

Update

The newsletter of the
Virginia Municipal League

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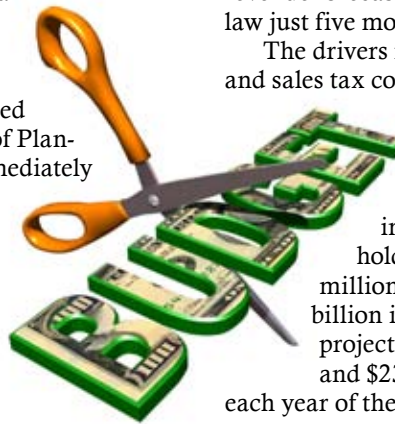
*VML distributes policies
to comply with the FTC
identity theft rules*



Wrap your hot water heater in an insulating jacket, which costs just \$10 to \$20. It can save 1,100 lbs. of CO2 per year for an electric water heater, or 220 pounds for a gas model.

Governor's cuts to cost localities significantly

Gov. Tim Kaine's revised revenue forecast and reduction plan will significantly affect local government finances this fiscal year and next. The savings strategies included in the reduction plan released Oct. 9 by the Department of Planning and Budget begin immediately for FY09. For FY10, the governor will include the reductions in his amendments to the 2008-2010 biennial budget. These amendments will be submitted to the General Assembly on Dec. 17.



The \$2.5 billion represents a drop of 7.4 percent in the general fund revenue forecast in the budget signed into law just five months ago.

The drivers in this forecast are income and sales tax collections, accounting for some 90 percent of the revenue reductions. The forecast calls for personal income tax reductions in withholding, non-withholding and refunds of \$704.8 million in FY09 and almost \$1.2 billion in FY10. Sales taxes are projected to fall by \$150.2 million and \$237.3 million, respectively, in each year of the biennium.

Income and sales taxes drop

The \$2.5 billion revenue reduction – \$956.4 million the first year and \$1.5 billion the second year – reflects a mid-point between the two alternative forecasts prepared in late summer by the Department

Kaine budget balancing plan

The governor's plan forgoes any general fund tax increase. Instead, he relies on the Rainy Day Fund (\$400 million); swapping

Continued on page 2

Road construction grinding to a halt

Secretary of Transportation Pierce Homer announced that state and federal transportation revenues will decrease between \$2.1 and \$2.6 billion over the next six years. In this biennium the revenue loss exceeds \$529 million. The secretary told the Commonwealth Transportation Board (CTB) that adding to the state revenue decline is the uncertainty surrounding re-enactment of a new federal transportation bill. Spending authorization

for federal transportation programs expires this year.

Transportation revenues are projected to fall another \$2.6 billion over the next 6 years

VDOT Commissioner David Ekern presented a high level plan to the CTB outlining the process the agency will use to respond to the revised six year revenue forecast and to re-position itself to accommodate curtailed revenues. It is expected that VDOT's plan will include substantial service and staffing level reductions.

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FROM THE CAPITOL**Budget cuts continued ...**

debt for cash (\$250 million); cutting state programs (\$279 million); capturing special fund and unexpended general fund balances (\$123 million); freezing state and local employee 2 percent salary increases (\$45 million); adjusting the state sales tax for public education (\$21 million); and changing the payments authorized under the '599' program (\$8 million). Taken altogether, the strategies provide \$1.12 billion or some \$151.1 million more than the projected \$973.6 million revenue shortfall. This "excess" can be used to cushion a steeper revenue shortfall in FY09 or perhaps relieve some budget cuts in FY10.

Using the Rainy Day Fund

On July 1, the Revenue Stabilization Fund had a balance of just over \$1 billion. Under the state constitution, the governor can propose a withdrawal to the General Assembly of up to one-half the fund balance (\$507 million) or one-half of the projected revenue shortfall (\$475 million), whichever is the lesser. The governor's recommendation of \$400 million is a hedge against future uncertainty.

