

Update

The newsletter of the
Virginia Municipal League

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begins SOQ review
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Cover bare ground beneath your home with a vapor barrier to keep moisture from getting into your home. Polyethylene sheets work well. Since a third of your air conditioner's energy is spent removing moisture, vapor barriers can make a noticeable dent in your energy bills.

JOBS AND HOUSING

Local governments caught in economic quagmire?

Unemployment in the state jumped to 4.2 percent in June, the highest rate in more than four years, according to the Virginia Employment Commission.

Students seeking summer work, combined with new graduates flooding the labor market, helped fuel the jump over May's 3.8 percent rate, the VEC reported. The number of jobless workers rose by 18,800 in June to 174,900. The June seasonally unadjusted unemployment rate was up 1.1 percent over the June 2007 unadjusted jobless rate of 3.1 percent.

The unemployment rates in all 10 metropolitan regions across the state were

consistently higher than the June 2007 rates. Arlington County, with 2.6 percent unemployment, had the lowest rate in the state. Martinsville, with an 11.4 percent rate, was the highest, and the only jurisdiction with double-digit unemployment.

Even with the highest unemployment rate in four years, more people were working in Virginia than ever before. Nonagricultural employment expanded by 26,900 to an all-time record high of 3,817,000, surpassing the previous record set one year earlier in June 2007.

VEC's unemployment news preceded

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Countdown to VML Annual Conference

In case you haven't registered for the VML annual conference, it's not too late! And it's not too late to get a hotel room though the VML block of rooms at the Norfolk Marriott and Sheraton Waterside. The deadline for making room reservations is Sept. 5.

Why come to the conference Oct. 19-21? Here are just a few reasons you don't want to miss this year's event:

Educational sessions

- Sunday tour of Grandy Village
- Keynote addresses
- Presentation of Moseley Architects Go Green Virginia Awards and Green Government Challenge Certificates
- Workshops and roundtables
- Networking opportunities

Special events

- Exhibition Hall filled with vendors
- Opening reception
- National Black Caucus of Local Elected Officials breakfast
- Virginia Local Government Management Association luncheon
- Host City Night at Half Moone Cruise and Celebration Center
- Annual prayer breakfast
- Women in Local Government luncheon
- Closing banquet with presentation of VML Achievement Awards and entertainment

A conference agenda is posted at www.vml.org. Simply follow the mermaid for more detailed information. See registration form on page 7. ❖

FROM THE CAPITOL

Economic quagmire continued ...

by one day Gov. Tim Kaine's announcement that Virginia had received its third straight "Best State for Business" ranking from Forbes.com. The Commonwealth scored well in the categories for regulatory environment; past job and income growth; quality of life; educational attainment of the labor force; and projected population growth.

Virginia's rank for growth prospects (i.e., projected job, income and gross state product growth as well as business openings/closings and venture capital investments), however, was 26th among the 50 states. Last year's ranking for this category was 8th.

The mix of good and bad economic news should be considered a warning sign for local governments. Payroll tax revenues comprise more than 55 percent of the state's general fund resources. A slowdown in job or personal income growth and/or an increase in the unemployment rate reduces the likelihood of making the official revenue forecast in FY09. And that spells trouble.

Housing slump shows no signs of abating

George Mason University's Center for Regional Analysis released two studies on Virginia's economy.

Residential real estate taxes comprise roughly 40 percent of the total tax revenue for those Virginia localities in the Washington Metropolitan Region. According to the studies, if the change in housing prices from May 2007 to May 2008 remain constant, assessed values in the inner suburbs could drop 13 percent and by 24 percent in the outer suburbs. The authors point out that the average sales price of a single-family detached home dropped from June 2007 to June 2008 in Arlington, Alexandria, Fairfax County, Loudoun, Prince William and Stafford by 10 percent, 7 percent, 16 percent, 16 percent, 26 percent and 15 percent, respectively.

Mortgage foreclosure rates in April 2008 help explain the troubling housing economics in Northern Virginia. While Arlington and Alexandria had

mortgage foreclosure rates of less than 100 per 10,000 units, Fauquier's and Fairfax's rates were more than 100 and for Spotsylvania and Stafford the rate per 10,000 units was more than 200. Loudoun's rate exceeded 300 and Prince William's rate topped the region at more than 700 per 10,000 units.

