

# VIRGINIA

TOWN & CITY

The magazine of the Virginia Municipal League

VOLUME 48

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## Who's growing

Estimates reflect  
resurgent cities,  
aging population



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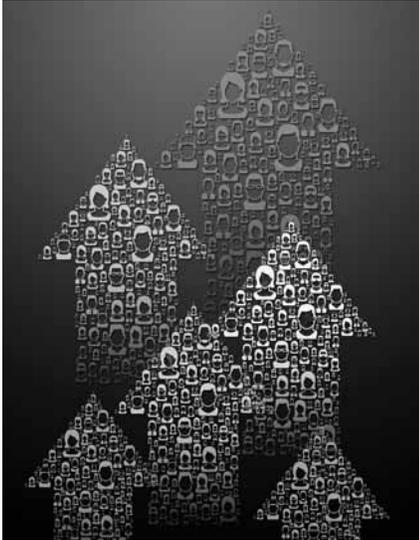
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## About the cover

*Every year, the Weldon Cooper Center for Public Service produces the official population estimates for Virginia. The most recent numbers, based on changes since the 2010 census in housing stock, school enrollment, births, deaths and driver's licenses, revealed some significant trends of interest to local governments.*

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*By Rebecca Tippett*



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### Arlington to receive national planning award

Arlington County's Crystal City Sector Plan, a long-range vision crafted jointly by community members and county government, has won the American Planning Association's 2013 National Planning Achievement Award for Innovation in Economic Planning and Development.

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## Roanoke Co. fills communications post

**Bill Hunter** was promoted to director of Roanoke County's Communications and Information Technology Department effective Dec. 21.

Hunter, 55, has worked for the county for more than nine years, most recently as the department's assistant director for communications. The department is responsible for all information technology functions for the county and the Town of Vinton. It also has oversight of the Emergency Communications Center and oversees maintenance of the public safety radio systems that serve the county, Vinton and the City of Roanoke.

## Henrico names deputy manager

**Joseph P. Casey** was named deputy county manager for administration in Henrico County effective Jan. 28.

Casey, who served most recently as a deputy county administrator in nearby Hanover County, succeeded **John A. Vithoulkas**, who was promoted to county manager effective Jan. 17.

Casey, a CPA, will oversee the departments of Finance, General Services and Information Technology, as well as the Public Library and legislative liaison. He started work in Hanover in 1990 and served as director of Finance and Management Services until 2004, when he was promoted to deputy county administrator.

## Hillsville taps Jackson as town manager

**Travis Jackson**, a longtime federal government employee in southwest Virginia, was named town manager of Hillsville in Carroll County effective Feb. 1. Jackson, 55, served for the past 32 years as area director for the U.S. Department of Agriculture Rural Development.

"I have worked with every town and county in Southwest Virginia," Jackson told *The Carroll News*. "I won't find anything here I haven't seen before."

As area director for USDA, Rural Development, Jackson managed 20 employees serving 19 counties and five cities in Virginia. According to the newspaper, he is the recipient of 34 USDA Distinguished Service Awards and was named the 1993 National USDA Employee of the Year.

## Glasgow hires town manager

**Paul B. Parker** was hired as town manager of Glasgow in Rockbridge County effective Jan. 2.

A native of Roanoke and a 1976 graduate of VMI, Parker served local governments in North Carolina as a public works director, assistant county administrator and interim county manager. He is licensed in North Carolina as a wastewater treatment plant operator and as a water plant operator.

Parker replaced **Ryan Spitzer**, who resigned to become assistant town manager in Vinton.

## Morgan to retire in Newport News

Newport News City Manager **Neil A. Morgan** has announced his retirement effective May 31. He has served as city manager since 2009.

A native of Newport News, Morgan has worked for the city since 1986. He rose through the ranks of the Department of Development and was eventually named assistant director of the Department of Planning and Development. Morgan was promoted to an assistant city manager position in 1997 and became deputy city manager in 2009.

## Williamsburg hires city engineer



- Small -

**Aaron Small** began work as city engineer in Williamsburg on Jan. 14. He succeeded **Steve Martin**, who retired in December after 42 years of service with the city.

Small has more than 19 years of civil engineering experience encom-



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passing all aspects of public infrastructure projects. He has authored or co-authored numerous papers on innovative BMP design, hydrologic modeling techniques, pipeline rehabilitation using trenchless technology, and innovative gravity sewer installations to minimize inflow. A licensed professional engineer, Small worked most recently as a project manager for AES Consulting Engineers.

**George Van Sant dies; served Fredericksburg**

Former Fredericksburg City Council member **George Van Sant** died Jan. 20 following a stroke that he suffered a week earlier. Mr. Van Sant, 85, was elected to three four-year terms on city council beginning in 1980. He served as chair of VML's Transportation Policy Committee in 1986-1987.

