

Update

The newsletter of the Virginia Municipal League

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Oct. 18-20

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• LOOKING AHEAD TO 2010 •

Steering committees hear bad budget blues refrain

VML members participating in the process of drafting a legislative program to guide the league during the 2010 General Assembly session got an earful of discouraging news July 2 related to state revenues and spending.

Four of VML's six steering committees met in Richmond to identify issues for their respective policy committees to address when they meet July 23. The steering committee members heard from four speakers, all of whom warned of continuing fiscal turmoil. The speakers included Secretary of Transportation Pierce Homer, VDOT Commissioner David Ekern, VDOT Chief Financial Officer Reta Busher and Jim Regimbal, a consultant to VML on state tax and budget matters.



More storm clouds on horizon

Regimbal told elected and appointed officials on hand to prepare for cuts in the state budget for the fiscal year that began July 1 (FY10). To prove the point, Regimbal said that Gov. Tim Kaine has directed the Department of Taxation to prepare a new revenue forecast for the Aug. 19 joint meeting of the legislative money committees. In addition, the governor has ordered state agencies to prepare new plans to reduce spending for fiscal years 2010, 2011 and 2012.

Regimbal emphasized that federal stimulus money and moderate state revenue growth will not be sufficient to meet the growing costs of Medicaid and the "re-benchmarking" of the state's public education budget.

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Ricci v. New Haven discrimination case High court rules against city

The U.S. Supreme court ruled last week that the City of New Haven, Conn., unfairly denied a group of firefighters promotions because of their race after the city chose to discard the results of a civil service exam in order to avoid a charge of discrimination from a different group of firefighters.

The case – *Ricci v. New Haven* – arose as a result of civil service tests given in 2003 for promotion to lieutenant and captain

in the city's fire department. When none of the black firefighters who took the exam scored high enough to be eligible for advancement, the city threw out the results and promoted no one. The city was justifiably concerned that if it used the test scores, the black firefighters would sue. The city did get sued – by 18 firefighters, 17 white and one Hispanic, who alleged that the city's actions constituted racial

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FROM THE CAPITOL

Budget blues refrain continued ...

The 2009 state budget bill amended FY09 and FY10, and assumed a revenue decline in FY09 of 7.3 percent and a modest revenue increase in FY10 of 4 percent. It now appears that the revenue decline in FY09 was closer to 9.3 percent. The new forecast under development will likely reduce the FY10 revenue growth from 4 percent to 2 percent. Since the budget bill took effect just three months ago, Virginia's unemployment rate has jumped from 6.6 percent in April to 7 percent in May with eight cities suffering from double-digit rates and another 20 with rates exceeding the state average. In May 2008, the state unemployment rate measured 3.6 percent. The economic pounding from the recession also has hurt the state's collection of sales taxes, corporate income taxes and personal income taxes derived from investments and other income not subject to withholding.

Lookout local governments

Although the governor and General Assembly may be able to tap into the "Rainy Day" Fund to cover some portion of the FY10 state budget cuts, it is likely that local governments will have to ante up the rest along with state agencies. For the new fiscal year, the General Assembly and governor already have cut general fund support for public education by almost 10 percent, the Compensation Board by 5.3 percent, the Comprehensive Services Act by 2.4 percent, and state aid for local law enforcement ('599') by 3.8 percent.

Managing through the economic uncertainty in FY10 will be tough for localities, but the outlook for the 2010-2012 biennium is grimmer. Consider:

- Federal stimulus dollars will be exhausted mid-way through FY11. For FY12, \$365 million for K-12 education and \$319 million for the state Medicaid program will have to be made up with other revenue or spending cuts.
- The Rainy Day Fund balance will likely fall below \$300 million as a result of efforts to balance FY10. (The Fund had more than \$1 billion in 2008.)
- Opportunities to swap debt for

cash will be extremely limited. The state already drained cash from capital projects – roughly \$355 million – for the 2008-2010 biennium.