Substituting debt for cash

The Department of Planning and Budget estimates that as of this month there is an unexpended general fund balance of \$272.5 million for all of the state's capital outlay projects. Under the governor's plan, \$250 million of new bond authority will be proposed to the General Assembly to replace the general fund cash in these capital projects. To keep debt service to a minimum, the bond funds would be dispersed over

several years. If approved, this strategy will increase the costs of the eligible projects. The governor is also assuming that the credit markets will start functioning more normally. States and local governments, even those with Triple-A ratings, have had only limited success recently in the bond market.

Salary increases frozen

Under the governor's plan, the Dec. 1, 2008, salary increase for state supported local employees will be frozen. (The state budget does not include a salary increase for teachers in FY09.) Local governments will have to wait until the governor submits his budget amendments in December to learn if the freeze is extended into FY10 or if the 2 percent salary money is provided on July 1, 2009 as the governor intends.

'Sweeping the corners'

"Sweeping the corners" is state budget parlance for reverting agencies' unexpended general fund balances or transferring non-general fund cash from special funds to the state general fund.

The governor proposes sweeping \$51.3 million from the Literary Fund, which was established under the state constitution to help pay for local school construction and other public school purposes such as teacher retirement.

His plan also includes sweeping some \$71.3 million from agency general fund balances (\$40.7 million), the unappropriated general fund balance in Appropriation Act (\$24.4 million), and unobligated balances from the Tuition Moderation Incentive Fund.

State agency reductions affect local governments

The Department of Planning and Budget allocates the \$279 million into 12 major strategies. One of the strategies is entitled "Reduce aid to localities," and comprises 5.8 percent (or \$16.3 million) of the \$279 million in reductions.

VML staff believes the impact is significantly higher than the figure identified in the governor's plan. (See www.governor.virginia.gov/tempcontent/FinalPlan_10-8.pdf). The VML calculation identifies a reduction of almost \$61 million in direct funding to local governments, including but not limited to \$20.7 million related to public education, \$7.7 million for the '599' program, \$11.5 million in local employee salary increases, and \$12.4 million for Community Service Boards.

There is also another \$4 million of cuts in programs of interest to localities. The funding does not go to localities, but local governments rely on these expenditures for economic development such as the Enterprise Zone Program (\$1.1 million) and the Indoor Plumbing Program (\$1.6 million) and health care such as the position reductions in local health districts (\$417,92).

In other words, the cuts to local governments are more in the range of 20 percent-plus than the less than 6 percent claimed by the governor. When public education cuts are presented in the next General Assembly session, the dollar amount and percentage will climb even higher. ♦

Road construction continued ...

The CTB will revise the Six-Year Improvement Program by January to account for the state and federal revenue reductions. These reductions, which could exceed \$1.1 billion, will greatly affect state and local highway construction throughout the Commonwealth.

Drop in state transportation dollars pegged at \$1.5 billion

Gasoline taxes, the one-half per-

cent general sales and use tax, and the vehicle titling tax make up almost 81 percent of Commonwealth Transportation Funds. Gasoline tax collections are falling because of higher fuel prices, more fuel-efficient vehicles, and fewer vehicle miles driven, resulting in a loss of \$615.9 million over the six year period. Regarding the taxes imposed on vehicle sales, the number of units sold and the average price are expected to

fall in FY09 to levels last seen 10 years ago, resulting in \$515.9 million fewer dollars over the next six years. In fact, total vehicle sales this year are expected to be 310,000 units less than the peak year in FY04. And, the one-half percent retail sales tax is projected to be \$154.3 million less than the amount included in the Six-Year Improvement Program adopted this past June.

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FROM THE CAPITOL**Road construction continued ...**

Also, the general decline in business activity means a reduction in insurance premium revenues. This revenue stream has been dedicated to service bonds issued by the CTB for rail and interstate projects as well as for road revenue sharing. The drop in insurance premium taxes will mean fewer bonds can be sold for construction projects and designated projects.

Federal revenue is trending downward and long-term future is unknown

The federal gas tax makes up 80 percent of the Federal Highway Trust Fund, and is subject to the same pressures as the state gasoline tax. It took Congress two years to pass the current transportation funding act after the previous one (TEA-21) expired in 2003. Given the budget situation in Washing-

ton, it is difficult to predict when the new replacement bill will be enacted and what spending will be included.

