

Update

The newsletter of the
Virginia Municipal League

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Economic news remains bleak as Kaine prepares budget cuts

Housing: More foreclosures, falling prices

Jobs: Cities hammered by increasing unemployment

State budget: Kaine, legislature foresee big spending cuts

Employers cut 533,000 jobs in November, the 11th consecutive month in which the number of jobs has declined nationally. The U.S. unemployment rate now stands at a robust 6.7 percent. The decline is the largest one-month loss since December 1974, providing evidence that the current recession, already 12 months old, will be the longest since the Great Depression.

Virginia's employment data for November are not yet available, but the Virginia Employment Commission recently released information for October. The Virginia

economy was still seeing 0.5 percent job growth annually. In contrast, the national economy was losing jobs at a 0.8 percent annual rate. The state's unemployment rate remained steady at 4.2 percent despite an increase in unemployment claims. First-time claims rose 20 percent over the number of claims filed in September. The state's jobless totaled 172,900.

The October state unemployment rate of 4.2 percent was 1.2 percent greater than last October's rate of 3 percent. The relatively low state unemployment rate masks the situation among Virginia's cities. Thirty cities had unemployment rates in October either equal to or greater than the statewide average. Indeed, this was also the case for the months of August and September. Every Virginia city except for Bristol had a higher unemployment rate this past October than a year ago.

VEC's chief economist, William F. Mezger, told the *Richmond Times-Dispatch*

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Fiscal survey results needed ... now!

Only a handful of VML member local governments that were sent fiscal surveys last month have not submitted them. The legislative staff desperately needs that handful though.

All cities, all counties and towns with populations of more than 3,500 (and West Point and Colonial Beach, which operate independent school systems) were sent the electronic surveys. They can be completed and submitted on-line with the click of a mouse. The local governments that have not submitted the surveys have been notified.



Without the additional responses, making a persuasive case to legislators regarding funding of state programs carried out at the local level in FY09 and FY10 will be hampered.

It is hard to convince delegates and senators to make time to talk about the effects of the state budget on local governments when a city or town they represent did not take the time to return the survey. If you are one the handful of city or town managers who have not submitted a survey response, *please* do so today. Questions? Contact Neal Menkes at nmenkes@vml.org or Mary Jo Fields at mfields@vml.org. ❖

FROM THE CAPITOL

Economic news continued ...

that “he expects the number of jobs in Virginia to fall and that the jobless rate could climb to 6 percent in the state and 9 percent nationally.” The state unemployment rate is somewhat artificially buffered by the fact that several announced layoffs have not been included.

For example, the October jobless rate does not reflect the 700 layoffs announced recently at Circuit City and LandAmerica Financial in Henrico County. It also does not take into account 1,200 layoffs planned for the end of the month at the semiconductor manufacturer Qimonda, also located in Henrico. Nor does the rate reflect the 454 jobs to be eliminated this month at the StarTek call center in Petersburg. Also, several companies in Bedford, Roanoke and Wytheville announced layoffs that will total almost 500 jobs, all in the manufacturing sector including auto parts, furniture and packaging. (November was the worst sales month yet in a horrible year for vehicle sales. Industry sales plunged about 35 percent.)

Real personal income growth slows

The Federal Reserve Bank of Richmond reported in November that the year over year change in real personal income grew by 1.06 percent. This compares to the U.S. figure of 1.5 percent and the Southeast states figure of 1.38 percent during the same period. From 2003 to 2007, real personal income growth in Virginia outpaced the nation's.

Why is this important?

The state general fund relies heavily on income and sales taxes. A slowing or declining growth in jobs, rising unemployment, and stagnating personal income mean state revenue collections cannot meet state spending commitments. These conditions also lead to a crisis in consumer confidence, resulting in a drop in retail sales. Because local governments depend on state dollars to carry out state mandates as well as

cooperative, high priority programs, local governments are stuck with either paying the bill or cutting the service.

