

Update

November 28, 2008

The newsletter of the
Virginia Municipal League

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Just elected? Attend this conference

THE CONFERENCE for Newly Elected Municipal Officials will be held Jan. 9-10 at the Richmond Marriott Hotel. Conference program and registration material is posted on VML's Web site. Click on "conferences." ❖

Legislators hear grim news about state budget shortfall Briefings are prelude to '09 session

With the backdrop of increasingly worse economic news, senators and selected delegates met separately last week to learn more about the faltering economy and its impact on the state budget.

The meetings, scheduled prior to a governor submitting an official budget each December, give legislators a snapshot of revenue trends and a preview of the money issues they will confront next session. The House Appropriations Committee invited the House Finance Committee and House leaders to a two-day retreat in Roanoke. Likewise, the Senate Finance Committee was host for the entire Senate for a two-day session in Fredericksburg.

Below is a summary of information, culled from the two meetings, that is most pertinent to VML members.

Senate retreat Economic stress to continue

The Senate heard presentations from economists with the Federal Reserve Bank of Richmond, the Center for Regional Analysis with George Mason University, the National Association of Realtors and the Hampton Roads Planning District Commission. Their findings included:

- Personal income growth in Virginia has trailed the U.S. growth rate since

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Returning fiscal survey is crucial

VML and VACo need their members to complete and return the fiscal surveys that they were sent on Nov. 7 as soon as possible.

The legislative staffs of the two associations need significantly more responses from the 95 counties, 39 cities and 36 selected towns. Without the additional responses, making a persuasive case to legislators regarding funding in FY09 and FY10 of state programs carried out at the local level will prove difficult.

Responding to the survey, which will be shared with legislators, is essential. 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 county, city or town they represent did not take the time to return the survey.

On page 3 is the list of counties, cities and towns that had submitted surveys as of 11:30 a.m. Tuesday, Nov. 25. If your local government is not on the list, please submit the survey as soon as possible.



Continued on page 3

FROM THE CAPITOL**Budget shortfall continued ...**

calendar year 2007. Beginning mid-year 2000, the state personal income growth rate had consistently outpaced the national figure. Virginia's personal income growth in calendar year 2008 is roughly 2 percent, as compared to the 5.4 percent originally projected in the Appropriation Act and the 3.2 percent included in the Governor's revised October projection.

- Job growth continues to lag. In the first nine months of this year, 52,000 fewer jobs were created in Northern Virginia than in 2007. Federal spending in Northern Virginia is leveling off after previous growth spurts of 16 percent, 27 percent and 16 percent in calendar years 2002, 2003 and 2004, respectively.

- The average housing sales price percent change in Northern Virginia continues to decline each month by double digits, hitting negative 32 percent in September and negative 28 percent in October. In Prince William, the median sales price has tumbled from \$389,000 in 2005 to \$177,000 this year. Although housing sales jumped in August and September in Prince William, Fairfax and Loudoun counties, October sales dipped throughout the region. Sales prices also dropped by more modest rates in Richmond, the Roanoke Valley and in Tidewater comparing the 3rd quarter of 2008 with the same period last year.

- Mortgage foreclosure rates climbed from April to August in 2008 throughout Northern Virginia south to Stafford and Spotsylvania counties. Foreclosure activity also increased in Hampton Roads. Because many sub-prime and adjustable rate mortgages will reset in 2009, the crisis has not bottomed out.

Shortfall could hit \$3.2 billion

Presentations made by Senate Finance Committee staff paint an even gloomier picture than Gov. Tim Kaine's latest revised revenue forecast. While the governor assumes a \$2.5 billion shortfall, Senate Finance Committee staffed pegged the number at \$3.2 billion. Economic conditions have deteriorated since the Department of Taxation reworked the revenue forecast,

according to the staff. For example, most economists assume a four-quarter recession rather than the three-quarter recession used in the revised forecast. The October reforecast also assumes no significant job losses during the downturn. Even the "mild" recession in 2001 resulted in 45,000 net job losses. The more severe 1991 recession produced 65,000 net job losses.

Because almost 90 percent of the state's general fund revenue is tied to employment, wages and disposable income, the staff concluded that the likelihood of a more prolonged recession will push revenue collections downward. The staff projected shortfalls of \$1.1 billion in FY09 and \$2.1 billion in FY10, or \$3.2 billion for the biennium.