Fewer dollars will impact transportation agencies and localities

Every state transportation agency – VDOT, Rail & Public Transportation, Aviation, DMV, and Port Authority – will be affected, but the greatest impact will fall on VDOT.

The VDOT Commissioner told the CTB that the agency's mission will have to be recast exclusively to focus on maintenance, operations and emergency response. Scarce construction will focus on safety, reconstruction and bridge replacement. Major new construction will become "episodic." The reductions in construction will affect secondary and urban roads, and even more federal

dollars will be allocated to maintenance projects from the construction budget.

Residencies and Central Office Divisions in VDOT will be reduced by 30 percent. Equipment repair facilities will be cut by some 40 percent. As a result, classified positions will be reduced from 8,400 to 7,500. Wage and temporary employees will be cut from 1,200 to 500, and field and central office management will be sliced by 20 percent. VDOT expects to develop the blueprint to accomplish these major changes within 60 days and to complete the transformation in 24 months.

Shrinking the transportation construction budget will affect all localities, potentially bringing about the most significant changes in transportation since Gov. Harry Byrd pushed for the modernization of road transportation construction and maintenance. ❖

Localities should appeal state demand for Medicaid repayment

The deadline is this week for local governments to appeal the state's demand that they give back their share of \$40 million in Medicaid payments that appear to have been dispersed in error.

The Department of Medical Assistance Services (DMAS) sent demand letters to localities, volunteer rescue squads, health care associations, private ambulance operations and other organizations that provide ambulance services for overpayment of Medicaid money for non-emergency transportation of injured and sick people between April 15, 2005, and Aug. 31, 2008. The overpayment resulted

from DMAS improperly calculating the amount of Medicaid reimbursements to ambulance providers.

VML recommends filing an appeal of the demand for repayment. There is a possibility that the amount claimed by the state will be reduced significantly. If your locality does not file an appeal, it is less likely that any reduction would be given.

If you have questions about appealing, contact either Mark Flynn at mflynn@vml.org / 804-523-8525 or Janet Areson at jareson@vml.org / 804-523-8522). ❖

Take note of Dec. 8 pre-filing deadline for '09 legislative session

The 2009 session of the General Assembly will convene Wednesday, Jan. 14, but the pre-filing deadline is fast approaching.

Legislators have until Dec. 8 to file drafting requests for legislation to be prefiled for the 2009 session. For legislation not prefiled, delegates are limited to introducing five pieces of legislation and senators are limited to eight. There is a new twist for the 2009 session: Under rules adopted by the House of Delegates in the 2008 session, delegates can introduce no more than 15 bills and resolutions, including legislation that is prefiled.

Senators did not adopt a rule limiting the total amount of legislation that could be introduced; unless there is a rules change, they could prefile an unlimited number of pieces of legislation.

The Joint Rules Committee, which proposes the legislative calendar, has not met so the legislative calendar for the 2009 session has not been proposed. The deadlines up to Jan. 14 that are listed below are definite; after Jan. 14, the deadlines are based on those for the last "short" session in 2007.

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FROM THE CAPITOL

Legislative pre-filing deadline continued ...

Dec. 4: Last day for committee action on carry-over legislation

Dec. 8: Last day to file requests for drafts for prefiling legislation

Dec. 17: Gov. Kaine presents budget amendments to a joint meeting of House Appropriations, House Finance, and Senate Finance Committees

Jan. 14: The 2009 session convenes; last day for introducing prefiled legislation, and for introducing charter, local

fiscal and correctional impact, sales and property tax exemption, and VRS bills, as well as legislation creating or continuing a study

Feb. 8: House Appropriations and Senate Finance present their budgets

Feb. 10: Cross-over; each house completes committee work on its own legislation (except the budget bill).

Feb. 12: Each house to approve its own version of the budget

Feb. 18: Each house to act on the other house's budget and to appoint budget conferees

Feb. 23: Last day for committee action

Feb. 26: Budget conferees to present report

Feb. 28: Adjournment

Don't forget that VML/VACo Legislative Day will be held Feb. 5. ❖

SOQ committee floats cuts in state funding

Changing staffing levels, scaling back or eliminating programs, and making changes in the process for funding health insurance premiums for teachers were among the potential options considered by legislators at the Oct. 7 meeting of a state committee studying education funding.