State support for public education

In the 2009 session, the General Assembly cut \$600 million of general fund support for K-12 education – almost 10 percent of the state dollars for education. The reduction was partially offset by the infusion of \$365 million in federal stimulus dollars, which resulted in a 4.2 percent decline in direct aid for education. Even if the recession runs its course within the next six months, state revenues are not expected to come roaring back. Instead, state financial officials believe the general recovery will be low key with new employment lagging behind.

To cope with constrained revenues and increasing education costs, state policy-makers are examining the policies behind the state's financial commitment. The General Assembly instructed the Board of Education to review the current Standards of Quality to evaluate the appropriateness of the existing staffing standards for instructional positions and the appropriateness of establishing ratio standards for support positions. The findings of this review, the associated costs, and the final recommendations for re-benchmarking shall be submitted to the governor, the Chairmen of House Appropriations and Senate Finance Committees and the Joint Subcommittee on Elementary and Secondary Education Funding no later than Nov. 1. In other words, the state is looking at salaries and benefits, as well as the number of teachers, administrators and support personnel. About 79 percent of SOQ funding is for salaries and benefits. The stakes are high. Re-benchmarking required about \$1 billion in additional state dollars in each of the last two bienniums.

The cost of changing education funding rules

Across the Commonwealth, localities are spending \$3 billion more each

year than is required to qualify for state Standards of Quality (SOQ) funding. On a percentage basis, localities spend 82 percent more than is required by the state to meet minimum SOQ standards. In fact, the "extra" local dollars account for 22 percent of the total spending for public education from all funding sources. The "extra" local dollars go toward teacher salaries not recognized by the SOQ and for at-risk students, smaller classes, and State Board of Education mandates not funded at all in the Standards of Quality.

In an economic climate with falling real estate and car values, and reduced sales and business taxes and fees, can local governments continue to backfill any significant decline of state support? If localities cannot meet the funding gap, will the public support increase in real estate taxes? Will the Board of Education rescind its unfunded standards and mandates?

Transportation: The really bad news

In April, diesel tax collections, motor vehicle sales tax collections, recordation tax revenue, and vehicle registrations were down 14.5 percent, 28.2 percent, 47 percent and 11.4 percent respectively, from April 2008. The cost to replace all of the state's deficient bridge structures is \$3.7 billion. This does not include obsolete infrastructure. The cost to address immediate interstate and primary pavement needs is \$1 billion.

To address these challenges, the state anticipates only minimal revenue growth over the next six years. For example, federal revenue is only expected to increase annually by 0.6 percent. This could, however, change for the worse when the Department of Taxation completes its revenue re-forecast in August.

Without the prospect of additional revenue, the Commonwealth Transportation Board (CTB) approved a VDOT initiative to reduce the highway construction program over the next six years and to cut positions and certain road maintenance services and pro-

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FROM THE CAPITOL

Budget blues refrain continued ...

grams. Scarce construction dollars will focus on safety, pavements and bridges. If a highway project cannot qualify for federal funds, it will not be funded. The maintenance program's annual growth, including maintenance payments to cities, counties and towns, will be curtailed from 4 percent to 3 percent.

VDOT's ability to meet core priorities in the future is severely compromised. The transportation secretary, commissioner and VDOT's chief financial officer stated clearly that the agency

will not be able to:

- match all federal funds; will not be able to fund industrial road and rail spur access for economic development projects;
- pay for projects to relieve traffic, transit or rail congestion; and
- provide incentives for localities to improve land use and transportation decisions.

Secretary Homer closed his remarks to the VML Finance and Transportation steering committees with a warning that

the dire revenue situation will almost certainly force the state to re-examine its relationship with local governments regarding transportation. Although he did not elaborate, a number of actions are possible. For example, localities could be required to match state maintenance dollars, provide a greater local match for certain construction projects or forfeit the revenue-sharing program. The state could also remove itself from any maintenance role of secondary and urban roads. ❖

IN THE COURTS

Ricci v. New Haven continued ...

discrimination in violation of Title VII of the Civil Rights Act of 1964.