New spending requirements accompany shortfalls

Combined with spending pressures from high-priority, mandated programs of about \$350 million, the budget shortfall could be closer to \$3.5 billion. About \$340 million of the increase is tied to Medicaid, DSS adoption subsidies and child healthcare. Another \$56.1 million is related to state public safety programs, as well as to the Criminal and Involuntary Mental Commitment Funds. State employee health insurance comprises another \$39.2 million. The Senate Finance Committee staff anticipates additional reductions in state aid to local law enforcement (599 Program) and in public education (e.g., average daily membership and local sales tax). These reductions total almost \$94 million.

Staff said that enough spending needs to be cut from the FY10 budget to reassert a "structural balance" between spending and resources. By balancing a total shortfall of \$2.3 billion in FY10, a balanced "base budget" could be developed for the 2010-2012 biennium.

The staff suggested broad-based strategies to re-examine services now provided by the state, as well strategies to shift costs to localities, reduce reimbursements, or walk away from federal matching funds. Public education and Medicaid were specifically identified as potential targets.

Local ramifications

The difficulty in developing a cogent budget strategy was made apparent in a subsequent staff presentation on state corrections. As part of its budget reduction plan, the Department of Corrections closed six facilities to eliminate 1,440 beds. The state agency also has temporarily stopped taking in state prisoners from jails (with very few exceptions). These actions will result in an "out-of-compliance" backlog of state-responsible prisoners housed in jails. The backlog is expected to increase to 3,600 by June and then crest at 4,600 in June 2010. The backlog has never reached these levels.

Staff also pointed out that the state now provides almost 46 percent of the revenues to operate the 67 local jails and that in FY07 total revenues of \$681 million exceeded total operating expenses by 2.5 percent, or \$661.5 million. By way of comparison, 10 years ago the state funded 59 percent of jail operating costs.

Jail inmate operating costs vary across Virginia, encouraging some localities to house federal inmates. The federal government pays a substantially greater inmate per diem than the Commonwealth. Although the state recovers a portion of the federal per diem if the inmate is housed in space constructed with state dollars, the issue of state support for local jails will almost certainly come before the General Assembly.

House Appropriations Committee Retreat

House Appropriations Chairman Lacey E. Putney drew a bull's eye on education, Medicaid and the Comprehensive Services Act in his opening remarks at the committee's annual retreat on Nov. 18 in Roanoke. Putney said that since 2001, the overall general fund budget had grown 49 percent, but that education spending had increased 65 percent, Medicaid 115 percent and CSA 207 percent. He asked Gov. Tim Kaine and the members of the General Assembly to develop long-term struc-

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FROM THE CAPITOL

Budget shortfall continued ...

tural reforms in state spending without a tax increase. Echoing the thrust of the chairman's remarks, the staff presentation on Nov. 19 pointed out that "50 percent of the budget can't be off the table." (Fifty percent of the state's general fund budget pays for state mandated and other high-priority programs of interest to the state and localities.)

SunTrust Senior Vice President Denis McLaughlin told the committee that single-family home sales are forecast to decline by 35 percent, a downward revision from last quarter's forecast of a 20 percent decline. McLaughlin also said that housing starts are forecast to decline by 60 percent, and that home price stability is not likely to occur at the national level until late 2009.

George Mason Senior Fellow John C. McClain said that the fiscal effect of the declines in residential property

values will have a large toll on local revenues in FY10. He said the average price of a home in Prince William County today is the same as it was in 2000. McClain said that there is some indication that home sales in Northern Virginia are starting to creep back up, which may be a sign that "we've passed the bottom" in terms of the drop in home sales.

House Appropriations staff told the committee that 35 states had reduced funding for public education at least once since 2001. Staff did not give accompanying statistics on how many of those states had experienced declines in enrollment, or how significant state support for education was in the other states. Nor did staff mention that Virginia ranks 33rd in terms of per-pupil state support and 14th in terms of local per-pupil support for public education. The presentation laid out two directions the state could take: 1) only temporary

and one-time in nature, which may potentially lead the state back to similar situation during the next recession; or 2) systemic actions with structural changes that will be designed as long-term.