Housing industry remains grim

Real estate conditions in Virginia continue to soften. After a September spike in sales of all housing types in Northern Virginia, sales dropped in October. Sales of existing houses in Prince William County increased in the 3rd quarter by 145 percent, but sales prices for the same period collapsed by 42 percent. (The median sales price in Prince William peaked at \$389,000 in October 2005, falling to \$177,000 in October 2008.) In fact, the average sales price percent change in Northern Virginia for all housing types fell by double digits for each month in 2008 as compared to the same months in 2007. In Fairfax County, the median sales price hit an all-time high of \$480,500 in 2005 before falling to \$344,500 this year.

Serious delinquent mortgages are those instruments more than 90 days past due, in foreclosure, or Real-Estate Owned. Foreclosure activity is still increasing in Northern Virginia with more than 20,000 units in October, and is expected to continue into 2009.

Governor, legislature tussle over shrinking revenues

In October, Gov. Tim Kaine announced a \$2.5 billion revenue reduction – \$956.4 million the first year and \$1.5 billion the second year. Two months later he advised senior legislators and his economic and business advisors that the projected shortfall will increase by another \$267 million, bringing the total revenue shortfall to almost \$2.8 billion for the biennium. In contrast, Senate Finance Committee staff has projected an even greater revenue shortfall of \$3.2 billion.

The two different projections seem to split over the recession's impact on employment. For example, about 60 percent of the state's general fund comes from personal income taxes, specifi-

cally the payroll withholding tax. In the waning months of FY08, collections from this tax source consistently failed to meet the official forecast. But, for the July-October period in FY09, payroll tax collections have exceeded the official projections. In fact, job growth through September has been a respectable 0.5 percent.

While October is not a significant month for revenue collections, it is the first month that collections are compared to the revised official revenue forecast released on Oct. 9. Total revenues declined 1 percent in October – the third consecutive monthly decline – with slightly stronger growth in withholding payments offset by larger than expected declines in sales taxes, corporate income taxes and recordation taxes. On a year-to-date basis, revenues declined 3.5 percent through October, slightly ahead of the revised annual estimate of negative 4.1 percent. This may be leading the administration to think job losses will be “mild.”

The Senate Finance Committee assumes that the recession will result in significant job losses. If job growth slows and unemployment rises (as expected by the VEC), then the revenue shortfall may wind up closer to the Senate figure.

Governor to submit budget revisions Dec. 17

Whether or not the revenue shortfall turns out to be \$2.8 billion, \$3.2 billion, or some amount in-between or perhaps greater, both the governor and the General Assembly have not shown much interest in raising new revenues or in revisiting the car tax relief program.

Del. Phil Hamilton, vice-chairman of the House Appropriations Committee, said there is no political will or public support to avoid major spending cuts by reinstating certain taxes such as the estate tax.

The governor has said that he agrees with lawmakers in that there's no way to hit the target of spending reductions without cutting money for public education. The governor has publicly



FROM THE CAPITOL

Economic news continued ...

talked about imposing spending cuts on administrative costs outside of the classroom, e.g., school nurses, pupil transportation, etc. It is unclear how much in savings this strategy could achieve.

State support for local law enforcement ('599') will certainly be cut. The Senate Finance Committee suggested

that, based on state formula considerations, the program could be cut this biennium by an additional \$5.4 million above the governor's \$7.7 million reduction. The program is clearly at risk. (As a reminder, the House did approve the diversion of \$14 million from the program in the last session.

The amendment was dropped in budget conference.)

What's ahead?

VML staff will review the Dec. 17 budget package and inform members in a *Legislative Bulletin*. ❖

Local budget problems spread across state

Here are some of the latest snapshots of how the recession is affecting local governments across the state.

Arlington: The county expects an estimated \$40 million budget gap in FY10. Real estate tax revenues are now expected to fall by 2 percent. Steps are being taken to cut \$14 million in the current fiscal year, and the Arlington County Board approved creation of a transition fund of \$9.3 million to cover other unexpected events or necessary costs in FY09. Officials are considering an increase in the real estate tax rate of about 1.7 cents next year, although that would still leave a budget gap of tens of millions of dollars.

Chesapeake: The city's budget shortfall next year could be \$30 million. The city expects increases in health care, utilities, energy and other costs. The amount does not include school estimates. According to the deputy city manager, "if a combination of state cuts or additional local cuts were significant, we would look at a reduction of force."