Local governments are beginning to struggle with the implications of stagnant or even declining real estate growth due to unsold houses remaining on the market for longer periods of time and the corresponding drop in housing prices. The unhappy fact is that more foreclosures lie ahead for several months or longer, according to the regional analysis center at the university.

Increasing demands for services and the increasing costs to deliver them, coupled with reduced state funding and declining assessments, could leave local officials feeling squeezed. ❖

Board of Education begins SOQ review process

The Board of Education has started its biennial process of assessing and proposing updates to the state Standards of Quality, which are the minimum standards school divisions are required to meet. Much of the state funding for K-12 education relates to meeting the state share of the costs of the SOQ, which prescribe staffing standards.

Under the state constitution, the SOQ are set by the Board of Education, and are subject to change only by the General Assembly.

The SOQ committee of the Board of Education is undertaking the initial review of the SOQ, with the full board scheduled to review the committee's recommendations in September. Public hearings on proposed changes will be held in October; the board is scheduled to give approval to proposed changes in November.

At its first meeting on July 17, the SOQ committee was reminded that the Board of Education has previously supported seven changes to the staffing standards under the SOQ that have never been funded. The proposals were to increase staffing standards or pupil/teacher ratios for elementary principals, assistant principals, reading specialists, speech-language pathologists, mathematics specialists, data coordinators, and teachers for the blind or vision-impaired.

These proposed staffing changes would cost the state about \$192 million a year. The minimum price tag to localities should be about \$157 million, but because the costs of the SOQ are so underestimated, that figure undoubtedly

is higher. At the same time, however, many school divisions already meet or exceed these proposed standards, because local governments have been paying the full freight. In those cases, were the SOQ to be increased, the state would finally start contributing toward paying some of the costs associated with the higher standards for these seven positions.

Discussion at the July 17 committee meeting focused on whether the board should continue to support the 7 standards or whether it should pick only a limited number, due to the grim state revenue picture. The committee appears to be leaning toward continuing to endorse the 7 additional standards, but picking out a smaller number as priorities. ❖



FROM THE CAPITOL

Climate commission work groups tackle options for change



With four technical work groups in place, and a report due in mid-December, the Governor's Commission on Climate Change is tackling a staggering list of issues this summer.

The list includes a variety of topics related to global warming. Some of the topics deal with the protection of critical public infrastructure in low-lying coastal areas that would be affected by rising sea levels, including water and sewage treatment plants. Others deal with issues such as: coping with changes in rainfall patterns that could make existing storm-water systems inadequate; exploring the storage of carbon emissions in the ground or under the ocean; linking transportation and land use strategies to reduce carbon emissions from automobiles.

Implementation of any statewide plan could require local government actions affecting municipal operations and public policy, including comprehensive planning, zoning regulations, stormwater management, tree preservation and planting, and methane gas recovery at landfills – to name just a few.

The four work groups, which met in July and earlier this week, are addressing topics related to:

- electricity generation;
- adapting to climate change, including storing carbon emissions in natural systems;
- construction of energy-efficient buildings; and
- transportation / land-use.

Former Virginia Secretary of Transportation Rob Martinez, a member of the transportation/land use work group chaired by former Lt. Gov. Don Beyer, cautioned against “dictating how people travel and how they live.” Other members of the work group suggested that taking a number of practical actions could have a collective effect. These might include ideas such as converting some car parking spaces to bicycle parking; enhancing passenger rail opportunities; promoting denser land uses; supporting telework, flexible work hours and four-day work weeks; preserving and planting trees; and having the government buy back old “clunker” automobiles that pollute more than newer models.

The four work groups will meet on Aug. 27. The full commission is scheduled to meet on Sept. 10 and again on Nov. 13 in Richmond.

The commission, established by Gov. Timothy M. Kaine in December, will submit a plan that identifies ways to reduce greenhouse gas emissions. The Virginia Energy Plan set a goal to reduce these emissions by 30 percent by 2025. The energy plan, released in September, also calls for increased energy independence by reducing the rate of growth in energy use by 40 percent, and increasing in-state energy production by 20 percent. For more information, go to www.deq.state.va.us/info/climatechange.html. ❖

POSITIONS

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

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

Principal Planner, Henrico County

SALARY: \$65,497-\$114,967 (+) benefits. Oversee operations of the Comprehensive Planning Division and its 11-member staff.