Staff also drew a bead on state funding of local and regional jails, citing statistics that the state ranks 2nd in the nation in terms of state support for local jails. The analysis presented several options for consideration, including:

- Whether the state should continue making payments for "out-of-compliance" state-responsible inmates or for local-responsible inmates?
- Should the director of the Department of Corrections be allowed to transfer state and local prisoners to any local or state facility in order to "improve" coordination and the use of bed space? ❖

AT THE LEAGUE

Fiscal survey continued ...

Cities (23 out of 39)

Alexandria
Bristol
Buena Vista
Charlottesville
Chesapeake
Falls Church
Fredericksburg
Galax
Harrisonburg
Lexington
Lynchburg
Manassas Park
Martinsville
Newport News
Norfolk
Norton
Portsmouth
Roanoke
Staunton
Suffolk
Virginia Beach
Williamsburg
Winchester

Towns (18 out of 26)

Ashland
Blackstone
Bridgewater
Chincoteague
Christiansburg
Clifton Forge
Farmville
Orange
Pulaski
Purcellville
Richlands
Rocky Mount
South Boston
Vinton
Warrenton
West Point
Woodstock
Wytheville

Counties (50 out of 95)

Accomack
Albemarle
Arlington
Augusta
Bath

Botetourt
Campbell
Charlotte
Chesterfield
Culpeper
Cumberland
Essex
Fairfax
Fauquier
Frederick
Gloucester
Goochland
Grayson
Greensville
Hanover
Henrico
Henry
Isle of Wight
James City
King George
King William
Loudoun
Mathews
Nelson
New Kent
Northampton

Northumberland
Orange
Powhatan
Prince Edward
Prince William
Pulaski
Rappahannock
Roanoke
Rockbridge
Russell
Scott
Shenandoah
Smyth
Spotsylvania
Stafford
Washington
Westmoreland
Wythe
York

If you have questions, please contact one of the following:
VML – Neal Menkes (nmenkes@vml.org) or Mary Jo Fields (mfields@vml.org); **VACo** – Mike Edwards (medwards@vaco.org).
❖

FROM THE CAPITOL

State transportation construction program headed for meltdown

The prospects for building roads in Virginia look bleaker than ever. The October estimate of state transportation revenues for FY09-FY14 was \$1.6 billion less than the amount approved by the Commonwealth Transportation Board (CTB) just five months ago.

The economic meltdown over the past 60 days will require the state to produce yet another revised revenue estimate in December, which almost certainly will reduce the state transportation revenue forecast.

The projected growth in transportation revenue for the primary, secondary

and urban system could be reduced by 15-20 percent in FY09 and up to 45 percent in years FY10-FY14, according to the Virginia Department of Transportation. This reduction would be on top of the 44 percent reduction in the current six-year improvement program approved earlier in the year.

The federal revenue outlook is also uncertain. The federal law, SAFETEA-LU, expires at the end of September 2009. Current forecasts for the federal Highway Trust Fund indicate the fund will be out of cash at that time. The structure and funding levels of the next federal authorizing bill are unknown.

To protect the state from over-programming federal dollars, VDOT intends to recommend to the CTB that \$424.4 million be held in reserve for the six-year improvement program or until such time as the President and Congress agree to a new federal transportation funding bill.

The CTB will meet in December to balance the FY09 and FY10 budgets and finalize construction program reductions. In January, the board will begin the process of revising the FY09-FY14 six-year improvement program with a series of public hearings. ❖

Climate change commission endorses recommendations

Increasing local transit funding, coordinating transportation and land use, and targeting transportation funds to existing communities are among the more than 100 recommendations endorsed by the Governor's Commission on Climate Change at its Nov. 13 meeting in Richmond.

The commission endorsed proposals to:

- Require the state transportation plan to include coordination of transportation and land use as a key policy goal.
- Allow other regions to have the same authority as Northern Virginia to raise the gas tax for transit operations.

- Target state transportation funds toward existing communities and designated urban development areas, and promote compact, transit-oriented development areas.

- Provide state technical assistance, funding and authority to amend comprehensive plans and zoning ordinances to promote compact development.

- Encourage the establishment of the authority for municipalities and older suburbs to adopt a split rate property tax that applies to a lower tax rate to buildings than on land (to encourage redevelopment where there is existing infrastructure).

- Adopt a voluntary statewide recycling goal of 50 percent of solid waste collectively recycled or diverted away from landfills.