In rejecting New Haven's decision to discard the tests, the Supreme Court held that the city's decision would be justified "only if the examinations were not job related" or the city failed to use a less discriminatory alternative.

"I have no doubt that the firefighters who brought the lawsuit genuinely felt that they had done nothing wrong, and that they were egregiously wronged," said New Haven Mayor John DeStefano Jr., in a press conference after the rul-

ing. "I also have no doubt that there is another group of firefighters today who feel that the rules are constantly stacked against them. And that when they finally do start to get ahead, the rules get changed."

Because state and local governments rely on civil service exams to hire and promote the vast majority of their employees pursuant to laws requiring merit-based hiring and promotion, the court's ruling could alter public sector employment practices nationwide, potentially limiting the circumstances

in which employers can be held liable for decisions when there is no evidence of intentional discrimination against minorities.

"Fear of litigation alone cannot justify an employer's reliance on race to the detriment of individuals who passed the examinations and qualified for promotions," the court held.

NOTE: *Portions of this article from Nation's Cities Weekly / National League of Cities.* ❖

FROM THE CAPITOL

Study points to possible changes in retirement financing

Overall, some political subdivisions may see slightly lower costs for financing retirement benefits as a result of an experience study presented in June to the Virginia Retirement System's Board of Trustees. Some of the largest 10 political subdivisions with a higher number of public safety personnel eligible for enhanced retirement benefits, however, may expect to see their costs increase.

The experience study done by the VRS actuary compared actual experience from July 2004 through June 2008 with the actuarial assumptions. If an

experience study shows gaps between actual experience and expected rates, actuarial assumptions may be adjusted, which can lead to changes in contribution rates.

A number of demographic assumptions were examined, including the rate of withdrawal from public service, pre-retirement mortality, rates of disability retirement, rates of service retirement, how long people live after retirement, and the rates of salary increases.

The study divided political subdivisions into four groups: 1) the largest 10 without enhanced law enforcement

retirement benefits (LEOS), 2) the largest 10 with LEOS, 3) the non-largest 10 without LEOS and 4) the non-largest 10 with LEOS.

The good news is that the actuary recommended decreasing the rates of disability retirement for all four groups.

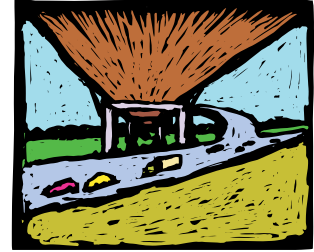
The cost impact of the assumption changes will vary by political subdivision.

The actuary will present a valuation for political subdivisions this fall. Typically, localities receive official notice of their contribution rates for the next biennium in early January in even numbered years. ❖

FROM THE CAPITOL

VDOT Policy Division releases '09 Legislative Report

VDOT recently released a comprehensive summary of transportation-related legislation passed by the General Assembly. The bills were enacted earlier in the year, and took effect on July 1. The report can be accessed at www.virginiadot.org/projects/resources/2009_Legislative_Report.pdf.



ETCETERA

Workshops on how to qualify for enterprise zone designation planned

The Virginia Department of Housing and Community Development is preparing for the 2010 Enterprise Zone Designation Round.

Four Enterprise Zones designations will become available on Dec. 31, 2009. Two How-to-Qualify Workshops will be held for localities interested in learning about the application process.

To register for one of the workshops, follow the link next to the appropriate date and location below. For more information about Enterprise Zone designation, contact Bethany Miller at 804/371-7121 or at: Bethany.Miller@dhcd.virginia.gov.

July 22 (9:30 a.m.)

Roanoke Higher Education Center
108 N. Jefferson St.
Roanoke, VA 24016
Register: <https://dmz1.dhcd.virginia.gov/ezworkshop/ws%20links.htm>

July 29 (9:30 a.m.)