A retired distinguished professor emeritus of philosophy at the University of Mary Washington in Fredericksburg, Mr. Van Sant served two active duty stints with the U.S. Marine Corps, the first in North China in 1945-1946. Before and after the first stint he attended St. John's College in Annapolis, Md. He graduated from the school in 1948. Mr. Van Sant was recalled by the Marine Corps in 1950 and commissioned a 2<sup>nd</sup> lieutenant. He served a year of combat in Korea. Mr. Van Sant then entered graduate school to study philosophy at the University of Virginia. After receiving his master's degree in 1955 and his doctorate in 1958, he was appointed assistant professor of philosophy at Mary Washington, which at the time was affiliated with UVA. He later served as chairman of the department.

Between 1953 and 1977, Mr. Van Sant also served as an officer in the U.S. Marine Corps Reserve, training officer candidates and teaching as a faculty member of several Marine Corps educational institutions. He retired from the reserves in 1977 as a colonel. His personal decorations included the Bronze Star with Combat "V," the Purple Heart and a Meritorious Service Medal.

Mr. Van Sant was active in the civic life of the Fredericksburg area for much of his adult life. An ally politically of the Rev. Lawrence A. Davies, who was Fredericksburg's first black mayor, he led a march from Mount Zion Baptist Church to St. George's Episcopal Church to calm fears in the community following the assassination of the Rev. Martin Luther King Jr. in 1968. Mr. Van Sant resigned from city council in 1987 following a political fight in the city that reduced the size of the 11-member body to seven. He did so, he said, to spend more time with his ailing wife and because the reduction in size would dilute black representation.

**Vithoukias takes helm in Henrico County**

**John A. Vithoukias** was installed Jan. 16 as county manager of Henrico during a ceremony at the government center. He served previously as deputy county manager for administration under **Virgil R. Hazelett**, P.E., who retired after 21 years as county manager.

A Henrico employee since 1997, Vithoukias, 45, served as a budget analyst and budget director before becoming director of finance in 2008. In September 2009, Hazelett assigned Vithoukias to the additional position of special economic adviser as Henrico confronted unprecedented revenue declines and other challenges stemming from the Great Recession. He was elevated to deputy county manager for administration in December 2011.

**Roanoke fills planning, building post**



- Chittum -

**Chris Chittum** was promoted to director of the Planning, Building and Development Department in the City of Roanoke. Chittum is responsible for leading code enforcement, planning and neighborhood services, development review,

building inspections, and the HUD Community Resource Team.

Chittum has 22 years of experience in local planning and community development. He served since 2005 as planning administrator for the department. He came to work for the city in 1993 as a neighborhood planner and subsequently was promoted to city planner II and senior city planner. Prior to working for Roanoke, Chittum held positions as county planner in Franklin and town planner in Vinton.

**Roanoke taps Bowers as development director**



- Bowers -

**Wayne Bowers** has been named director of the Department of Economic Development for the City of Roanoke. He will manage and direct all activities involving economic development for the city.

Bowers has worked in local government since 1973, most recently as city manager of Greenville, N.C. His experience includes serving as assistant to the city manager of Tallahassee, Fla.; city manager of Jacksonville Beach, Fla.; city manager of Huntington, W.Va.; city manager of Spartanburg, S.C.; and city manager of Gainesville, Fla.

**Falls Church fills human services post**

**Nancy Vincent** was promoted to director of human services in Falls Church effective Dec. 12. She will oversee Housing and Human Services, the Aurora House home for girls, and Juvenile Domestic Court Services.

Vincent's previous positions include director of an alliance of nonprofit organizations where she advocated to county government on the behalf of member organizations, and as housing coordinator for the Mental Health Association where she managed a new non-profit housing program for adults with disabilities. Vincent also served in leadership

roles with the Council of Graduate Schools, the Maryland Center for Assault Prevention, and the Internal Revenue Service.

She replaced **Earl Conklin**, who retired after 22 years of service to the city.

**Brenda Watkins dies; served Gordonsville**



Gordonsville Vice Mayor **Brenda Watkins** died Dec. 12 following a brief illness. She was 70 and had served on council from 2005 until her death. She had served as vice

- Watkins -

mayor since 2009. Ms. Watkins was the third sitting member of Town Council to die in office in the past three years.

**John A. Johnston dies; served Pulaski**

**John A. Johnston**, a former mayor and Town Council member in Pulaski, died Nov. 19. He was 76.

During a 30-year career as an educator in Pulaski County, Mr. Johnston served as principal of four elementary schools. He was instrumental in the planning and design of Critzer Elementary School, where he served as principal for 15 years. He also served for a number of years as president of the Virginia Elementary School Principals' Association. Before his retirement in 1991, he also worked in the Finance Department of the school system.

Mr. Johnston was a member of the Pulaski Town Council for 14½ years and served as mayor for 3½ years. He was a longtime member of the Pepper's Ferry Regional Wastewater Treatment Authority board.

**Powhatan selects county administrator**

**Patricia A. Weiler**, director of finance and administration for the City of Manassas, was named county administrator of Powhatan effective Feb. 25.

The Board of Supervisors cited Weiler's experience in budgeting, accounting, debt, financial reporting, purchasing, information technology and human resources as reasons for their unanimous selection. She is a CPA, CPFO and an ICMA credentialed manager.

**Larry Palmore dies; served Blackstone**



Former Blackstone Town Manager **Larry Palmore** died Feb. 9 of congestive heart failure. He was 59.