The state would save between \$60 million and \$90 million a year by changing the process of funding the state's share of the prevailing health insurance premium. Currently, the state funds a share of the health insurance premium for all teachers, whether or not they participate in a school health insurance plan. About 25 percent of teachers, however, do not participate in the program. While this approach may seem equitable at first glance, the current amount the state recognizes for the cost of health insurance premium is too low. Should the state consider paying

the state share only for those teachers who receive the benefit, it also should rectify the current process for setting the state share. Problems with the amount the state recognizes for health insurance premiums were well-documented by the Joint Legislative Audit and Review Commission in a 2002 study of education funding.

The committee also discussed options such as changing the current 55 percent state / 45 percent local split of the costs of the Standards of Quality to a 50/50 split, an action that would save the state about \$330 million annually – by passing those costs onto local governments. Del. Clark Hogan noted that changes that simply shifted costs to local governments did not help taxpayers.

Del. Phillip Hamilton brought up the House budget proposal from the 2008 session that would have limited state contributions to salary increases, but Sen.

Emmet Hanger said that schools pay what they have to for teachers.

Kent Dickey, the assistant school superintendent for finance, presented information that showed that all local governments exceeded required local spending for the Standards of Quality program. Local support in excess of the required level for FY07 was 61.2 percent; 22 divisions spent 100 percent more than required for the SOQ that year.

Local spending also exceeded the required state match for other education programs (for programs such as preschool for at-risk 4-year olds, K-3 reduced class size initiative and other programs, many aimed at at-risk students).

The committee will hold its next meeting Oct. 22 in Richmond, and will be examining additional specific items as potential targets for cuts. ❖

Defined contributions among JLARC retirement options

The Joint Legislative Audit and Review Commission presented a series of retirement options that would lower local costs for teacher retirement by \$330 million while saving the state an additional \$241 million over five years.

Not all legislators or local governments, however, would support those measures, and teachers would undoubtedly oppose them. JLARC did not make recommendations on which issues to pursue, but presented a series of op-

tions with an accompanying analysis of their costs and benefits.

According to a story in the *Richmond Times-Dispatch*, Del. Kirk Cox, chairman of the commission, said that the legislature will delay acting on the study recommendations until 2010 because of the struggling economy that has resulted in layoffs and uncertainty for the state workforce.

Here is an overview of these options (More information is posted at http://jlarc.state.va.us/Comp_Docs.htm):

- Require employees to contribute up to 2 percent of salary to their retirement, with the contribution to be increased by .05 percent when salary increases are funded. The current 5 percent employee contribution that most employers pay on behalf of employees would be retained. The additional employee contribution would help improve the funded status for VRS retirement plans, thus helping to moderate future retirement contribution increases.

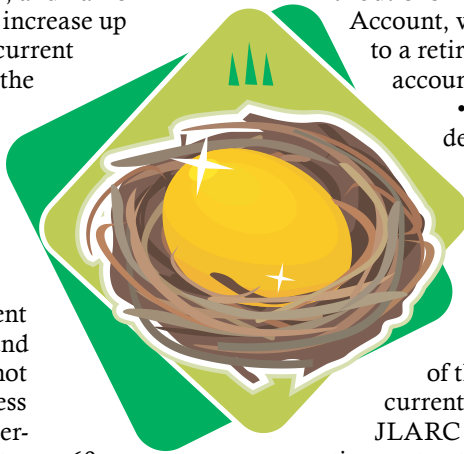
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FROM THE CAPITOL

JLARC retirement options continued ...

- Decrease the automatic cost-of-living adjustment for pensions by guaranteeing retirees the first 2 percent increase in the CPI, and half of remaining percent increase up to 4 percent. The current COLA recognizes the first 3 percent increase in the CPI, and half of the remaining percent increase up to 5 percent.

- Increase the minimum retirement age for new hires and for those who are not vested (who have less than five years of services) from age 50 to age 60. JLARC did not recommend this as an option for law enforcement officers, however.



- End enrollment in the health insurance credit program for newly-hired employees, and instead place those contributions in an Integral Part Trust Account, which would be similar to a retirement health savings account.