VHDA Center
4224 Cox Road
Glen Allen, VA 23060
Register: <https://dmz1.dhcd.virginia.gov/ezworkshop/ws%20links.htm> ❖

REGULATIONS

Fast Track Regulations

Degree Requirements for Social Work/Social Work Supervision Classification Series. The State Board of Social Services has proposed amendments that update the occupational titles for social workers and require that local departments of social services cannot employ any person in any social work position that provides direct cli-

ent services unless that person holds at least a baccalaureate degree. Contact Nancy Flanagan, Department of Social Services, at 804/726-7033 or at nancy.flanagan@dss.virginia.gov for additional information.

Personnel Policies for Local Departments of Social Services. The State Board of Social Services has proposed amendments to regulations that describe the position descriptions and

compensation structure used by local departments of social services. This action allows for updates to the way local jobs are described/compensated using up-to-date acceptable methods. The proposed charges are being made as a result of the local compensation and classification study completed in 2007. Contact Nancy Flanagan, Department of Social Services, at 804/726-7033 or at nancy.flanagan@dss.virginia.gov for additional information. ❖

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.

Transfer Station Operator, Nelson County

SALARY: \$25,825-\$29,219. Responsibilities include maintenance of transfer station grounds in accordance with Department of Environmental Quality standards and acceptance and processing of all commercial and residential trash delivered to transfer station. Reqs. computer use, ability to operate large equipment and ability to perform basic math computations. Prefer H.S. graduation or equiv. Must possess or obtain within one year state Certified Transfer Station Operator status. Apply: Nelson County Human Resources, P.O.

Box 336, Lovingston, VA 22949. 434/263-7137. For employment opportunities and info, visit www.nelsoncounty.com/finance-andhr. Deadline: July 31. EOE.

Animal Control Officer (Part-time), Nelson County

SALARY: \$11.26-\$12.74 hourly range. Responsibilities include cleaning and feeding at animal shelter, euthanasia of rabid and unclaimed animals, impoundment of abandoned and stray animals, and investigation and processing of dog bite and other cases. Reqs. H.S. educ. or equiv. Certification

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POSITIONS

in Basic Animal Control and Firearms is recommended, but may be obtained within first year of employment. Apply: Nelson County Human Resources, P.O. Box 336, Lovingston, VA 22949. 434/263-7137. For employment opportunities and info, visit www.nelsoncounty.com/finance-andhr. Open until filled. EOE.

Director of Economic Development, Portsmouth

SALARY: Negotiable (+) benefits. Plan, direct and coordinate city's economic development initiatives, including development and implementation of marketing strategies to encourage new business and industries. Reqs. relevant bachelor's degree (master's preferred) and 6-9 yrs. progressively responsible exper. in economic development and marketing, preferably in a municipal setting; 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. Open until filled. EOE.

Assistant Director of General Services, Isle of Wight County

SALARY: DOQ/DOE (+) benefits. Position re-opened. Will manage Engineering and Public Utilities divisions, including county-owned water systems, sewer systems, construction administration and engineering functions. Reqs. bachelor's degree or equiv. in engineering (civil engineering preferred) and 5-8 yrs. of progressively responsible exper. P.E. license preferred. Previous applicants do not need to reapply. Submit application and resume to: HR, P.O. Box 80, Isle of Wight, VA 23397. Deadline: July 17. EOE.

Fire and Rescue Chief, Lexington

SALARY: DOQ/DOE. (Pop. 7,200) Newly-created position will manage city's volunteer Fire Department and EMS Department. Must possess a proven track record of managing fire and rescue agency with experience working with volunteers desirable. Applications at www.ci.lexington.va.us under "forms." Send to: Human Resources, 300 E. Washington St., Lexington, VA 24450 or e-mail to: ddejarbins@ci.lexington.va.us. Additional info is one the city Web site under "employment opportunities." Deadline: Aug. 14. EOE.

Director of Library Services, Clifton Forge

SALARY: DOQ/DOE (+) benefits. Library circulation 26,000; serves population of 4,200. The library has an active "friends" organization and an annual bdgt. of \$161,000. Reqs. bachelor's degree and 5-plus yrs. exper., including at least 3 yrs. of increasingly significant responsibilities. To apply, send confidential cover letter, resume, town application (www.cliftonforge.org) and three letters of professional recommendation to: Tracey Shiflett, Town Manager, Town of Clifton Forge, P.O. Box 631, Clifton Forge, VA 24422. Tel: 540/863-2500. Deadline: July 24. EOE.

