

Update

February 19, 2010

The newsletter of the
Virginia Municipal League

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VML / VML INSURANCE

Free workshops to address conflict management, civic engagement

Governing officials are under ever increasing pressure to demonstrate leadership and provide solutions to myriad community problems. When faced with difficult choices and competing interests, how do you work toward solutions that serve to unite rather than divide your city, town or county?

VML and VML Insurance Programs will help local government officials sort through such issues by sponsoring a series of free communications workshops tailored for them this spring.

Attendees will acquire an assortment of practical tools for addressing conflict management and community engagement. The workshops are open to all local government officials working for cities, towns, counties, schools and authorities.

The first two workshops will be held March 30 in Abingdon and on March 31 in Vinton. Both will run from 10:30 a.m. until 2:30 p.m. Lunch will be included.

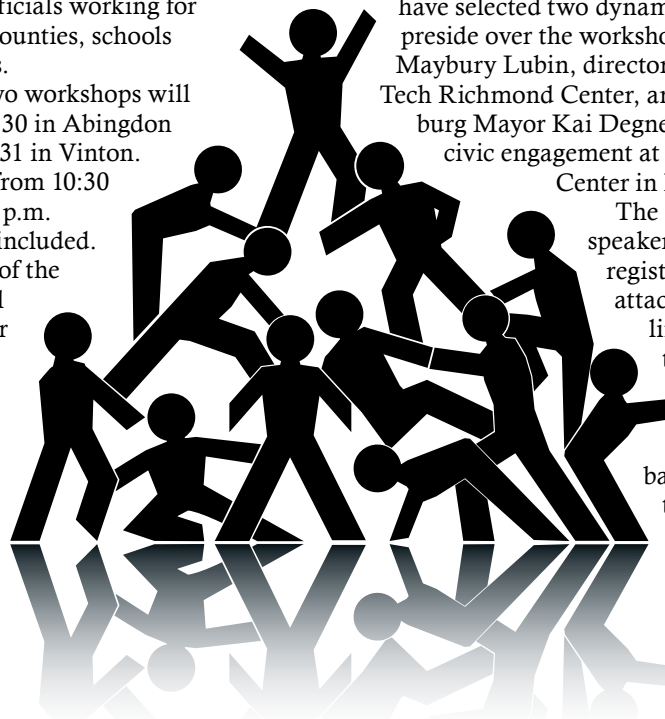
Four more of the workshops will be held in other parts of the state in April and in May. Details will be announced shortly. If your com-

munity is interested in being the host for one of the four workshops in April or May, please contact Steve Craig, managing director of VML Insurance Programs, at 1-800-963-6800 or at sraig@vmlins.org.

These workshops were developed in response to a number of challenges identified by local officials attending the 2009 VML Mayors Institute in Roanoke in October. Aside from coping with fiscal woes, attendees identified several communications-related challenges they felt were important to address. These included consensus building, conflict resolution, intergovernmental relationships and community engagement.

VML and VML Insurance Programs have selected two dynamic speakers to preside over the workshops – Melissa Maybury Lubin, director of the Virginia Tech Richmond Center, and Harrisonburg Mayor Kai Degner, director of civic engagement at the Fairfield Center in Harrisonburg.

The agenda, speaker bios and registration form are attached. Seating is limited so registrations will be honored on a first come, first served basis. Registration ends March 24. ❖



FROM THE CAPITOL**Call issued
for mandate reviews**

The Commission on Local Government is preparing to undertake its annual review of selected state mandates on local governments. The COLG publishes a catalog of mandates (<http://bit.ly/9tO0ok>); local governments can request that any of those mandates included in Part A of the above report be scheduled for an assessment.

- Mandates already scheduled for an assessment include:
- Supplement pay for employees in military service

- Law enforcement terrorism prevention grant
- Mental health transition plans for incarcerated juveniles
- Waste management facility operator's license
- Rail enhancement program
- Land use permits
- For additional information, or to request that a mandate be reviewed, contact Susan Williams at the COLG: 804/786-6508; Susan.Williams@dhcd.virginia.gov ❖

ETCETERA**Newspaper blog
focuses on budget
cut effects**

Veteran Richmond Times-Dispatch reporter Michael Martz has launched a blog on the newspaper's Web site that deals with the effects of state budget cuts on local communities. Martz has written extensively in recent months on how state budget cuts and declining local revenues could affect local governments in central Virginia.