- Create a combined defined benefit/defined contribution retirement system for new hires and those employees not vested in VRS. The combined plan would provide 85 percent of the benefit value of the current VRS plan.

JLARC also detailed other retirement options that are bound to be discussed at upcoming legislative sessions include:

- Create a cash balance retirement

plan for new hires and those not vested in VRS. The plan would include a guaranteed rate of return on investments. This option provides 57 percent of the benefit value of the current VRS plan, but has more portability than the current plan (an issue of interest to many younger employees). The plan shifts the risks of savings to the employee, but guarantees a benefit to employees.

- Create a defined contribution plan (such as a 401k) for new hires and those not vested that would provide 52 percent of the value of the current VRS plan. Employees would not have a guaranteed benefit. Only two states have a mandatory defined contribution plan, and the JLARC consultant noted that the issues that have made private employers shift to defined contribution plans are not as applicable (or applicable at all) to public sector employers. ❖

IN CONGRESS

VML distributes policies to comply with the FTC identity theft rules

VML is distributing to all of its member local governments a sample policy to comply with the Federal Trade Commission's rules requiring steps to defend against identity theft. An e-mail will be sent to city managers, town managers, county administrators and selected clerks with the sample and explanations attached. VML will also publish the information on its Web site.

The federal government has adopted a set of rules that will require most local utility departments, as well as water and sewer authorities, to adopt procedures against identity theft. The Federal Trade Commission's so called "red flag rules" require compliance by Nov. 1.

If a locality operates a water and sewer department that bills customers for services already used, or runs a municipal airport that sells gas on account to based aircraft owners, the FTC considers it to be a creditor, because it is providing

a service or property for later payment. Such localities should adopt red flag policies.

In order to comply with the FTC rules, a locality must adopt policies and procedures to:

- identify relevant red flags for covered accounts and incorporate those red flags into the program;
- detect red flags that have been incorporated into the program;
- respond appropriately to any red flags that are detected to prevent and mitigate identity theft; and
- ensure the program is updated periodically to reflect changes in risks to customers or to the safety and soundness of the creditor from identity theft.

If you have questions after reviewing the model policy, please contact Mark Flynn at mflynn@vml.org or 804/523-8525. ❖

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.

Housing Program Coordinator, Chesapeake

SALARY: \$54,039 (+) benefits. Monitor and enforce affordable housing program criteria, HUD grants and other programs; implement Affordable Housing Task Force recommendations; prepare affordable housing ordinances. Reqs. exper. in housing, community development or redevelopment and knowledge of general operations and functions of local govt. More info and apply at www.jobs.cityofchesapeake.net. Deadline: Oct. 24. EOE.

HR Operations Team Leader, Loudoun County

SALARY: \$60,859-\$85,203 hiring range DOQ (+) benefits. Provides policy and procedure guidance and consultation directly to county agencies and through supervision of assigned HR teams. Delivers full range of HR services. Must have thorough knowledge of all aspects of HR mngmnt, position analysis and classification, mngmnt principles and practices, HRIS and MS Office software. Reqs. min. comb. of educ. and exper. equiv. to relevant master's degree and 4 yrs. directly related HR exper. More info and apply at www.loudoun.gov. #09-A206-082. Deadline: Oct. 28. EOE.

Fire Chief, Portsmouth

SALARY: \$71,996-\$120,000 DOQ (+) benefits. (pop. 100,000) Direct, plan and organize all fire, rescue and emergency services operations with staff of 240-plus. Reports to city manager. Reqs. relevant bachelor's degree; master's given special consideration; and 6-9 yrs. progressively responsible command exper.; or any equiv. comb. of training and exper. that provides the req'd knowledge, skills and abilities. Submit City of Portsmouth application and resume to: City of Portsmouth, Department of Human Resource Management, 801 Crawford St., Portsmouth, VA 23704. See www.portsmouthva.gov. Deadline: Oct. 24. EOE.