Emergency Management Coordinator, Washington County

SALARY: \$45,000-\$55,000 (+) benefits. Under direction of the county administrator, responsible for county's E-911 system and overall organization, planning, direction, coordination and improvement of functions/activities of fire, rescue and other emergency organizations within a volunteer-based responder system. Complete position description along with employment application may be obtained through the County Department of Accounting, County of Washington, 205 Academy Drive, Abingdon, VA 24210 or through county Web site at www.washingtonva.com. Deadline: July 27. EOE.

Tourism Coordinator, Orange County

SALARY: DOQ/DOE. Plan, direct and coordinate programs to support tourism within Orange County. Interested applicants should visit www.orangecountyva.gov or pick up an application between 8 a.m. and 5 p.m. at the Orange County Administrator's Office, 112 W. Main St., P.O. Box 111, Orange, VA 22960; 540/672-3313. Open until filled. EOE.

Water Production Manager, Norfolk

SALARY: \$60,947-\$107,266 (+) benefits. Manage Division of Water Production for 2nd largest water utility in Va.; 100 employees; \$22 million annual bdgt; 830,000 regional customers. Directs technical and operation functions of 108 mgd and 29 mgd water treatment plants, solids handling facilities, raw water pump stations and pipelines. Reqs. bachelor's degree in engineering, chemistry or related scientific field; min. 5 yrs. exper. in water treatment mngmnt and supervision. Va.

Class I Waterworks License desirable. Norfolk residency req'd. within 6 mos. For complete job description and reqs., and to submit online application, visit www.norfolk.gov/jobs. Submit resume and salary reqs. as attachment to online application. Open until filled. EOE.

Director of Economic Development, Appomattox County

SALARY: \$45,000-\$75,000 DOQ/DOE (+) benefits, including VRS. Perform professional and administrative work in the field of economic development, including business recruitment and business retention activities. Reqs. bachelor's degree (master's preferred), supplemented by min. 3 yrs. previous exper. and/or training that includes project management and supervisory experience or an equiv. comb. of educ., training, and exper. Applications available from County Administrator's Office, 153-A Morton Lane, Appomattox, VA 24522. Tel: 434/352-2637. Review and consideration of applications will begin July 27. Open until filled. EOE.

Other positions

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

County Attorney, Prince William

SALARY: Negotiable in upper \$100,000s DOQ/DOE (+) benefits. Deadline: July 13.

Procurement Specialist II, Chesapeake

SALARY: \$41,175-plus. DOQ. (12-month temp. assignment). Open until filled.

Grants Writer/Coordinator, Pulaski County

SALARY: Contract position / salary paid through percentage of grant funds generated by this position. Open until filled.

Director of Economic Development, Suffolk

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

Energy Management Technician I/II, Fairfax County Public Schools

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

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POSITIONS

Housing Manager and Advocate, Manassas

SALARY: \$53,581-\$71,510 (+) benefits. Open until filled.

County Attorney, Goochland

SALARY: \$90,000-\$130,000 negotiable DOQ/DOE (+) benefits. Deadline: July 13.

Chief of Police, Virginia Commonwealth University (Richmond)

SALARY: \$85,000-\$130,000 (+) benefits. Deadline: Aug. 10.

Utilities Director, Danville

SALARY: \$87,000-\$120,000 DOQ/DOE (+) benefits. Deadline: July 22.

Human Resources Director, Martinsville

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

Communications Coordinator, Richmond Regional Planning District Commission

SALARY: Mid-\$50,000s to start (+) benefits. Open until filled.

Data Processing Administrator, Buena Vista

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

Assistant County Administrator for Accounting & Finance, Goochland

SALARY: \$69,920-\$105,142 DOQ/DOE (+) benefits. Open until filled.