Martz's first blog entry dealt with a letter from VML and VACo to House Speaker Bill Howell requesting that

House committees not consider legislation that reduces local tax revenues or piles-on additional state mandates.

The blog offers local government officials across the state an opportunity to participate in an ongoing dialogue about how slashing state spending will play out in their communities. Join-in the discussions.

Check-out the blog at: <http://bit.ly/d428WE>. Contact Martz at MMartz@timesdispatch.com. ❖

REGULATIONS**Proposed Regulation**

Governing Juvenile Correctional Centers. The Board of Juvenile Justice has proposed regulations to consolidate provisions of two regulations that will govern juvenile correctional centers.

Most provisions in the new regulation will not vary in any substantive way from those mandated by current regulation, board policy, or law. However, several new provisions apply, one of which is requiring each juvenile correctional center to have a community liaison and allow each facility to form a

community advisory committee. Public hearings will be held. For additional information, contact Janet Van Cuyk, Department of Juvenile Justice, at 804/371-4097 or janet.vancuyk@djj.virginia.gov. ❖

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.

**Assistant County Attorney I,
Henrico**

SALARY: \$59,635-\$65,497 start range DOQ/DOE (+) benefits. Assist in providing full-range of legal services to agencies, boards and officials. Perform legal research; review and draft contracts; draft ordinances, resolutions and legal opinions; counsel clients, and litigate before state and federal courts and administrative tribunals. Breadth of legal matters includes civil rights, tort defense, contract, construction, administrative, and land-use law. Reqs. JD and Va. State Bar membership at time of application. Applications accepted only via county's online job site at www.henricojobs.com. Deadline: March 8. EOE.

**Wastewater Operator &
Wastewater Relief Operator,
Rivanna Water & Sewer
Authority**

SALARY: Independent agency provides impoundment, treatment, storage and transmission of potable water and transport and treatment of wastewater for Charlottesville and Albemarle County. Job description, explanation of benefits and application at: www.rivanna.org. Open until filled. EOE.

Continued on page 3

POSITIONS

County Administrator, Shenandoah

SALARY: \$95,000-\$125,000 negotiable DOQ/DOE (+) benefits. (pop.41, 252; \$100.4 million bdtg.) Min. reqs. include relevant bachelor's degree (master's highly desirable); min. 5-8 yrs. yrs. exper. in comparably sized, high-performance based organization, with more exper. preferred in areas that include finance and bdtg., economic development, long range and strategic planning and staff development. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 E. Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail Richmond@springsted.com. Complete community / position profile at www.springsted.com. Deadline: March 15. EOE.

Engineer, Leesburg

SALARY: \$46,964-\$78,828 DOQ/DOE (+) benefits (pop. 38,000-plus) Involves design review, project management, scheduling and construction of public works capital improvement projects, traffic engineering, and transportation. Prepare traffic studies and coordinate neighborhood traffic calming. Reqs. bachelor's degree in civil engineering / related field or equiv. comb. of educ. and exper.; some exper. in civil engineering. Prefer EIT certificate. Leesburg application req'd. See www.leesburgva.gov or request application from H.R. Dept. at 703/737-7177. Mail or hand-deliver to: Town of Leesburg, Human Resources Department, 25 W. Market St., P.O. Box 88, Leesburg, VA 20178; or fax to 703/737-7190. Resumes may be submitted as supplemental only. Open until filled. EOE.

City Manager, New Bern, N.C.

SALARY: Salary \$142,072 (+) benefits, including car allowance. (pop. 28,586; \$131.3 million bdtg.; 550 allocated FT positions) City governed by mayor and 6-member Board of Aldermen. Previous city manager served 22 yrs. City services include electric, water, sewer, public works, planning and economic development, parks and recreation, police, and fire. Electric management exper. desirable. Reqs. relevant bachelor's degree and min. 10 yrs. increasingly responsible local govt. mngmnt. exper., preferably as a city manager. Prefer MPA and ICMA-credentialed manager. Submit cover letter and resume to: Director of Human Resources, City of

New Bert, P.O. Box 1129, New Bern, N.C. 28563. Deadline: March 19. EOE.