For full description of duties and qualifications, and to apply: visit www.henricojobs.com. # 1001-0028. Deadline: Aug. 31. EOE.

Human Resources Manager, Hampton

SALARY: \$55,938-\$89,561 (+) benefits. Provides counsel, support and guidance necessary to meet the HR needs of the city; acts as a strategic HR business partner for assigned depts. in areas of staffing, employee relations, performance mngmnt, position classification and compensation, legal compliance and policy development and interpretation. Reqs. relevant bachelor's degree (master's and/or PHR / SPHR certification preferred); extensive supervisory exper. Submit City of Hampton application via www.hampton.gov/ HIRE. Deadline: Aug. 22. EOE.

Principal Planner, Portsmouth

SALARY: \$46,409 (+) benefits. Duties include: city planning research and analysis in comprehensive and long-range planning; some project and program mngmnt. Work will focus primarily on developing housing and neighborhood preservation strategies and programs. Reqs. relevant bachelor's degree (master's preferred); and 5-9 yrs. progressively responsible exper. or any equiv. comb. of training and exper. AICP certification preferred. Submit City of Portsmouth application to: City of Portsmouth, Department of Human Resource Management, 801Crawford St., Portsmouth, VA 23704. See: www.portsmouthva.gov. Deadline: Aug. 22. EOE.

Continued on page 4

POSITIONS

Director of Human Resources, Suffolk

SALARY: \$89,313-\$118,339 (+) benefits. Direct and carry out city policies and procedures relating to all phases of personnel programs and activities. Reqs. bachelor's degree (master's preferred) and 6-9 yrs. progressively responsible exper. in public personnel administration and mngmnt. SPHR certification desired. Submit City of Suffolk application, which can be found with additional info. at www.suffolk.va.us, or call 757/514-4120. Open until filled. EOE.

Director of Planning & Zoning, Mathews County

SALARY: DOQ/DOE (+) benefits. Small, environmentally-conscious community on the Chesapeake Bay. For full job description and application, call 804-725-7172. Open until filled. EOE.

Director of Parks and Recreation, Powhatan County

SALARY: Negotiable DOQ/DOE (+) benefits. Assist with development of county's first comprehensive parks and rec program. Reqs. any comb. of educ. and exper. equiv. to relevant bachelor's degree and min. 3-5 yrs. exper. Submit completed county application, letter of application, detailed resume, salary history and work related references to: John A. Anzivino Sr, Vice President, Springsted Inc., 1564 E. Parham Road, Richmond, VA 23228; Fax 804/726-9752 or e-mail Richmond@springsted.com. For more info visit www.springsted.com. County application can be downloaded and printed from www.powhatanva.gov. Deadline: Sept. 1. EOE.

Safety Specialist II, Prince William County Schools

SALARY: \$48,016-\$63,907 hiring range; \$48,016-\$95,363 full range. Assists in development, implementation and coordination of safety program. Reqs. relevant bachelor's or associate's degree and 5 yrs. exper. as a safety specialist or officer; thorough knowledge of OSHA standards and loss control techniques, hazardous materials and training processes; professional Certified Safety Professional (CSP) designation; ability to obtain certification as fire prevention inspector and playground safety inspector; thorough knowledge of accident investigation and analysis, fire codes and building construction. Submit online application at www.pwcs.edu. Deadline: Aug. 15. EOE.

Assistant to the Town Manager, La Plata, Md.

SALARY: DOQ/DOE (+) benefits. Position offers a broad range of municipal project experience related to helping shape the services of a town projected to grow from 10,000 to 25,000 pop. over next 12 yrs. Provide analytical support to town manager regarding growth, visioning, service expansion and delivery, municipal projects, infrastructure and facility planning. Reqs. relevant master's degree and exper. in local govt. admin. or bachelor's degree with 3 yrs. exper. in the planning and administration of municipal projects. Send detailed letter of interest and resume to: Assistant to the Town Manager Search, 305 Queen Anne, La Plata, MD 20646. Resume review begins Sept 8. See www.townoflaplata.org. Open until filled. EOE.