Mr. Palmore served as town manager of Blackstone from 1992 until 2010 and as director of public works for the town from 1984 to 1992. He worked as a consultant for Rocky Hill Contracting from the beginning of January in 2011 until the end of 2012. He was a past member of the Kenbridge Volunteer Fire Department.

- Palmore -

**Herndon's Hutchinson named DATA VP**

Herndon Vice Mayor **Connie Haines Hutchinson** was named vice president of the Board of Directors for the Dulles Area Transportation Association (DATA).

She has served on the DATA board since 2008, most recently as secretary.

**Herndon's Flores earns CMC designation**

**Michelle J. Flores**, an administrative assistant in the Town of Herndon's Clerks Office, has earned the designation of Certified Municipal Clerk (CMC) from the International Institute of Municipal Clerks (IIMC).

IIMC grants the CMC designation to municipal clerks who complete certification education requirements and who have a record of significant contributions to their local government, their community and state.

**Hopewell's Romano retires as clerk**

Longtime Hopewell City Clerk **Ann Romano** retired in late December after serving 14 years in the position.

Romano began work for the city in 1985 as an employee in the newly formed Management Services Department. After several other stops in the city government and after a brief hiatus in the private sector, she was hired as deputy city clerk in 1991 and was named clerk in 1997.

**VEDA elects 2013 board**

The Virginia Economic Developers Association elected its 2013 Board of Directors in December at the association's annual meeting at the Commonwealth Center for Advanced Manufacturing in Prince George County.

Officers for 2013 are **Ann Blair Miller**, president, Roanoke Regional Partnership; **Robert Kent Hill**, vice president, Dominion Virginia Power; **Michele Mixner DeWitt**, treasurer, Williamsburg Department of Economic Development; **Deborah Flippo**, secretary, Draper Aden Associates; and **Patrick E.W. Barker**, immediate past president, Winchester-Frederick County Economic Development Commission.

Board members for 2013 are **R. Bryan David**, Virginia's Region 2000 Partnership-Economic Development Council; **Amanda Glover**, City of Staunton; **Patrick O. Gottschalk**, Williams Mullen; **Joseph C. Hines**, Timmons Group; **Stephanie Landrum**, Alexandria Economic Development Partnership; **Kenneth McFadyen**, Blue Ridge Crossroads Development Authority; **Debbie Melvin**, Virginia Department of Business Assistance; **Amy N. Parkhurst**, Hampton Roads Economic Development Alliance; and **Martha A. Schoonmaker**, Prince William County Department of Economic Development.

*Have news about personnel in your city, town or county government? Send information to David Parsons via e-mail at [dparsons@vml.org](mailto:dparsons@vml.org)*

## Norfolk cited for childhood obesity initiative

The National League of Cities has recognized Norfolk for completing important health and wellness goals for *Let's Move! Cities, Towns and Counties*. LMCTC is a major component of First Lady Michelle Obama's comprehensive Let's Move! initiative that is dedicated to solving the childhood obesity epidemic within a generation.

Norfolk received 13 medals from NLC in five categories ranging from increasing opportunities for physical activity to promoting best practices for nutrition in early care and education settings. Council Member Angelia Williams attended the ceremony to receive the medals.

## Herndon embracing customer service

In keeping with Herndon Town Council's 2030 Vision tenet "Exceptional Service," town employees recently launched a far-reaching customer service initiative designed to enhance service to residents, businesses and others who interact with the town.

The initiative, branded as "Count ON Us" in alignment with the town's new brand, incorporates new service standards for all employees that outline detailed expectations on service provided at the front desks of all town facilities; on service provided via phone or e-mail; and on service provided in the field – in neighborhoods and at businesses.

"Our aim through the 'Count ON Us' customer service initiative is to transform ordinary acts of service into extraordinary opportunities to make those who interact with the town feel valued," said Town Manager Arthur A. Anselene. "The importance of a smile, friendly acknowledgment, and prompt follow-through cannot be underestimated. All of us who work for the town have signed a pledge that we will do all we can to elevate our service delivery."

The "Count ON Us" initiative was developed by a committee of town

employees, with representation from each town department on the committee. This fall, all town employees underwent comprehensive training in customer service that focused on ways to elevate service provision from routine to exceptional.

The "Count ON Us" program also includes an opportunity for citizens, business owners and others who interact with the town to provide feedback on the service they received as well as to nominate employees for service award recognition. Feedback and nomination forms are available at the front desks of all town facilities and are also available online.

## EPA cites Portsmouth for 'Smart Growth'

The U.S. Environmental Protection Agency has recognized Portsmouth for a smart growth initiative in the city. "Destination Portsmouth" received EPA's 2012 National Award for Smart Growth Achievement in the category of Programs and Policies at a ceremony in Washington.

The National Award for Smart Growth Achievement is given for creative, sustainable initiatives that help protect the health and the environment while strengthening local economies. Seven projects were honored at the awards ceremony.