- Work with localities to provide a capital fund for energy efficiency investments.

Ensure funding for the Weatherization Assistance Program.

The commission will meet Dec. 4 to complete its report, which is due to Gov. Tim Kaine by Dec. 15. Kaine has said that he will make issues such as climate change and energy efficiency his main concerns in the 2009 session.

❖

VML moves forward with blight-fighting legislation

VML is completing work on legislation to assist local governments in dealing with blight.

VML assembled a group of city attorneys and housing officials last summer to identify areas in which additional tools were needed to combat blight. After developing language for legislation, statewide groups with an interest in private property, especially the Virginia Association of Realtors, became interested.

Working with the Realtors, VML has developed legislation in three key areas. The first adds a definition to blighted property that a locality can use

to get a court's OK to remove or repair a building. The definition spells out that if a building is vacant for six months and does not have electricity or water and sewer, the locality can present those facts to the court and be given access to deal with the property.

A "derelict structure" section also will be proposed. The definition of a derelict structure is the same – vacant or boarded up for six months with no electricity or water and sewer. The locality sends notice to the landowner to submit a plan to either demolish or renovate the building. The owner has a limited time to reply with a plan and

to carry it out. If the owner demolishes or renovates it in accordance with the plan that is approved by the locality, the fees associated with the work are refunded. Further, on completion of the work, the building is eligible for the tax abatement or credit program the locality has on its books. Because the locality is required to have a tax abatement or tax credit program for renovations for this provision to work, it will be limited to localities that have such a program in place, or that will adopt a program in the future.

The legislation also allows build-

Continued on page 5

FROM THE CAPITOL

Blight-fighting legislation continued ...

ing officials to obtain an administrative search warrant for non-residential buildings. It also shortens the time to force a tax sale of blighted property to one year, down from two years.

The Virginia Housing Commission has given the legislation its general

approval and will discuss it at a meeting on Dec. 3. The drafting of the legislation was made possible thanks to the help of Norfolk Vice Mayor Anthony Burfoot and city staff, as well as city staff members in Portsmouth, Richmond, Petersburg and Roanoke. Del.

Rosalyn Dance also was involved in the initiative.

Local officials should encourage their legislative delegations to support this important legislation in the upcoming 2009 session. ❖

Health commission mulls legislative proposals

As the 2009 General Assembly session draws closer, legislative commissions and study committees are beginning to solidify the legislative proposals they will put forth for the session. Given the economic situation, legislation and studies appear to be winning out over budget proposals.

On Nov. 24, the Joint Commission on Health Care met to discuss possible legislative actions to propose in 2009. The actions included items taken

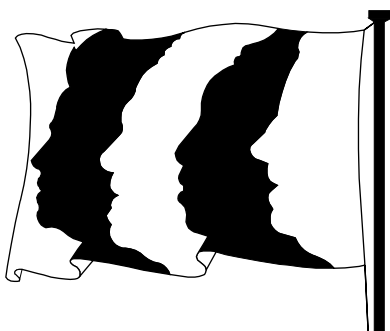
up by the full committee as well as its subcommittees -- behavioral health and long term care/Medicaid.

The preliminary package includes legislation to impose penalties on adults who give alcohol to teenagers or who allow alcohol to be consumed by teenagers in the adults' home. The proposal would make it a class 3 misdemeanor.

Also supported by the commission is a proposal to require the Secretary of Health and Human Resources to ensure

that a plan be proposed for the 2010 General Assembly to address the state-wide variation in mental health services for children and adolescents provided through community services boards (CSBs). The commission amended the proposal to include those behavioral health services provided through the Comprehensive Services Act for At-Risk Youth and Families (CSA), since many youth in CSA receive such services. ❖

Local governments and nonprofits address CSA issues



Increased state funding for administrative functions, more flexibility in using funds to create community services, and delaying or eliminating the higher local match for residential-based services were some of the issues highlighted by several speakers at a recent meeting of a joint legislative committee studying the Comprehensive Services Act for At-Risk Youth and Families (CSA). The joint committee, chaired by Sen. Emmett Hanger, met in Fairfax County on Nov. 24.

A number of local governments, nonprofit providers, private residential services providers and VML and VACO staff addressed the committee. The committee is in its second year of studying issues and potential cost-saving ideas for CSA.