Virginia Beach: The city will have some \$81.2 million less than anticipated for next year's budget, which would be the largest shortfall in the city's history. The gap could grow depending on how much local funding gets cut from the FY10 state budget.

Falling revenue from real estate taxes (\$22.2 million), personal property taxes (\$16.5 million) and business

licenses (\$5 million) have contributed to the projected shortfall along with increasing energy costs.

Roanoke: The city eliminated 30 positions across all departments and left 14 positions unfunded. In addition, the general relief program and juvenile justice programs have been reduced. Library branch hours have been adjusted, and economic development marketing was reduced.

Albemarle County: The projected shortfall for FY09 has increased from \$4.9 million to \$7.2 million. The gloomy prospects for FY10 have the Board of Supervisors discussing an increase in the real estate tax rate. Already under discussion is a recommendation to cut \$100 million from the county's five-year plan for capital improvement projects. The recommendation would affect efforts to address district and circuit court operations as well as space for the Commonwealth Attorney's office. Projects tied to county parks and environmental initiatives such as stormwater management would also be affected.

Fairfax County: Bleak fiscal forecasts could result in an increase of as many as 2 ½ students a class next school year, a bump of more than 10 percent in elementary classrooms. This school year saw an increase of a half-student per class increase. Last school year, average elementary class size in the county was 20.7 students. Increasing

classroom size by one student in Fairfax "saves" \$22 million a year.

Hampton: The Commissioner of Revenue estimated the following shortfalls this year: business-license tax revenue will be down 5 percent, sales tax down 4 percent, and meals tax and lodging tax will be flat. Personal property taxes on vehicles are expected to fall by 5 percent in FY09 and by 10 percent in FY10.

Newport News: The city expects a \$2.2 million deficit this fiscal year, and could end up \$13 million in the red at the end of FY10. Meals taxes, lodging, building permits and business licenses are down. As a result, the city has put in place a hiring freeze, and no salary increases through next year. The mayor said the city would not be able to fill any gaps created by cuts to state K-12 education funding. The city's school system has eliminated at least 80 jobs in the past two years, and cut spending on facility improvements and repairs by 45 percent. The school district has also implemented a hiring freeze.

Williamsburg: The city is expecting a budget shortfall of almost \$1 million. As a result, open positions will remain unfilled.

James City County: The Board of Supervisors voted in November to trim operating and capital improvement budgets to address a \$3 million budget gap this year. The board also decided to lower contributions to local agencies and the school system. The county projects a \$9 million shortfall for FY10, and does not expect to increase its funding for the next school year. ❖



FROM THE CAPITOL**Housing Commission endorses VML blight legislation**

The Virginia Housing Commission has wholeheartedly endorsed the package of legislation proposed collaboratively by VML and affected private property groups to provide additional tools to deal with blight.

The commission met Dec. 3 and approved the legislation. The chair, Sen. Mamie Locke of Hampton, has agreed to patron a Senate bill. Del. Rosalyn Dance of Petersburg, who serves on the commission, will patron a House bill. Commission member Del. Danny Marshall of Danville has agreed to copatron it.

Marshall's endorsement is a good sign, as the bill will likely make its first

legislative stop in the subcommittee of Counties, Cities and Towns Committee that he chairs.

Several localities have offered additional suggestions on the legislation. The major features of the bill increase a locality's ability to obtain a court order authorizing the demolition of a house. It defines a building as blighted and derelict if it is vacant, boarded up and has no utilities for 6 months. Along the same lines, when a locality identifies a building that meets those conditions, it may notify the owner that he or she is required to submit a plan to demolish or renovate it. The owner must submit a plan of renovation or demolition. The

plan is subject to government review and approval. If the owner carries out a plan to renovate or clear the lot, he or she receives a tax credit for up to 15 years. If the owner fails to carry out the plan, the locality may continue to use its existing tools to deal with the blighted property, including use of the spot blight law.

In addition to the major amendments to the law, the legislation simplifies the spot blight law and makes it easier for a locality to sell property that has liens on it. ♦

JLARC report shows state savings for out-of-compliance prisoners

State government saved about \$60 million in FY07 by housing out-of-compliance state inmates in local jails, according to data presented as part of a study of the state budgeting process to the Joint Legislative Audit and Review Commission on Dec. 8. Out-of-compliance inmates are prisoners that should be transferred to state prisons but are left in local jails, often because of a lack of bed space in the state facilities.