"Destination Portsmouth" was selected from 47 applicants from 25 states. The winning entries were chosen based on their effectiveness in creating sustainable communities; fostering equitable development among public, private, and nonprofit stakeholders; and serving as national models for environmentally and economically sustainable development.

## Vienna town code searchable online

The Vienna Town Code is now available in a more accessible and searchable format online through the town's website.

As part of the recodification process, the town engaged Municipal Code Corporation to assist with reformatting, updating and editing of

the code. The final product resulted in a cleaner, better organized and streamlined Town Code that is easier to search online.

## ELSEWHERE ...

Hampton's Industrial Development Authority has changed its name to Economic Development Authority to more accurately reflect the appointed body's mission to oversee development and job creation. ... **Arlington County** Board Chairman J. Walter Tejada has kicked off a "Moving Forward Together" campaign with a community meeting to discuss specific multi-year projects aimed at reducing chronic disease in Arlington's youth.

... **Manassas Regional Airport** completed the first phase of a runway extension project. The now 6,200-foot runway allows pilots to take on more fuel for longer flights. ...

**Vienna** began substantial renovations to its Town Hall in mid-January. They include upgrading the building's 40-year-old HVAC system, installing new windows, carpet, lighting and ceilings, and upgrading the building's security system. Renovations are expected to last through October. Many of the renovations, including upgrading the HVAC system, have energy-saving components, including low energy lighting, triple pane windows and integral blinds.

*Have news about your city, town or county government? Send information to David Parsons via e-mail at [dparsons@vml.org](mailto:dparsons@vml.org).*

# State launches free emergency preparedness mobile app

**V**IRGINIA RESIDENTS have a new way to stay on top of important developments during disasters. Gov. Bob McDonnell recently announced the release of a “Ready Virginia” mobile app, developed by the Virginia Department of Emergency Management, which gives Virginians a new way to prepare for disasters and stay informed during emergencies. The free Ready Virginia app for iPhone® and Android™ mobile devices provides emergency planning and

preparedness guidance along with several other important features, including:

- Location- specific weather watches and warnings as well as flood information issued by the National Weather Service;
- disaster news from the Virginia Department of Emergency Management;
- maps with open American Red Cross shelters, hurricane evacuation routes, hurricane storm surge zones and stream gauges;
- a template for creating a customized family emergency plan that can be easily shared;
- local emergency manager contact information; and
- links to register for local emergency alerts.

“Mobile phones and tablets quickly have become a primary way for people to stay informed during disasters,” McDonnell said. “Last year, social media and web-based information were critical to informing the public and keeping individuals updated with important information during

the severe derecho wind storm and Hurricane Sandy.” The Ready Virginia app is available for download in the App Store<sup>SM</sup> and in Google Play<sup>TM</sup> for Android<sup>TM</sup>.

In addition to the mobile app, the Virginia Department of Emergency Management launched a mobile version of its website at <http://m.vaemergency.gov>. The mobile site contains all the information available on VDEM’s regular website, but with easier navigation for those who use smart phones and tablets to access websites. **VTC**

**Source:** Office of Gov. Bob McDonnell

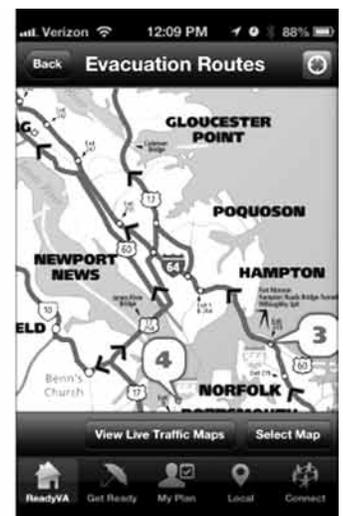
**Ready Virginia Mobile App**

Prepare for an emergency at your fingertips

**Be Mobile Ready**

The Ready Virginia mobile app, created by the Virginia Department of Emergency Management is an interactive tool that makes it easier than ever to be prepared for emergencies. The free app for iPhone® and Android™ devices provides emergency planning and guidance and other robust features not previously available in any mobile application.

- Alerts:** Real-time weather and hazard alerts for your location
- Plan:** Make your emergency plan and share it with your friends
- Local:** GPS-enabled evacuation routes, flood risk updates, stream gauge rates, and disaster history
- Checklist:** Essential emergency supplies to have in your kit
- Threats:** Push notifications, disaster news, and social media updates to keep you safe



# Vienna honors public works employees for safety achievements



**Vienna Department of Public Works employees were recognized by the town in December for their role in decreasing work-related injuries.**

**E**MPLOYEES OF THE Vienna Department of Public Works were recognized in December for their role in helping the town achieve a dramatic decrease in work-related injuries.

Nancy McMahon, director of administrative services for the northern Virginia town, noted a substantial decrease in overall workers' compensation costs, and a decrease in the number of claims. Town Manager Mercury Payton congratulated the assembled employees for their overall safety record that he said reflects positively on the town as a whole.

The financial impact of these efforts is substantial. Due to the decreased claims costs, the town's workers' compensation premium with VML Insurance Programs (VMLIP) will decrease by more than \$50,000 in the coming policy year. The most important result, however, is that fewer employees are getting hurt, which in

turn improves workforce morale and productivity.