Finance Director, Petersburg

SALARY: \$49,932-\$81,917 (+) benefits. Responsible for administration and mngmnt. of multi-division, multi-operation city departments, including municipal procurement, citywide risk management, auditing, billings, fiscal policy planning, and payroll. Reqs. any comb. of educ. and exper. equiv. to a relevant bachelor's degree (master's degree in public admin. may be helpful) and extensive, progressive exper. in finance, with 6-10 yrs. exper. in public admin. Residency req. Submit application and/or resume and requests for needed accommodations to the City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit www.petersburg-va.org. Deadline: Aug. 29. EOE.

County Planner/Zoning Administrator, King and Queen

SALARY: DOQ/DOE (+) benefits. Provide recommendations to Planning Commission, Board of Supervisors and county administrator on growth-related issues, updates and revisions to zoning ordinances, implementation of sound land-use practices. Also serves as zoning administrator. Reqs. relevant bachelor's degree with min. 5 yrs. exper. Prefer relevant master's degree and AICP certification. Must be AICP certified within 2 yrs. Submit letter of interest, resume and 5 professional references to: County Administrator, P.O. Box 177, King and Queen CH, VA 23085 or by e-mail to gsteckman@kingandqueenco.net. Deadline: Sept. 12. EOE.

Assistant County Attorney, Stafford

SALARY: \$76,086-\$117,956 DOQ (+) benefits. Renders legal services under supervision of the county attorney. Serves as legal counsel to county agencies; represents the county and county agencies in court; conducts legal research and prepares legal documents. Represents the Social Services Department in Juvenile Court; drafts ordinances, resolutions, proposed legislation, contracts, deeds, leases, releases, franchises and other complicated legal documents. Reqs. any comb. of educ. and exper. equiv. to graduation from law school and considerable exper. in the practice of law, some of which is in municipal law; eligibility to practice law in Va. Apply on-line at www.co.stafford.va.us. Resume not accepted in lieu of county application. #1551. Open until filled. EOE.

Deputy County Attorney, Stafford

SALARY: \$93,662-\$145,163 DOQ (+) benefits. Renders legal services under supervision of county attorney. Reviews and prepares trial related litigation materials; serves as legal counsel to county agencies; drafts ordinances, resolutions, proposed legislation, contracts, deeds, leases, releases and franchises. Reqs. thorough knowledge of municipal law, torts, contracts, civil rights, administrative process and real property; min. 5 yrs. exper. Prefer exper. as assistant county atty. or assistant city atty. Reqs. any comb. of educ. and exper. equiv. to graduation from law school and considerable exper. in practice of law, some of which is in municipal law; eligibility to practice law in Va. Apply on-line at www.co.stafford.va.us. Resume not accepted in lieu of county application. #1552. Open until filled. EOE.

Deputy Director of Planning & Community Development, Franklin County

SALARY: \$50,000-plus DOQ/DOE (+) benefits. (pop. 51,690) Direct and manage dept. planning functions and serve as staff to Board of Supervisors, Planning Commission and Board of Zoning Appeals. Manage all discretionary review processes (rezonings, special use permits, and variances) and assist in interpreting, enforcing and maintaining relevant land use ordinances. Reqs. relevant bachelor's degree and min. 5 yrs. directly related and progressively responsible supervisory

POSITIONS

exper. Master's degree and AICP certification desirable. Application and complete job description may be obtained in the County Administration Office, 40 E. Court St., Rocky Mount, VA 24151 or at www.franklincountyva.org. Initial application review begins Aug. 29. Open until filled. EOE.

Director of Finance, Montgomery County, N.C.

SALARY: Negotiable DOQ/DOE (+) benefits. (pop. 27,638). Reqs. any comb. of educ. and exper. equiv. to graduation from accredited college with major course work in finance, business, public admin. or accounting. Also reqs. min. 5 yrs. progressively responsible local, state, federal govt. or private sector exper. in accounting or finance with exper. in N.C. local govt. accounting preferred. Submit letter of interest and resume, including employment and salary history, relevant experience, academic background and at least 3 job related references to: John A. Anzivino, Springsted Inc., 1564 E. Parham Road, Richmond, VA 23228, Phone: 804/726-9750, Fax: 804/726-9752; e-mail: richmond@springsted.com. Deadline: Aug. 22. EOE.