Local government speakers talked about how they administer CSA and serve children and families in their communities. All stressed that residential services are a last resort, used when a child's needs are so specialized or severe that community-based services cannot safely or effectively be used. All asked for a delay in the impending increased local match rate for residential services.

All talked about the deficiencies in state administrative funding, which has not been increased in at least eight years, while the administrative burdens given to localities have grown. All asked for the state to reconsider the mandate that CSBs deliver intensive care coordination services for CSA, since their localities have already been satisfactorily providing these services through other service providers.

The local government representatives gave the committee a glimpse into how local CSA teams engage families in service planning, how they work with judges in finding ways to better serve children, and how they are able to sometimes divert children from CSA through the use of other funding streams (such as the Virginia Juvenile Community Crime Control Act) or by working with a family and building on its own strengths and supports in the community. As such, they asked that VJCCCA and other funding sources that complement CSA not be cut any further.

Local nonprofit providers discussed

Continued on page 6

FROM THE CAPITOL

CSA issues continued ...

the problems in recruiting and retaining foster care families. They said that the push to serve more challenging cases in the community was making it even more difficult to find and retain foster families, since some of them were being asked to serve as virtual one-person residential treatment facilities. They also asked that residential placements not be put out of reach financially for com-

munities. They also stressed the need for training and technical assistance for foster families.

VML and VACo staff discussed the precarious financial situation of local governments, and their inability to continue to pay for the vast majority of administrative costs or to pay greatly-increased match rates for residential

services, and the need for increased training and technical assistance to localities trying to build community services (there currently is funding in the Appropriations Act for training).

The joint committee will meet two additional times before the 2009 General Assembly session. The next meeting is scheduled for Monday, Dec. 1, in Portsmouth. ❖

ETCETERA

Annual mandates, proffers reports released

The Commission on Local Government has released the 2008 edition of *State and Federal Mandates on Local Governments*. In all, 560 mandates are included in the catalog, including those administered by state executive agencies and those that are administered by non-

executive agencies or that exist without state administrative oversight.

The catalog is available at <http://www.dhcd.virginia.gov/Commissionon-LocalGovernment/>. The commission's annual report on the use of cash proffers is available at the same site. ❖

Annual water and wastewater survey available on-line

Draper Aden Associates has released the 20th annual water and wastewater rate report, which is available on line at www.daa.com.

Further, Draper Aden also has created an interactive dashboard that allows viewers to see the 2008 survey results and make instant custom comparisons with other utilities. The report presents

the results of surveys completed by 164 water and wastewater providers, who were asked questions about the monthly residential water bill based on consumption of 5,000 gallons of water per month.

Follow the links under "Surveys" to view the report or to use the interactive dashboard. ❖

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.

Town Sergeant / Police Chief, Lawrenceville

SALARY: DOQ/DOE (+) benefits. Reqs. exper. in law enforcement and DCJS certification. Must complete town application and submit cover letter and resume. Job description, list of benefits and application available at Lawrenceville Municipal

building, 400 N. Main St., Lawrenceville, VA 23868. Deadline: Dec. 23. EOE.

Director of Capital Projects Management, Leesburg

SALARY: \$83,673-\$140,440 (+) benefits. Reqs. bachelor's degree in civil engineering; min. 8-10 yrs. exper. in capital projects design and construction work with a govt. office / consulting firm, including supervisory / managerial exper. or equiv. comb. of educ. and exper. Prefer relevant master's degree; PE license. Apply: Log-on to www.leesburgva.gov or request application from HR Dept. at 703/737-7177. Mail req'd application and supplemental resume to: 25 W. Market St., P.O. Box 88, Leesburg, VA 20178. Or FAX to the HR Dept. at 703/737-7190. Deadline: Jan. 16. EOE.

Director of Finance, Suffolk

SALARY: \$89,313-\$118,339 (+) benefits. Serve as CFO overseeing all aspects of

city's financial mngmnt. related to accounting, payroll, procurement, debt issuance and investment of city funds. Reqs. bachelor's degree in accounting, business admin. Or related field and 6-9 yrs. progressive managerial accounting exper., preferably in a govt. setting, including min. 3-5 yrs. of supervisory exper. CPA certification desired. Complete City of Suffolk application at www.suffolk.va.us, or call 757/514-4120. Open until filled. EOE.