The JLARC report said that the state spent \$17 million through the Compensa-

tion Board to house out-of-compliance prisoners in local jails in 2007, but would have spent an extra \$77 million through the Department of Corrections to house all out-of-compliance inmates, plus the cost of construction bed space. The Compensation Board pays local jails \$14 day to house out-of-compliance inmates.

The report notes that in FY07, the state Department of Corrections spent an average of \$63 per inmate-day to incarcerate prisoners in its facilities. ♦

Potential state budget changes detailed

Recessing the General Assembly following adoption of each chamber's budget to allow legislative members more time to review the document is one of the potential improvements to the state budget process included in a Dec. 8 report to the Joint Legislative Audit and Review Commission. The report did not present recommendations; it only presented findings and possible changes to the state budget process.

The study of the state budget process also included these potential improvements for consideration:

- Hold additional hearings on agency budgets and make wider use of televised meetings and hearings.
- Limit committee assignments for members of appropriating committees.
- Evaluate new initiatives each year

for at least two biennial budgets.

- Describe more fully each agency's funding and operations in a single document and/or Web site, including indicators of performance and comparisons with peer agencies in other states.

- Include a history of appropriations for the agency in JLARC reviews of state agencies, and identify employment levels, fund sources and major budget drivers.

The report contains a brief section comparing the state budget process to those used in Virginia's largest local governments, noting that budget documents in Virginia Beach and Chesterfield, Fairfax, Henrico and Prince William counties have more detail on agency performance and goals than do the state documents. ♦

FROM THE CAPITOL

VRS trust fund continues downward spiral

The value of the Virginia Retirement System's trust fund dipped to \$40.6 billion as of Dec. 8, according to information presented by staff at a meeting of the Joint Legislative Audit and Commission meeting in Richmond. The fund's value was \$59.4 billion in Sept. 2007, which means that the trust fund has lost about 32 percent of its value in the last 14 months. The market value of the fund declined 20 percent from just July 1 to Oct. 31.

Because about 71 percent of retirement benefit costs have been funded through investment earnings, the precipitous drop is important to local governments. Any of the costs not funded through investments are paid through contribution rates. Local and state governments can expect the

economic downturn to lead to higher retirement contribution rates in the future, although VRS projects that the impact on employer contribution rates will be small in the near term. That is partly due to the five-year smoothing technique used by the VRS actuary, in which only 20 percent of the losses or gains are recognized each year.

Overall, the retirement system's annual performance has outperformed assumptions, falling below the assumed rate of growth (either 8 percent or 7.5 percent, depending on the year) in only six of the last 19 years.

In analyzing its projected cash flow, VRS projects that it has enough cash flow through 2018 to pay expected benefits without the liquidation of holdings or the selling of assets.

Stock market returns are not the only factors affecting the VRS trust fund; benefit increases do as well. In the 2007 session, for example, the teachers' health insurance credit was increased from \$2.50 to \$4 per month for each year of service. In addition, the General Assembly in 2007 required localities to offer enhanced retirement benefits for deputy sheriffs, and increased the retirement multiplier (used in the calculation for of the monthly retirement benefit) for sheriffs and State Police from 1.70 to 1.85 percent of average final compensation. The same statute allowed localities to adopt the higher 1.85 percent multiplier for all public safety officers (not just the sheriff), which will increase local contribution rates. ❖

Local valuations to be sent to political subdivisions

The VRS Benefits and Actuarial Committee learned at its Nov. 12 meeting that the aggregate funded status has improved over the past year for pension plans for political subdivisions. The actuary conducts a valuation plan each year, even though rates are changed only every other year, in connection with the adoption of the biennial state budget.

The mid-biennium valuation, while not used for rate-setting purposes, offers a snapshot of how the funds are doing. The 2008 valuation presented in November, however, was based on data as of June 30, 2008, and therefore did not reflect the subsequent loss of value in the stock market experienced over the last several months.

According to the 2008 valuations, the average local retirement plan was 95.7 percent funded. This contrasts with the fund for state employees, which was 88 percent funded, and the teachers fund, which was 79.8 percent funded. (If a plan is 88 percent funded, this means that the plan has 88 percent of the assets needed to fund its liabilities.)