Police Officer, Victoria

SALARY: DOQ/DOE (+) benefits. (pop. 1,820) Duties include patrol, criminal investigation, crime prevention, traffic control and accident investigation. Must be Va. DCJS certified. Send resumes and state application to: Kenneth Patterson, Town Manager, Town of Victoria, P.O. Box V, Victoria, VA 23974. Applications available at 1802 Main St., Victoria, VA 23974. Contact: 434/696-2334. Open until filled. EOE.

Director of Economic Development, Suffolk

SALARY: \$89,313-\$118,339 (+) benefits. Plan, direct and coordinate economic and industrial development programs within the city. Work involves encouraging the expansion of existing businesses and industries and the establishment of new businesses and industries in the city to include commercial development. Reqs. relevant bachelor's degree and 6-9 yrs. increasingly responsible exper. in business, planning, public finance, industrial development, marketing, real estate, or a related field. Submit City of Suffolk application, which can be found with additional info. at www.suffolk.va.us, or call 757/514-4120. Open until filled. EOE.

Business Development Coordinator, Virginia Beach

SALARY: \$61,521-\$92,281 (+) benefits. Coordinate and manage the business development group for the Department of Economic Development in relation to a new national and international business attraction. Responsible for implementing an aggressive work program of new business attractions that include domestic and international efforts. Reqs. any comb. of educ. (above H.S.) and/or exper. equiv. to 11 yrs. in fields utilizing the req. knowledge, skills and abilities associated with such positions as a commercial real estate professional, financial specialist, developer and marketing manager. Visit www.vbgov.com/careers for detailed job info and to apply on-line. No faxes, e-mails or paper applications accepted. #2407. Deadline: Aug. 8. EOE.

Other positions

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

City Manager, Franklin

SALARY: DOQ (+) benefits. Deadline: Aug. 18. EOE.

Assistant Director of Finance, Brunswick County

SALARY: \$41,570-\$60,560 (+) benefits. Deadline: Aug. 8.

Utilities Director, Gloucester County

SALARY: DOQ/DOE (+) benefits. Deadline: Aug. 29.

Executive Director, Thomas Jefferson Planning District Commission

SALARY: \$90,000-\$120,000 DOQ (+) benefits. Deadline: Aug. 23.

Emergency Management Coordinator, Pulaski County

SALARY: \$43,220 DOQ (+) benefits. Open until filled.

Building Official, Floyd County

SALARY: \$37,411 DOQ (+) benefits. Open until filled.

Chief of Police, Richmond

SALARY: \$109,762-\$165,424 DOQ/DOE (+) benefits. Open until filled.

Director of Real Property, Henrico County

SALARY: DOQ/DOE. Deadline: Aug. 17.

GIS Technician II, Virginia Beach

SALARY: \$35,736-\$51,817 (+) benefits. Deadline: Aug. 8.

Roads and Facilities Supervisor, Chincoteague

SALARY: Negotiable DOQ/DOE. Deadline: Aug. 22.

Court Administrator, Prince William County

SALARY: DOQ/DOE. Deadline: Aug. 8.

Town Manager, Glade Spring

SALARY \$36,000-\$60,000 (+) benefits. Deadline: Aug. 8.

Town Manager, Black Mountain, N.C.

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

County Administrator, Roanoke

SALARY: Negotiable DOQ/DOE. Deadline: Aug. 18.

County Administrator, Essex

SALARY: DOQ/DOE (+) benefits. Deadline: Aug. 29.

CASA Volunteer Services Coordinator, Isle of Wight County

SALARY: \$32,912 (+) benefits. Open until filled.

Current Planning Manager, Prince William County

SALARY: \$70,899-\$91,459 entry range. Deadline: Aug. 8.

Executive Director (Young Professionals of Central Virginia), Region 2000 (Lynchburg)

SALARY: \$40,000-plus DOQ (+) benefits. Apply immediately.

Continued on page 6

POSITIONS

Environmental Compliance and Safety Manager, Region 2000 Services Authority (Lynchburg)

SALARY: \$39,540-\$58,302 (+) benefits. Open until filled.

Planner I (Development Facilitator), York County

SALARY: \$38,720 base or higher DOQ/DOE (+) benefits. Open until filled.

Chief, Program & Project Management, Herndon

SALARY: \$59,336-\$77,137 starting range DOQ (+) benefits. Open until filled.