Appraiser, Chesapeake

SALARY: \$38,446 (+) benefits. Assess property equitably at fair market value and is responsible for gathering and reviewing property information, conducting field appraisals, calculating and preparing data, verifying and updating information, and responding to inquiries. Reqs. bachelor's degree or educ. and training equiv. to 4 yrs of college in real estate or closely related field and more than 1 yr. related exper. Prefer completion of IAAO courses 101, 102, 210, or 112, 300, 311, or 312 or other equiv. courses, and a Va. Real Estate Appraisal License. For more info and/or to apply, visit www.jobs.cityofchesapeake.net. Deadline: Feb. 23. EOE.

Chief of Police, Manassas

SALARY: \$86,195-\$143,957 (pop. 36,000) Direct police operations consistent with shared vision, values and leadership philosophy of city. Reqs. relevant bachelor's degree and 10-plus yrs. progressively responsible law enforcement exper. in mngmnt. and leadership. Command nationally-accredited law enforcement agency with force of 125 (86 sworn) and annual operating bdtg. of \$14 million, with several years exper. as a chief in small or medium-sized dept., or major command position in a large city, or any equiv. comb. of training and exper. Prefer relevant master's degree. Must have knowledge of national accreditation through CALEA. State Certified Police Officer and valid state driver's license req'd; FBI National Academy preferred. Apply: Human Resources, 9027 Center St., Room 302, Manassas, VA 20110. FAX: 703/257-5827; hr@ci.manassas.va.us; www.manassacity.org/jobs. Open until filled. EOE.

Other positions

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

On-Call Firefighter / EMT (Basic / Intermediate / Paramedic), Prince George County

SALARY: \$16.75 per hr. Open until filled.

Director of Human Resources, Danville

SALARY: \$80,000-\$98,000 DOQ (+) benefits. Deadline: Feb. 24.

Zoning Administrator, Herndon

SALARY: \$59,336-\$75,256 DOQ/DOE hiring range; \$59,336-\$94,937 full range.

GIS Data Analyst, Virginia Beach

SALARY: \$50,494-\$75,741 (+) benefits. Deadline: Feb. 22.

Business Auditor (Finance Department), Albemarle County

SALARY: \$45,556-\$59,224 hiring range DOQ/DOE (+) benefits. Open until filled.

Firefighter/EMT (Intermediate) / Paramedic, Prince George County

SALARY: \$37,716-\$60,345 (intermediate); \$40,545-\$64,871 (paramedic). Deadline: Feb. 19.

Assistant City Manager (2 positions), Norfolk

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

Business Auditor (Finance Department), Albemarle County

SALARY: \$45,556-\$59,224 hiring range DOQ/DOE (+) benefits. Open until filled.

Assistant Building Official, Portsmouth

SALARY: \$56,410-\$63,794 DOQ/DOE. Open until filled.

Fire & Rescue Chief, Goochland County

SALRY: Negotiable (+) benefits. Deadline: Feb. 26.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, Feb. 26. Submit ads via e-mail to David Parsons at dparsons@vml.org. 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.*

Local Government Communications Workshop

Practical Tools for Conflict Management and Community Engagement

10:30 a.m. Welcome and introductions

10:35 a.m. Session I: Listening and conflict management in local government

Interactive skills-building with practical tools to apply while serving constituents

Miscommunication is the most frequent cause of conflict in any organization - and local government is no exception. Lack of effective listening can lead to stereotyping between competing interest groups, negative assumptions of local government staff and leaders, and costly missed opportunities for collaboration. Conflict can reduce participation, spread misinformation, and more.

Led by **Melissa Maybury Lubin**, this interactive session will focus on practical concepts and methods to overcome these costly barriers to effective listening and communication.

Noon Lunch

1 p.m. Session II: Host a REAL Town Hall

Engage your community in large-scale interactive dialogue to solve issue collaboratively

AGENDA

In an ever-more complex world, solutions to health issues, sustainability efforts, and human service challenges rely on effective collaboration between different organizations, professional disciplines, socio-economic statuses, cultural communities, political predispositions, age groups, and educational levels. Limited resources and other challenges can be overcome through public-private partnerships, business relationships, and appropriate support by government.