The difference in funded status between the state and local plans: the General Assembly often changes the assumptions on which the valuations are

based for the state employee and teacher funds, which results in contribution rates lower than those recommended by the VRS Board of Trustees. Even when these assumptions are changed for state plans, the VRS board does not change its assumptions for setting the contribution rates for political subdivisions. The result is that local rates are higher than they would be were the assumptions for the state plans used, but the local plans also have a higher funded status. Presumably this leads to less swing in local contribution rates.

Averaging the funded status for local plans disguises the wide variation in the funded status of individual plans. Generally, the larger the local plan, the lower the funded status. For example, the 19 local plans with more than \$100 million in assets had a funded status of 88.7 percent in 2008, while plans with assets of \$1 million-\$5 million were 99 percent funded.

The 2008 valuations also showed the cost of providing enhanced law enforcement benefits (LEOS). Plans that offered LEOS would have contribution rates of 9.6 percent (not including the 5 percent employee share), in contrast to a 7.2 percent contribution rate for plans with no LEOS benefits. (Not all political subdivisions have employees eligible

for LEOS benefits.)

Were local rates to be changed this year to reflect the 2008 valuation, the contribution rate would increase for 406 plans, and would decrease for 159. The average rate would be 8 percent, as opposed to the average rate of 7 percent in 2007.

Why would the contribution rates increase, even though the funded status of the plans had improved? In part, the valuations reflect the benefit increases enacted during the 2007 session of the General Assembly, as well as local salary increases that exceeded actuarial assumptions. In addition, a new actuary performed the valuations in 2008, and used a different process that recognized greater liabilities of the retirement plans. This resulted in a paper increase in contribution rate increases from about 0.5 percent to 2 percent of pay (again, the 2008 valuations are not used for rate-setting purposes; local and state contribution rates are typically changed only in even years, in conjunction with the adoption of the biennial state budget).

VRS will be sending the results of the 2008 valuation studies to political subdivisions in December. ❖

FROM THE CAPITOL

Climate commission agrees to far reaching recommendations

Increasing transit and rail funding and targeting transportation funds toward existing communities and designated urban development areas were among the actions approved by the Governor's Commission on Climate Change at its final meeting on Dec. 4.

Gov. Tim Kaine told the members of the commission that he will focus on environmental issues in the 2009 session.

Other actions endorsed by the commission were:

- Provide state assistance, funding and authority to localities to amend comprehensive plans and zoning ordinances to promote compact, walkable, transit-oriented development areas.
- Extend the gas tax authority available in Northern Virginia throughout the state to allow for additional transit funding.

- Develop scenario analyses of local transportation and land use planning that compare factors such as transportation and infrastructure costs, land use, environmental impacts, etc., with the end goal of incorporating the preferred scenario is local and regional plans, as well as the Statewide Transportation Plan.

- Ensure that funding is available to localities to make roads more pedestrian- and bike-friendly.
- Authorize cities, towns and older suburbs to adopt the split property tax that applies a lower tax rate to buildings than on land, as a way to encourage redevelopment.
- Encourage localities to amend zoning codes that establish excessive minimum parking space standards.
- Establish a statewide average re-

cycling goal of 50 percent and establish waste diversion requirements for localities so that the statewide goal can be achieved.

- Encourage local governments to establish tree canopy preservation goals.
- Require all new and substantially renovated public buildings to meet LEED standards.
- Require local governments whose jurisdictions encompass shoreline to develop, in coordination with the Virginia Marine Resources Commission, integrated shoreline management plans.
- Undertake a review of the authority of local government to adapt to climate change and enact any enabling authority needed.
- Require localities to assess the potential effects of climate change on water supplies. ❖

IN CONGRESS

Local governments should prepare infrastructure project list

Momentum is building for Congress and the Obama administration to address infrastructure funding as part of an economic recovery package. Has your community developed a list of infrastructure projects (i.e., school construction and maintenance, transportation, jails, water or wastewater) that would be ready to come under contract within 180 days?