Director of Environmental Policy, Virginia Municipal League

SALARY: DOQ/DOE (+) benefits. In addition to substantial government relations work, the position includes significant day-to-day responsibilities associated with internal operations of the league. Assigned duties will depend on capabilities of the successful candidate. Lobbying experience req'd. For more information, contact Mike Amyx, Executive Director, at (804) 523-8521 or at mamyx@vml.org. Resumes accepted by mail (P.O. Box 12164, Richmond, VA 23241) and e-mail. Open until filled. EOE.

Public Works Engineer, Gloucester County

SALARY: \$47,872 or higher DOQ (+) benefits. Perform engineering and project management as part of Engineering Division in growing community; provide construction project oversight and management services and assistance for county projects. Details along with an application for employment may be obtained online at www.gloucesterva.info. Gloucester County Human Resource Department, 6467 Main St., Gloucester, VA 23061. 804/693-5690. Open until filled. EOE.

Deputy Fire Chief, Virginia Beach

SALARY: \$77,462-\$116,193 (+) benefits. Appointed position is second in command in fire chief's absence. Duties and responsibilities at this level divided between two deputy chiefs. Should be able to show proven record working in uniformed 200-plus firefighters / EMS dept., in multi-station environment; equiv. budget responsibility must be demonstrated. For info. on minimum and preferred qualifications, or to submit an on-line application, log-on to: www.vbgov.com/careers. Must attach cover letter and resume with salary history to on-line application. Deadline: Oct. 26. EOE.

Clerk of Council, Williamsburg

SALARY: \$35,000-\$45,000 DOQ/DOE (+) benefits. Appointed by City Council and reports to city manager. Attends City Council meetings; maintains official records; preserves official actions of the governing body through minutes, ordinances and resolutions. Reqs. AA degree in public admin., business or related subjects, or certification as municipal clerk. Exper. as deputy municipal clerk desired. Send City of Williamsburg application, letter of interest and resume to: City Manager's Office,

401 Lafayette St., Williamsburg, VA 23185. Open until filled. EOE.

Workers' Compensation Medical Only Claim Representative, VML Insurance Programs

SALARY: DOQ/DOE (+) benefits. Handle workers' compensation medical only claims for administrator of group self insurance programs for Va. local govts. Prefer 1-2 yrs. exper. adjusting worker's compensation medical only claims. Exper. with medical billing review and / or medical terminology a plus. Submit cover letter, 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. (Attn: WC). Visit www.vmlins.org.

Plans Examiner, Isle of Wight County

SALARY: \$36,862-\$46,000 DOQ/DOE (+) benefits. Performs technical work pertaining to enforcement of state building codes and ordinances. Involves reviewing residential and commercial construction plans, issuing permits, conducting inspections, visiting sites and providing advice and interpretation to builders, contractors and property owners. Reqs. bachelor's degree or equiv. and 3-5 yrs. related exper. Must obtain state certifications as a One- and Two-Family Combination Inspector, Building Plan Review, Electrical Plan Review, Mechanical Plan Review and Plumbing Plan Review within 18 mos. Submit application and resume to: HR, P.O. Box 80, Isle of Wight, VA 23397. More info at www.iwus.net or call 757-365-6263. Open until filled. EOE.

Engineer II, York County

SALARY: \$51,887 base or higher DOQ/DOE (+) benefits. Provide engineering support to stormwater projects and ensure their conformance to Strategic Capital Plan. Serves as a manager of multimillion dollar projects, and ensures engineering plans and calculations meet req'd standards. Oversees, reviews and inspects work of contractors and consultant engineers. Reqs. bachelor's degree in civil or environmental engineering, EIT certification and 5 yrs. exper. in engineering, surveying or related field, or any comb. of educ. and exper. Obtain req'd. county application from Human Resources Office, 120 Alexander Hamilton Blvd., Second Floor, Yorktown; from www.yorkcounty.

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POSITIONS

gov; or call 757-890-3690. Open until filled. EOE.