However, due to what is commonly referred to as “stove piping”, the level of any interaction across these differences is limited, and the results are missed opportunities, costly redundancy of services, and unmet needs.

Led by **Kai Degner** of the Fairfield Center, this session will focus on a practical model for an interactive, large-group community dialogue series that fosters much-needed collaboration and integration. Learn how the Fairfield Summit model is applied in Harrisonburg to maximize the potential of many community members discussing and addressing vital community issues.

2:30 p.m. Wrap-up / adjourn



Melissa Maybury Lubin

Director of the Virginia Tech Richmond Center

Melissa Maybury Lubin is director of the Virginia Tech Richmond Center, where she is responsible for the university's graduate and lifelong learning programs that are tailored to serve the Richmond metro area. In addition to managing a portfolio of continuing education programming,

Melissa creates, customizes and facilitates a series of human development coursework for organizations in the private and public sector. Her expertise is in coaching, sales, management development and personal strengths assessment and development. Before joining Virginia Tech, Melissa held leadership positions at the Institute of Professional Development, This End Up Furniture Co., Circuit City Stores Inc. and Radford University. Lubin is a Ph.D. candidate in Adult Learning and Human Resource Development at Virginia Tech.



Kai Degner

*Mayor of Harrisonburg
Director of Civic Engagement
at the Fairfield Center*

Kai Degner wears two hats for this workshop: mayor of Harrisonburg and director of business services and civic engagement at the Fairfield Center. He has been on the steering committee for the National

Conference on Dialogue and Deliberation and has coordinated more than 300 community dialogues and forums. He is skilled in applying a combination of innovative meeting and conference techniques designed to allow for rich participation, creative exploration and effective decision-making. In 2009, he created the Harrisonburg Summit series, designed to be large-community dialogue events. He is the creator and lead instructor in Listening 101, a four-week experiential listening course. He holds a master's degree from James Madison University.

Local Government Communications Workshop

Practical Tools for Conflict Management and Community Engagement

Name: _____

Title: _____

Locality: _____

Phone: _____ Fax: _____

E-mail: _____

All meetings will begin at 10:30 a.m. I will attend the following Communications Workshop:

Tuesday, March 30 **Abingdon** **FREE**
Virginia Highlands Small Business Incubator
851 French Moore Jr. Blvd.
Abingdon, VA 24210
Please respond by March 24

Wednesday, March 31 **Vinton** **FREE**
Vinton War Memorial
814 Washington Avenue
Vinton, VA 24179
Please respond by March 24

Send your registration form to:

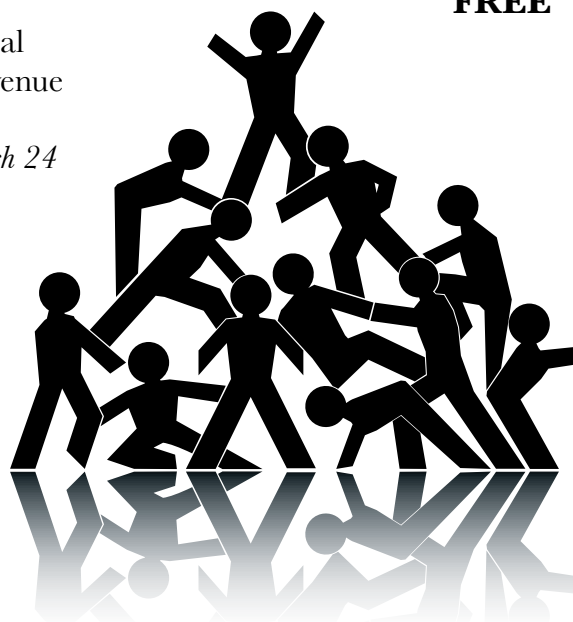
VML Insurance Programs
P.O. Box 3239
Glen Allen, VA 23058
Attn: Karen Wall

By FAX:

(804) 273-0560
Attn: Karen Wall

By e-mail:

communications@vmlins.org



We look forward to communicating with you there!

Update

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Virginia Municipal League

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