The financial benefit experienced by the town was shared with employees. Each employee in the department received a check for \$75. A drawing for a \$750 prize and a second prize of a paid day off was received just as enthusiastically by the workers on hand at the event. The drawing was followed by a pizza lunch.

It is no accident that losses in Vienna have decreased. Fonda Craig, a safety consultant with VML Insurance Programs, pointed to an incident involving a rodder truck used for maintaining sewer lines as an example of the aggressive steps the town is willing to take to improve safety. Following a serious incident involving the truck that injured an employee, the town solicited specialty training from Tilson & Associates, a consulting firm specializing in wastewater collection system

operations and training. VMLIP was able to assist with funding the training through its popular Risk Management Grant program.

Vienna has consistently shown a willingness to address safety issues that have led to losses or that posed potential losses. It does so through sound safety policy development, training and education, and accountability. In addition, the town has taken advantage of many of the safety resources offered by VMLIP, according to Craig Schlemmer, training officer for the Vienna Public Works Department.

"As a result of this kind of approach, the public works employees in Vienna are much better prepared to navigate the hazards they face during the course of their work day," said Beth Rosenthal, VMLIP's director of safety. "Property damage and injuries are minimized. It's quite an accomplishment." 

# Virginia top state for new LEED certifications in 2012

*Nearly 30 million square feet of new LEED space was certified in state*

IN ITS ANNUAL rankings released Jan. 23, the U.S. Green Building Council announced that Virginia has improved to the top state for LEED-certified buildings. Virginia ranked behind Colorado and Illinois last year, but improved to the top spot for 2012, with 170 projects certified, and 29.71 million square feet of LEED space certified. LEED (Leadership in Energy and Environmental Design) is a voluntary, consensus-based, market-driven program that provides third-party verification of green buildings.

“Securing a spot on this list is a remarkable achievement for everyone involved in the green building movement in these states,” said Rick Fedrizzi, president, CEO and founding chair of the USGBC in a press release from Gov. Bob McDonnell’s office. “From architects and designers to local chapter advocates, their collective efforts have brought sustainable building design and use to the forefront of the national discussion on the environment, and I applaud their efforts to create a healthier present and future for the people of their states.”

“(The) ranking is a validation of the tremendous effort of Virginia’s architects and builders to design and renovate building spaces to be more energy-efficient,” McDonnell said in the press release. “Last year, I signed into law the High Performance Building Act, which ensures that state public building design, construction and renovation now meets the LEED green building standard as well. It is good for the environment, good for our bottom line and good for business.”

The USGBC report also singled out Cooper Vineyards in Louisa County as the first winery on the East Coast to achieve LEED Platinum status. The release from the council is available at: <http://bit.ly/Ynqk8P>.

## USGBC

The U.S. Green Building Council (USGBC) is committed to a prosperous and sustainable future through cost-efficient and energy-saving green buildings. USGBC works toward its mission of market transformation through its LEED green building program, robust educational offerings, a nationwide network of chapters

and affiliates, the annual Greenbuild International Conference & Expo, and advocacy in support of public policy that encourages and enables green buildings and communities. For more information, visit [usgbc.org](http://usgbc.org).

## LEED

As the most widely recognized and widely used green building program across the globe, LEED is transforming buildings, homes and communities in all 50 states and 135 countries. LEED guides the design, construction, operations and maintenance of over 50,000 projects worldwide, comprising 10.3 billion square feet of commercial and institutional construction space, and over 123,000 additional residential units.

By using less energy, LEED-certified spaces save money for families, businesses and taxpayers; reduce carbon emissions; and contribute to a healthier environment for residents, workers and the larger community. Learn more at [www.usgbc.org/leed](http://www.usgbc.org/leed).



**Source:** *Office of Gov. Bob McDonnell.*



**The Charlottesville Area Transit Complex is the third City of Charlottesville project to achieve LEED certification at the Gold or higher level. Photo: VMDO Architects / Scott Smith Photography.**



# Virginia population estimates show effect of aging, resurgence of cities

**E**VERY YEAR, THE Weldon Cooper Center for Public Service at the University of Virginia produces the official population estimates for the Commonwealth of Virginia. The current estimates are based on changes since the 2010 census in housing stock, school enrollment, births, deaths and driver's licenses. They are used by state and local government agencies in revenue sharing, funding allocations, planning and budgeting.

Since 2010, Virginia has grown faster than the nation, growing by 2.3 percent between the 2010 census and July 2, 2012, to nearly 8.2 million residents. Within Virginia, the largest population gains continue to be concentrated in the urban centers of Northern Virginia, Richmond and Hampton Roads. And much of Virginia's overall growth remains driven by the rapid growth of Northern Virginia, with 54 percent of the state's growth between 2010 and 2012 occurring there.

Although many growth patterns in the population estimates appear to be the continuation of past trends — Northern Virginia's continued growth, stagnant growth and population loss in more rural areas of the state — the 2012 estimates also show signs of population aging and renewed growth in Virginia's independent cities.