Community Development Director, Town of Collierville, Tenn.

SALARY: \$67,348-\$106,660 DOQ (+) benefits. Deadline: Sept. 15.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Aug. 15. Submit ads via e-mail to David Parsons at dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's Web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

Virginia GIS Conference, Sept. 29-30, Roanoke

Sponsored by the Virginia Association of Planning District Commissions. More than 400 participants, 20 vendors and 40 speakers. For complete conference information, fees and vendor information visit www.virginiagis.org.

Virginia Recreation & Park Society Annual Conference, Richmond, Oct. 4-7

Will coincide with Governor's Conference on Greenways, Blueways & Trails. For more information or to register visit www.vrps.com.

IIMC Certified Municipal Clerk Institute, Oct. 5-10, Virginia Beach

Holiday Inn Sunspree Resort, 3900 Atlantic Ave. Visit www.execed-odu.com or www.vmca.com for updates. Make hotel reservations as soon as possible: 757/428-1711. (Mention Old Dominion University and IIMC for group discount rate.)

IIMC Master Municipal Clerk Academy, Oct. 7-10, Virginia Beach

Holiday Inn Sunspree Resort, 3900 Atlantic Ave. Visit www.execed-odu.com or www.vmca.com for updates. (Mention Old Dominion University and IIMC for group discount rate.)

VML Mayors Institute, Oct. 18-19, Norfolk

Two-day training for mayors and vice mayors, and chairs and vice chairs, held prior to start of VML Annual Conference. Contact: Mary Jo Fields at 804/523-8524 or mfields@vml.org.

VML Annual Conference, Norfolk, Oct. 19-21

Three-day event featuring general sessions, workshops, round tables and awards presentations will be held downtown at the Norfolk Marriott Waterside Hotel and Waterside Convention Center. More information for attendees: jterry@vml.org; more information for vendors: kpollard@vml.org.

VACo Annual Conference, Bath County, Nov. 9-11

Seventy-fourth annual conference at The Homestead. More information at www.vaco.org.

NLC Congressional City Conference, Orlando, Nov. 13-17.

More information at www.nlc.org.

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

Conference Registration Form



Oct. 19-21
Norfolk Waterside
Convention Center
235 East Main St.

Name _____

Nickname for Badge _____

Title _____ Telephone _____

Locality/Agency/Firm _____

Address _____

City, State & Zip _____

Name of Spouse (Attending) _____

(Spouse/guests must be registered to attend receptions and host locality night)

Basic Registration Fee (includes activities on Sunday, Monday and Tuesday, except for ticketed events listed below; partial registration fees are not available).

Please check appropriate registration fee:

Member	Non-Member	Spouse
<input type="checkbox"/> \$320	<input type="checkbox"/> \$430	<input type="checkbox"/> \$130

Ticketed Events (please check the events you wish to attend and note additional charges for each event):

VML Golf Tournament. (Sunday; limited to 60 players - \$65; golf form will be mailed upon receipt of tournament fees)

Name of golfer: _____

Tour of the city. (Sunday; Grandy Village Revitalization, no extra charge)

National Black Caucus of Local Elected Officials Breakfast. (Monday - \$25)

Virginia Local Government Managers Association Luncheon. (Monday - \$28)

Prayer Breakfast. (Tuesday - \$25)

Women in Local Government Luncheon. (Tuesday - \$28)

<p>Optional Spouse Activities</p> <p><input type="checkbox"/> Rowena's (tour of specialty foods plant). Lunch included. (Monday - \$40)</p> <p><input type="checkbox"/> d'Art Visual Arts Center, Make It & Take It! Lunch included. (Tuesday - \$40)</p>
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Total Registration Fees Due

\$ _____

Check enclosed OR

Purchase Order No. _____

We do not bill for registration fees. Please return completed form and purchase order or check payable to Virginia Municipal League, P.O. Box 12164, Richmond VA 23241. If this form is faxed, please do not mail. You may register on-site at the conference. For additional information call VML at 804/649-8471, Fax: 804/343-3758.

Deadline for registration refunds is Sept. 17, 2008. Refunds will not be given after this date. Please give notification of cancellations by fax or letter.

Update

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Virginia Municipal League

P.O. Box 12164 • Richmond, VA 23241



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