Last week the national associations representing governors and state legislators added their voices to the growing chorus of local and state government associations calling for federal funding to help states and communities cope with growing economic woes. Their statement quoted recent written testimony to Congress by Mark Zandi, chief economist of Moody's Economy.com, who said that temporary increases in government spending have an immediate effect on the economy.

The associations asked for help with safety net programs such as unemployment insurance, food stamps and Medicaid. They also asked for investment in infrastructure to help create jobs. The

types of infrastructure projects they highlighted included airports, bridges, highways, transit, ports, rail, clean water, sewers and broadband.

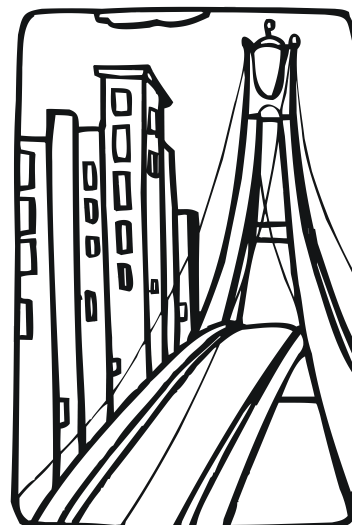
In a radio address on Dec. 6, President-elect Barack Obama discussed a plan to provide for significant investment in critical infrastructure, including road and transit construction, bridge repairs, energy efficiency upgrades, and school repairs. He stressed the need to address projects that are ready to go, so that jobs are quickly created. In a statement in response to this plan, Gov. Tim Kaine said that Virginia had more than a billion dollars worth of ready-to-go transportation projects that could be under contract within 180 days.

If your community has not already done so, it should compile a list of infrastructure projects that could qualify for possible funding and send it to Kaine and the members of your Congressional delegation. The list should include a brief description of each project, identify whether a project is new construction, renovation, or replacement; include the total cost of each project

and the amounts and sources of funding; and the timeline for completion. Your capital improvements program is a good source for such information. VDOT district offices should have a list of transportation projects that could be included as well.

If you submit a list, please copy Neal Menkes at VML (nmenkes@vml.org).

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IN CONGRESS**Collective bargaining bill looms once again**

Legislation to federally-mandate collective bargaining for local public safety employees is likely to be back before Congress when it convenes in early January. Last year, legislation passed the House of Representatives and was stopped in the Senate only because of the sudden illness of its chief patron (Sen. Ted Kennedy). It does not appear that President-elect Obama would threaten to veto such legislation, as President Bush did this year.

Virginia is one of just two states that prohibit any form of collective bargaining for public employees. The legislation introduced last year, however, would have

imposed new federal requirements on every state that already allows collective bargaining. In short, the bill would add new costly unfunded mandates on local governments nationally. Any new legislation would likely mirror last year's proposed bill.

Local officials should write to their Congressional delegation members to express their opposition to any legislation that overrides existing state and local personnel laws and which imposes unfunded mandates at a time when local budgets are being challenged to meet basic service needs. ❖

AT THE LEAGUE**Time left to register for newly elected officials conference**

The Conference for Newly Elected Municipal Officials will be held Jan. 9-10 at the Richmond Marriott in downtown Richmond.

While the conference is designed for new officers winning seats in the November elections, the conference is a useful update for incumbents and staff as well.

The deadline for hotel reservations is Dec. 19; registration, hotel and program

information is posted on VML's Web site at www.vml.org under the "Conferences" and "What's New" links. ❖

CONFERENCE FOR

**NEWLY ELECTED
MUNICIPAL OFFICIALS**

VML-VACo directory nears publication

VML and VACo are finishing collecting the data necessary for the two associations to publish a joint membership directory. The 2009-2010 directory will be printed and distributed in January following organizational meetings of some councils and boards of supervisors.

VML solicited changes in personnel, titles, addresses, telephone numbers and e-mail addresses in recent months. If you know of changes in your membership information that has occurred since you were contacted by VML, please send the changes as soon as possible to Sherall Dementi at sdementi@vml.org. ❖

ETCETERA**Family & Medical Leave Act phone conference set for Jan. 14**

The federal Family and Medical Leave Act requirements change significantly on Jan. 16. How significantly? The new regulations and Department of Labor's discussion run 200 pages!