## Signs of population aging

Due to a combination of population aging as well as lower birth rates, 64 of Virginia's 134 localities (48 percent) experienced more

deaths than births, or natural decrease, between 2010 and 2012. Most of the counties with natural decrease were in the Southwest and Southside regions of the state. While most localities gained sufficient population through migration to compensate for losses through natural decrease, 26 localities in Virginia had a net overall loss in population between 2010 and 2012. Eleven of these localities experienced both natural decrease and net out-migration.

## Renewed growth in cities

Between 2000 and 2010, Virginia's counties grew much faster than its cities: as a whole, counties gained 17 percent in total population over the past decade compared to 5 percent growth in cities. These growth patterns appear to be converging. At the national level, the 2011 population estimates suggested that there may be a slowing of ex-urban growth with a resurgence of population growth in urban areas, and we saw similar patterns in Virginia. These growth patterns have continued through 2012.

Since 2010, the overall growth in Virginia's independent cities has matched the county growth rate, with

many independent cities among the fastest-growing localities. In addition to northern Virginia, cities such as Manassas, Covington, Lexington, Harrisonburg, Winchester, Charlottesville and Staunton were among the independent cities growing at a faster rate than the state since 2010.

These trends may reflect long-lasting influences of the recession on housing markets and the doubling-up of families in households to help make ends meet during a down economy, but these are not the only influences on urban growth. Empty nesters looking to downsize and live near amenities, as well as Millennials skeptical of the housing market and more interested in living in urban environments than suburban environments, may be more interested in cities than suburbs. While not all of Virginia's independent cities may be truly "urban," they typically offer more amenities and services than their neighboring rural counties.

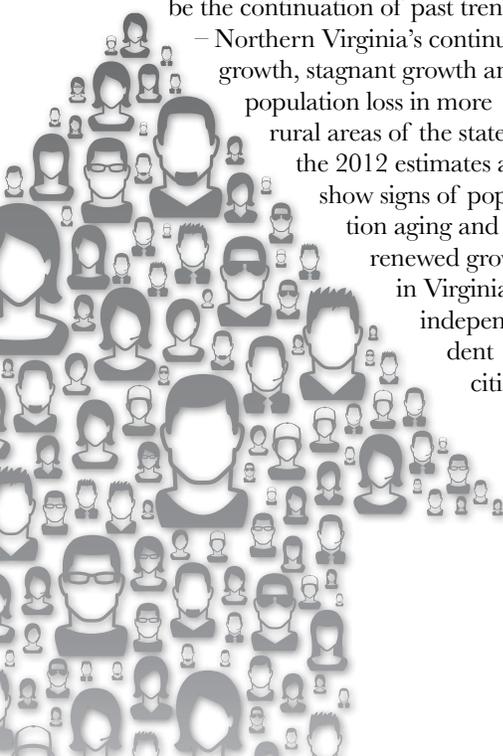
To the extent that current population growth in cities reflects economic realities combined with real cultural and social change, we might expect Virginia's independent cities to continue to grow in the coming years.



### About the author

*Rebecca Tippet* is a research associate at the University of Virginia's Weldon Cooper Center for Public Service where she studies household economic well-being and produces population estimates and projections.

The University of Virginia Weldon Cooper Center released its 2012 annual official population estimates for Virginia and its localities at the end of January. To access the full report and all data files on the Cooper Center website, go to: [www.coopercenter.org/demographics](http://www.coopercenter.org/demographics).



# July 1, 2012 Population Estimates for Virginia Counties and Cities

Locality	April 1, 2010 Census	July 1, 2012 Estimate	Change since 2010 Census	
			Numeric Change	Percent Change
Virginia	8,001,024	8,185,867	184,843	2.3%
<b>Counties</b>				
Accomack County	33,164	33,522	358	1.1%
Albemarle County	98,970	101,575	2,605	2.6%
Alleghany County	16,250	15,937	-313	-1.9%
Amelia County	12,690	12,720	30	0.2%
Amherst County	32,353	32,532	179	0.6%
Appomattox County	14,973	15,185	212	1.4%
Arlington County	207,627	220,565	12,938	6.2%
Augusta County	73,750	73,815	65	0.1%
Bath County	4,731	4,773	42	0.9%
Bedford County	68,676	69,637	961	1.4%
Bland County	6,824	6,767	-57	-0.8%
Botetourt County	33,148	33,293	145	0.4%
Brunswick County	17,434	17,395	-39	-0.2%
Buchanan County	24,098	23,990	-108	-0.4%
Buckingham County	17,146	17,296	150	0.9%
Campbell County	54,842	55,030	188	0.3%
Caroline County	28,545	29,115	570	2.0%
Carroll County	30,042	29,976	-66	-0.2%
Charles City County	7,256	7,180	-76	-1.0%
Charlotte County	12,586	12,560	-26	-0.2%
Chesterfield County	316,236	322,388	6,152	1.9%
Clarke County	14,034	14,276	242	1.7%
Craig County	5,190	5,258	68	1.3%
Culpeper County	46,689	47,732	1,043	2.2%
Cumberland County	10,052	10,145	93	0.9%
Dickenson County	15,903	15,747	-156	-1.0%
Dinwiddie County	28,001	28,314	313	1.1%
Essex County	11,151	11,202	51	0.5%
Fairfax County	1,081,726	1,112,325	30,599	2.8%
Fauquier County	65,203	66,131	928	1.4%
Floyd County	15,279	15,542	263	1.7%
Fluvanna County	25,691	26,033	342	1.3%
Franklin County	56,159	56,616	457	0.8%
Frederick County	78,305	80,118	1,813	2.3%
Giles County	17,286	17,486	200	1.2%
Gloucester County	36,858	36,976	118	0.3%
Goochland County	21,717	21,169	-548	-2.5%
Grayson County	15,533	15,381	-152	-1.0%
Greene County	18,403	18,856	453	2.5%
Greensville County	12,243	12,136	-107	-0.9%
Halifax County	36,241	36,242	1	0.0%
Hanover County	99,863	101,327	1,464	1.5%