Chief of Police, Suffolk

SALARY: \$89,313-\$118,339-\$147,366 (+) benefits. Perform highly responsible administrative and professional police work directing Police Department operations. Reqs. relevant bachelor's degree and 10-15 yrs. progressively responsible exper. in law enforcement, including 3-5 yrs. of major command responsibility. Complete City of Suffolk application online at www.suffolk.va.us, or call 757/514-4120. Open until filled. EOE.

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POSITIONS

Utilities Operations Manager, Norfolk

SALARY: \$60,947-\$107,266 DOQ (+) benefits. (820,000-plus regional customers) Highly responsible leadership position within Department of Utilities - Water Distribution Division. Involves responsibilities associated with managing and directing the daily operations of the Wastewater and Water Distribution divisions. Reqs. bachelor's degree or equiv. and 5 yrs. relevant exper. or any equiv. comb. of training and exper. Supervisory exper. preferred. For complete job description and reqs., and to submit online application, visit www.norfolk.gov/jobs. Submit resume as attachment to online application. Deadline: Nov. 28. EOE.

Finance Director, Petersburg

SALARY: \$49,932-\$81,917 (+) benefits. Responsible for administration and management of multi-division, multi-operation city depts., including procurement, risk management, auditing, billings, fiscal policy planning and payroll. Reqs. any comb. of educ. and exper. equiv. to relevant bachelor's degree. Master's degree in public administration may be helpful. Reqs. extensive, progressive exper. in field with 6-10 yrs. exper. in public administration. Submit application and/or resume to: City of Petersburg, Human Resources Department, 103 W. Tabb St., Petersburg, VA 23803. Visit www.petersburg-va.org. Deadline: Dec. 31. EOE.

City Attorney, Alexandria

SALARY: \$120,000-\$150,000 (+) benefits. (Pop. 140,000) Appointed by mayor and City Council. Serves as principal legal adviser to City Council and city manager; supervises 11 employees, including 7 attorneys. Oversees work of outside counsel, personally performs the most complex legal tasks for the city, and supervises city's Risk Management Office. Reqs. extensive exper. as a practicing attorney, including exper. in local govt. law (preferably Va.), and significant mngmnt. exper. Membership in the Va. State Bar, or eligibility to secure membership within 6 mos., is essential. Apply by contacting Eric Middleton at 703/684-3120, or emiddleton@alliancer.com. Additional info. at www.allianceresourceconsulting.com. Deadline: Dec. 19. EOE.

Systems Engineer I / II, Virginia Beach

SALARY: \$55,736-\$73,500 start range DOQ (+) benefits. System Administration

Team in Department of Communications and Information Technology needs Windows 2003 Engineer. Lead a MOSS 2007 Enterprise deployment to 5,000 users; act as primary on many projects and maintain ownership of designated segments of large systems spanning 300 servers, 5,000 clients and 100 WAN locations. Visit www.vbgov.com/careers for min. reqs., more detailed job info, and to apply on-line. No faxes, e-mails or paper applications accepted. Deadline: Dec. 14. #2622 Open until filled. EOE.

Events / Fair Coordinator, Isle of Wight County

SALARY: \$32,912-\$41,141 DOQ/DOE (+) benefits. Work with Parks & Rec. Dept. on special events planning. Responsible for creating, managing and marketing community events through the Parks & Rec. Dept. Must have exper. working with volunteers, marketing events, and preparing and monitoring bdgts. Reqs. 3-5 yrs. exper. planning events; prefer event planning training, education, certifications. Submit application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Visit www.iwus.net or call 757/365-6263. Open until filled. EOE.

Fire Chief, Bristol, Va.

SALARY: DOQ/DOE (+) benefits. (pop. 17,400) Directs 48-member Fire Department under direction of city manager. Reqs. min. of associate's degree in fire science, management or administration (bachelor's preferred) and 10 yrs. exper. in fire depart. supervision, command and administration. Position available Feb. 2. Send resume to: Administrative Services, Room 209, City Hall, 300 Lee St., Bristol, VA 24201-4327 or e-mail persnl@bristolva.org. Complete job description and application available at www.bristolva.org under "city news." No phone calls. Deadline: Dec. 12. EOE.

Other positions

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

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. 5. 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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