To help local governments prepare for the changes to the law, VML sustaining member Sands Anderson Marks & Miller, a Richmond law firm that specializes in public employment representation, is presenting a session on Jan. 14 that will explain what's required of covered employers.

Attorney Phyllis C. Katz will outline the changes and explain how they will affect leave and recordkeeping practices. The audio presentation will run from noon-1:30 p.m. Cost is \$30 per telephone connection.

Register at: www.sandsanderson.com/news_events/event/fmla_2008_revisions_audio.html.

The federal regulations and discussion are here: www.dol.gov/federalregister/PdfDisplay.aspx?DocId=21763. ❖

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.

Human Resources Assistant, Isle of Wight County

SALARY: \$28,700 to start (+) benefits. Assists in recruiting, tracking statistics, employee events, additional HR functions as needed, and provides administrative support. Reqs. exper. with MS Office; exper. with HR info. systems preferred. Must have HS diploma or equiv. educ.; additional educ. and prior HR exper. preferred. Submit application and resume to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit www.iwus.net or call 757/365-6263. Deadline: Dec. 19. EOE.

Town Manager, Beech Mountain, N.C.

SALARY: DOQ/DOE (+) benefits. Work within a full-service, council-manager govt.; report to mayor and four council members; 53 FTEs and \$6.9 million annual bdt. Reqs. 5-10 yrs. progressively responsible exper. as a town/county manager or assistant; relevant bachelor's degree (master's preferred). Send cover letter, resume, salary history, salary reqs. and 3 references to: Interim Manager, 403 Beech Mountain Parkway, Beech Mountain, NC 28604. Deadline: Jan. 31. EOE.

Safety Consultant, VML Insurance Programs

SALARY: Negotiable DOQ/DOE (+) benefits. Seeking home-based occupational safety and health consultant to local govt. entities in southwest Va. Reports to safety director in Richmond office. Responsibilities include presenting at local and regional training workshops; development of safety and health programs; and providing on-site consultation. Reqs. consulting exper. in the safety/insurance industry and knowledge of local govt. as an industry. Working knowledge of OSHA, NFPA

and ANSI standards req'd. Submit cover letter, including salary reqs., and resume to: Human Resources, VML Insurance Programs, P.O. Box 71420, Richmond, VA 23255; fax 804-273-0560, or e-mail to: hr@vmlins.org. Visit www.vmlins.org. Open until filled. EOE.

Chief Administrative Officer, Richmond

SALARY: Negotiable DOQ/DOE (+) benefits. Reports to recently-elected mayor. Mayor (executive) - City Council (legislative) form of govt. Manage full-service municipality, including 20-plus depts., \$700 million bdt. and 4,500-plus employees. Develop and manage bdt.; develop and execute strategic plan; manage policies and procedures. Hire, develop and retain managers who ensure organizational effectiveness. Reqs. relevant master's degree, min. 10 yrs. of urban municipal exper. at senior executive level. Submit letter of interest, resume, salary history, 3 professional references and 2 character statements under confidential cover to: Office of the Mayor-Elect, City Hall, 900 E. Broad St., Suite 1103, Richmond, VA 23219. E-mail: transitionresume@richmondgov.com. Details at www.richmondgov.com. Deadline: Dec. 15. EOE.

Public Works Director, Buena Vista

SALARY: \$54,795-\$60,484 hiring range DOE (+) benefits. Reports directly to city manager. Prefer bachelor's degree in civil engineering, licensed P.E. and min. 3 yrs. exper. in govt. public works setting as a public works director, assistant director or other similar position. Manages department and following divisions: Streets, Storm Drainage, Refuse, Maintenance/Building & Grounds, Garage, Cemetery and Water/Sewer. Responsible for departmental operation/capital bdtgts. Send resume to: City Manager, City of Buena Vista, Attn: Public Works Director, 2039 Sycamore Ave., Buena Vista, VA 24416. Open until filled. EOE.

Urban Planner / Landscape Architect, Henrico County

SALARY: \$56,903-\$99,882 DOQ/DOE (+) benefits. Review high profile and complex urban planning and landscape architecture projects as member of the Planning Department's Development Review and Design Division. Will be given consider-

able latitude for project implementation and preparation of alternative designs, landscape plans and design guidelines that provide solutions during the review process. For details of duties and qualifications, and to apply, visit www.henricjobs.com. Deadline: Jan. 4. EOE.