City Manager, Danville

SALARY: DOQ/DOE (+) benefits. (pop. 45,500; 1,200 employees; \$252M operating bdt.) Nine-member, non-partisan City Council elected for 4-yr. staggered terms. Reqs. exper. in a full-service community, including all utilities. Reqs. relevant bachelor's degree and min. 5-9 yrs. progressively responsible exper. in local govt. mngmnt. Master's desirable. Should have considerable exper. in dealing with economic development issues, community workforce development, utility system operation, budgeting, financial mngmnt, community redevelopment and inter-governmental relations. Submit detailed resume to: John T. Maxwell, Senior Vice President, Springsted Inc., 109A Wimbledon Square, Chesapeake, VA 23320. Fax 757/422-6617 or e-mail jmaxwell@springsted.com. Deadline: Nov. 28. EOE.

Housing Program Coordinator, Chesapeake

SALARY: \$54,039-\$83,760 (+) benefits. Plans, organizes and directs activities relating to affordable and market-based housing, including special needs housing, homelessness and continuum of care housing policy development, fair housing administration and affordable housing finance administration. Reqs. 4-plus yrs. related exper., bachelor's degree or educ. and training equiv. to 4 yrs. of college educ. in business or public admin., or a closely related field; exper. in housing, community development or redevelopment and knowledge of general operations and functions of local govt. For more info and/or to apply, visit www.jobs.cityofchesapeake.net. Open until filled. EOE.

Stormwater Management Specialist, Harrisonburg

SALARY: \$36,600-\$58,600 DOQ/DOE (+) benefits. Serves as plan reviewer and initial contact for stormwater management issues; reviews plans submitted for permitting and prepares stormwater management plans and reports for city projects. Performs field inspection work. Reqs. any comb. of educ. and exper. equiv. to bachelor's degree with emphasis in environmental science, engineering, hydrology, biology, water resource mngmnt. or similar. Moderate exper. in stormwater mngmnt. necessary. GIS exper. helpful. Obtain req'd city application from www.harrisonburgva.gov/index.php?id=250.

Submit to: Human Resources Department, Attn: Marissa Keigy, City of Harrisonburg, 345 S. Main Street, Harrisonburg, VA 22801. #3249. Open until filled. EOE.

Director of Public Works, Bristol, Va.

SALARY: Negotiable DOQ/DOE (+) benefits. (pop. 17,406) Reqs. relevant bachelor's degree and min. 5 yrs. increasingly responsible public works operations mngmnt. exper. Strong consideration given for exper. successfully managing solid waste collection and disposal, large regional landfills, project management, construction inspection, road/street construction and maintenance. Strong familiarity with Va. solid waste regs. is an important prerequisite. Submit letter of application, resume with salary history and work-related references to: John Anzivino, Senior Vice President, Springsted Inc., 1564 E. Parham Road, Richmond, VA 23228-2360; Fax 804/726-9752 or e-mail Richmond@springsted.com. For more info log-on to www.springsted.com. Deadline: Nov. 1. EOE.

Other positions

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

Engineer II, Chesapeake

SALARY: \$54,039 (+) benefits. Open until filled.

Assistant County Attorney III, Henrico

SALARY: \$75,390-\$132,331 DOQ/DOE (+) benefits. Deadline: Oct. 19.

Deputy Director of Finance, Roanoke

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

Executive Director, Community Services Board (CSB), Chesterfield County

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

County Attorney, Orange

SALARY: \$85,000-\$105,000 (+) benefits. Deadline: Nov. 14.

Director of Planning & Zoning, Mathews County

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

Town Manager, La Crosse

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

Public Assistance Bureau Chief, Arlington County

SALARY: Negotiable up to \$115,000 (+) benefits. Open until filled.

Director of Community Development and Planning, Orange

SALARY: \$61,282-\$86,230 start range DOQ (+) benefits. Open until filled.

Assistant Director of Finance, Chesapeake

SALARY: \$74,401 (+) benefits. Deadline: Oct. 19.

Building Official, Portsmouth

SALARY: \$71,996-\$97,195 DOQ/DOE (+) benefits. Open until filled.

Accounting Manager, Newport News

SALARY: \$51,000-\$67,000 hiring range DOQ/DOE (+) benefits. Deadline: Oct. 31.

Director of Finance, Suffolk

SALARY: \$95,000-\$105,000 start range DOQ/DOE (+) benefits. Deadline: Nov. 15.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Oct. 24. 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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Update is published
biweekly by the
Virginia Municipal League

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