Henrico County	306,935	314,881	7,946	2.6%
Henry County	54,151	53,889	-262	-0.5%
Highland County	2,321	2,288	-33	-1.4%
Isle of Wight County	35,270	36,180	910	2.6%
James City County	67,009	69,546	2,537	3.8%
King and Queen County	6,945	7,427	482	6.9%
King George County	23,584	23,945	361	1.5%
King William County	15,935	16,014	79	0.5%
Lancaster County	11,391	11,359	-32	-0.3%
Lee County	25,587	25,705	118	0.5%
Loudoun County	312,311	333,253	20,942	6.7%
Louisa County	33,153	33,707	554	1.7%
Lunenburg County	12,914	12,919	5	0.0%
Madison County	13,308	13,472	164	1.2%
Mathews County	8,978	8,883	-95	-1.1%
Mecklenburg County	32,727	32,173	-554	-1.7%
Middlesex County	10,959	11,009	50	0.5%
Montgomery County	94,392	95,626	1,234	1.3%
Nelson County	15,020	15,078	58	0.4%
New Kent County	18,429	19,257	828	4.5%
Northampton County	12,389	12,441	52	0.4%
Northumberland County	12,330	12,466	136	1.1%
Nottoway County	15,853	15,855	2	0.0%
Orange County	33,481	33,999	518	1.5%
Page County	24,042	24,215	173	0.7%
Patrick County	18,490	18,691	201	1.1%
Pittsylvania County	63,506	63,125	-381	-0.6%
Powhatan County	28,046	28,394	348	1.2%
Prince Edward County	23,368	23,380	12	0.1%
Prince George County	35,725	35,915	190	0.5%
Prince William County	402,002	421,164	19,162	4.8%
Pulaski County	34,872	34,599	-273	-0.8%
Rappahannock County	7,373	7,457	84	1.1%
Richmond County	9,254	9,317	63	0.7%
Roanoke County	92,376	93,256	880	1.0%
Rockbridge County	22,307	22,090	-217	-1.0%
Rockingham County	76,314	77,551	1,237	1.6%
Russell County	28,897	28,890	-7	0.0%
Scott County	23,177	23,445	268	1.2%
Shenandoah County	41,993	42,812	819	2.0%
Smyth County	32,208	32,112	-96	-0.3%
Southampton County	18,570	18,678	108	0.6%
Spotsylvania County	122,397	124,526	2,129	1.7%
Stafford County	128,961	132,719	3,758	2.9%
Surry County	7,058	6,927	-131	-1.9%
Sussex County	12,087	12,139	52	0.4%
Tazewell County	45,078	44,695	-383	-0.8%
Warren County	37,575	38,077	502	1.3%

Locality	2010 Census	July 1, 2012 Est.	Numeric Change	Percent Change
Washington County	54,876	55,479	603	1.1%
Westmoreland County	17,454	17,703	249	1.4%
Wise County	41,452	40,796	-656	-1.6%
Wythe County	29,235	29,564	329	1.1%
York County	65,464	66,428	964	1.5%
<b>Cities</b>				
Alexandria City	139,966	147,391	7,425	5.3%
Bedford City	6,222	6,172	-50	-0.8%
Bristol City	17,835	17,702	-133	-0.7%
Buena Vista City	6,650	6,714	64	1.0%
Charlottesville City	43,475	45,073	1,598	3.7%
Chesapeake City	222,209	228,210	6,001	2.7%
Colonial Heights City	17,411	17,626	215	1.2%
Covington City	5,961	6,420	459	7.7%
Danville City	43,055	43,400	345	0.8%
Emporia City	5,927	5,932	5	0.1%
Fairfax City	22,565	23,505	940	4.2%
Falls Church City	12,332	12,960	628	5.1%
Franklin City	8,582	8,839	257	3.0%
Fredericksburg City	24,286	26,024	1,738	7.2%
Galax City	7,042	7,176	134	1.9%
Hampton City	137,436	138,848	1,412	1.0%
Harrisonburg City	48,914	50,862	1,948	4.0%
Hopewell City	22,591	22,845	254	1.1%
Lexington City	7,042	7,356	314	4.5%
Lynchburg City	75,568	77,203	1,635	2.2%
Manassas City	37,821	39,902	2,081	5.5%
Manassas Park City	14,273	14,838	565	4.0%
Martinsville City	13,821	13,908	87	0.6%
Newport News City	180,719	183,331	2,612	1.4%
Norfolk City	242,803	245,803	3,000	1.2%
Norton City	3,958	4,193	235	5.9%
Petersburg City	32,420	33,112	692	2.1%
Poquoson City	12,150	12,291	141	1.2%
Portsmouth City	95,535	97,450	1,915	2.0%
Radford City	16,408	16,714	306	1.9%
Richmond City	204,214	208,834	4,620	2.3%
Roanoke City	97,032	98,641	1,609	1.7%
Salem City	24,802	25,267	465	1.9%
Staunton City	23,746	24,512	766	3.2%
Suffolk City	84,585	86,463	1,878	2.2%
Virginia Beach City	437,994	447,489	9,495	2.2%
Waynesboro City	21,006	21,378	372	1.8%
Williamsburg City	14,068	14,503	435	3.1%
Winchester City	26,203	27,208	1,005	3.8%
<b>Total Counties</b>	<b>5,542,397</b>	<b>5,669,774</b>	<b>127,377</b>	<b>2.3%</b>
<b>Total Cities</b>	<b>2,458,627</b>	<b>2,516,093</b>	<b>57,466</b>	<b>2.3%</b>