Director of Planning, Waynesboro

SALARY: \$47,115-\$73,028 DOQ/DOE (+) benefits. Supervises GIS coordinator and an associate planner; reports to city manager. Duties: Evaluates applications for zoning changes, conditional use permits, subdivisions, site plans and conducts discussions and negotiations with landowners and developers; prepares technical reports and makes presentations to City Council and Planning Commission. Reqs. relevant bachelor's degree (master's preferred) and 5 yrs. planning and supervisory exper. Microsoft Office and ArcView computer skills req'd. Complete job description at www.waynesboro.va.us. Send req'd. city application, resume, cover letter and 3 professional references to: James C. Fitzgerald, Human Resource Director, 503 W. Main St., Suite 102, Waynesboro, VA 22980. Contact: 540/942-6719/6524. Open until filled. EOE.

Lead Mental Health Therapist, Southside Community Services Board

SALARY: DOQ/DOE (+) benefits. Serve as lead clinician at Brunswick Behavioral Health Center in Lawrenceville. Provide individual and group therapy to seriously mentally ill consumers. Performs assessments, determines diagnoses and appropriate treatment. Reqs. master's degree in human services (preferably social work); must be Va. licensed (LCSW or LPC) with relevant exper. Submit req'd SCSB application to: Human Services Coordinator, Southside Community Services Board, P.O. Box 488, 424 Hamilton Blvd., South Boston, VA 24592. Applications available from address above, by calling 434/572-6916, or at www.sscsb.org. Job # 0057. Open until filled. EOE.

Continued on page 9

POSITIONS

Other positions

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

Town Sergeant / Police Chief, Lawrenceville

SALARY: DOQ/DOE (+) benefits. Deadline: Dec. 23.

Director of Capital Projects Management, Leesburg

SALARY: \$83,673-\$140,440 (+) benefits. Deadline: Jan. 16.

Director of Finance, Suffolk

SALARY: \$89,313-\$118,339 (+) benefits. Open until filled.

Chief of Police, Suffolk

SALARY: \$89,313-\$118,339-\$147,366 (+) benefits. Open until filled.

Finance Director, Petersburg

SALARY: \$49,932-\$81,917 (+) benefits. Deadline: Dec. 31.

City Attorney, Alexandria

SALARY: \$120,000-\$150,000 (+) benefits. Deadline: Dec. 19.

Systems Engineer I / II, Virginia Beach

SALARY: \$55,736-\$73,500 start range DOQ (+) benefits. Deadline: Dec. 14.

Events / Fair Coordinator, Isle of Wight County

SALARY: \$32,912-\$41,141 DOQ/DOE (+) benefits. Open until filled.

Fire Chief, Bristol, Va.

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

Finance and Information Services Director, Black Mountain, N.C.

SALARY: \$52,083-\$78,104 hiring range (+) benefits. Open until filled.

Police Officer, Haymarket

SALARY: \$35,000 (+) benefits. Open until filled.

City Attorney, Hopewell

SALARY: Negotiable. Open until filled.

Town Manager, Brookneal

SALARY: DOQ/DOE (+) benefits. Apply immediately.

Director of Utilities, Gloucester County

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

Director of Tourism, Appomattox

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

Director of Solid Waste Management, Augusta County Service Authority

SALARY: \$66,333-\$110,650 DOQ (+) benefits. Open until filled.

Director of Finance, Hanover County

SALARY: \$98,424-\$132,875 (+) benefits. Open until filled.

Manager of Neighborhood Resources, Herndon

SALARY: \$59,336-\$75,256 hiring range DOQ (+) benefits. Open until filled.

Director of Economic Development, Prince George County

SALARY: Negotiable. Open until filled.

Engineer V (Transportation Division), Virginia Beach

SALARY: DOQ/DOE (+) benefits. Deadline: Dec. 8.

City Manager, Danville

SALARY: DOQ/DOE (+) benefits. Deadline: Nov. 28.

DEADLINE: The deadline for placing a job advertisement in the next issue of *Update* is Friday, Dec. 19. 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

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