled.

### City Manager, Hopewell

SALARY: Negotiable DOQ/DOE (+) benefits. Deadline: Feb. 5.

### Director of Airport/Industrial Park, Accomack County

SALARY: \$51,037-\$74,004 (+) benefits. Open until filled.

### Zoning Officer/Planner, Front Royal

SALARY: \$34,340-\$54,891 DOQ (+) benefits. Open until filled.

### Town Attorney, Front Royal

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

### Payroll Coordinator, Arlington County

SALARY: \$45,905-\$75,899 DOQ/DOE (+) benefits. Open until filled.

### Public Utilities Engineering Manager, Hanover County

SALARY: \$60,402-\$102,683 (+) benefits.

### Public Information Director, Montgomery County

SALARY: \$45,304 beginning DOQ (+) benefits. Deadline: Jan. 31.

### Benefits Coordinator, Montgomery County

SALARY: \$30,909 beginning DOQ (+) benefits. Deadline: Jan. 26.

### Town Manager, Exmore

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

### Water Treatment Plant Operator, Rivanna Water & Sewer Authority

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

### Engineering Technician Inspector, Rivanna Water & Sewer Authority

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

### Director of Finance, Orange County

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

**DEADLINE:** *The deadline for placing a job advertisement in the next issue of Update is Friday, Feb. 2. 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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Fax: (804) 343-3758  
E-mail: [e-mail@vml.org](mailto:e-mail@vml.org)  
[www.vml.org](http://www.vml.org)

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