Town Manager, Cape Charles

SALARY: \$55,428-\$90,071 DOQ (+) benefits. Deadline: July 21.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, July 17. Submit ads via e-mail to David Parsons at dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's Web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

Virginia Association of Assessing Officers Spring Educational Seminar, Charlottesville, July 14-16

More information online at www.vaao.org

Senior Executive Institute (SEI), Charlottesville, July 19-31.

The alumni program is on July 29. For more information, visit www.vlgma.org, or email Molly Harlow, mjh3a@virginia.edu.

National Association of Counties Annual Conference & Exposition, Nashville, July 24-28

For more information, visit www.naco.org.

Virginia Public Health Association Annual Conference, Richmond, Sept. 10-11

Advancing Health Equity from Theory to Practice. More info online at <http://vapha.org/events>.

2009 ICMA Conference, Montreal, Sept. 13-16

For more information, visit www.icma.org.

Virginia Economic Developers Association Fall Conference, Roanoke, Sept. 16-18

More information online at www.goveda.org

VBCOA Annual Meeting, Norfolk, Sept. 27-29

VBCOA business meeting, election of officers and educational sessions on code enforcement. To be held at the Norfolk Marriott Waterside. To register or for more information, visit www.vbcoa.org, or contact Sherall Dementi (sdementi@vml.org).

Virginia Municipal Clerks Institute, Virginia Beach, October 4-9

For more information, visit www.execed-odu.com.

Virginia Municipal Clerks Academy, Virginia Beach, October 6-9

For more information, visit www.execed-odu.com.

Virginia Association of Assessing Officers Fall Educational Seminar, Fairfax County, Oct. 13-16

More information online at www.vaao.org/

VML Annual Conference, Roanoke, Oct. 18-20

For registration information contact Joni Terry at 804/523-8529 or jterry@vml.org. For exhibitor information contact Kimberly Pollard at 804/523-8528 or kpollard@vml.org.

Virginia Government Finance Officers' Association Spring Conference, Charlottesville, Oct. 21-23

More information online at www.vgfoa.org/calendar.html

Virginia Association of Governmental Purchasing Fall Conference, Norfolk, Oct. 21-23

More information online at www.vagp.org/events/spring.html

Rural Planning Caucus of Virginia's Annual Conference, Giles County, Oct. 21-23

More information is available at www.rpcva.org

Virginia Library Association Annual Conference, Williamsburg, Oct. 29-30

More information online at www.vla.org/demo/Conference/Index.html

Virginia Association of Counties Annual Conference, Bath County, Nov. 8-9

More information at www.vaco.org.

NLC Congress of Cities, San Antonio, Nov. 10-14

More information at www.nlc.org.



CONFERENCE REGISTRATION FORM

October 18-20
 Hotel Roanoke & Conference Center
 110 Shenandoah Avenue
 Roanoke, VA 24016

Name _____

Nickname for Badge _____

Title _____ Telephone _____

Locality/Agency/Firm _____

Address _____

City, State & Zip _____

Name of Spouse (Attending) _____

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

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

Please check appropriate registration fee:

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

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

VML Golf Tournament. (Sunday; limited to 60 players - \$40; golf form will be mailed upon receipt of tournament fees)

Name of golfer: _____

National Black Caucus of Local Elected Officials luncheon. (Monday - \$22)

Virginia Local Government Managers Association Luncheon. (Monday - \$22)

Prayer Breakfast. (Tuesday - \$18)

Women in Local Government Luncheon. (Tuesday - \$22)

Optional Spouse Activities

Downtown spaces and places (tour of downtown housing). Lunch included. (Monday - \$30)

Antiquing with Ken Farmer. Lunch not included. (Tuesday - \$45)

Total Registration Fees Due

\$ _____

Check enclosed (**check must be received within 30 days of registration**) **OR**

Purchase Order No. _____

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

Deadline for registration refunds is Sept. 16, 2009. Refunds will not be given after this date. Please give notification of cancellations by fax or letter.

Visit www.vml.org for hotel reservation and additional conference information.

Update

The newsletter of the
Virginia Municipal League

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