Locality	April 1, 2010 Census	July 1, 2012 Estimate	Change since 2010 Census	
			Numeric Change	Percent Change

#### Metropolitan Areas

Blacksburg	162,958	164,425	1,467	0.9%
Bristol combined	95,888	96,626	738	0.8%
Charlottesville	201,559	206,615	5,056	2.5%
Danville	106,561	106,525	-36	0.0%
Harrisonburg	125,228	128,412	3,184	2.5%
Lynchburg	252,634	255,759	3,125	1.2%
NoVa	2,623,079	2,727,657	104,578	4.0%
Richmond	1,258,251	1,282,509	24,258	1.9%
Roanoke	308,707	312,331	3,624	1.2%
Virginia Beach	1,648,136	1,679,326	31,190	1.9%
Winchester	104,508	107,326	2,818	2.7%
<b>Total metropolitan</b>	<b>6,887,509</b>	<b>7,067,512</b>	<b>180,003</b>	<b>2.6%</b>

#### Micropolitan Areas

Martinsville	67,972	67,797	-175	-0.3%
Staunton	118,502	119,705	1,203	1.0%
Tazewell	45,078	44,695	-383	-0.8%
<b>Total micropolitan</b>	<b>231,552</b>	<b>232,196</b>	<b>644</b>	<b>0.3%</b>

<b>Neither metropolitan nor micropolitan</b>	<b>881,963</b>	<b>886,160</b>	<b>4,197</b>	<b>0.5%</b>
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#### Planning Districts

LENOWISCO	94,174	94,138	-36	0.0%
Cumberland Plateau	113,976	113,322	-654	-0.6%
Mount Rogers	193,595	194,157	562	0.3%
New River Valley	178,237	179,967	1,730	1.0%
Roanoke Valley-Alleghany	274,759	278,072	3,313	1.2%
Central Shenandoah	286,781	291,338	4,557	1.6%
Northern Shenandoah Valley	222,152	226,705	4,553	2.0%
Northern Virginia	2,230,623	2,325,903	95,280	4.3%
Rappahannock-Rapidan	166,054	168,790	2,736	1.6%
Thomas Jefferson	234,712	240,322	5,610	2.4%
Region 2000	252,634	255,759	3,125	1.2%
West Piedmont	249,182	249,629	447	0.2%
Southside	86,402	85,809	-593	-0.7%
Commonwealth Regional Council	104,609	104,874	265	0.3%
Richmond Regional	1,002,696	1,023,431	20,735	2.1%
G.W. Regional Commission	327,773	336,331	8,558	2.6%
Northern Neck	50,429	50,845	416	0.8%
Middle Peninsula	90,826	91,511	685	0.8%
Crater	173,463	174,945	1,482	0.9%
Accomack-Northampton	45,553	45,963	410	0.9%
Hampton Roads	1,622,394	1,654,057	31,663	2.0%

# Arlington to receive national planning award

**A**RLINGTON COUNTY'S Crystal City Sector Plan, a long-range vision crafted jointly by community members and county government, has won the American Planning Association's 2013 National Planning Achievement Award for Innovation in Economic Planning and Development.

The sector plan provides a planning roadmap for transforming Crystal City into a more complete, vibrant, walkable and transit-oriented neighborhood. Arlington will receive the award on April 16 at APA's National Planning Conference in Chicago.

"This award was earned by all those members of the community who brought their ideas and their passion into this process and devoted years to re-imagining Crystal City," said Arlington County Board Chairman J. Walter Tejada. "This ambitious, creative plan is already beginning to make Crystal City an even better place to live, work and play, and to help Arlington meet the serious challenges posed by BRAC."

BRAC, the Pentagon's Base Realignment and Closing process, is expected to result in the loss of 17,000 jobs in Arlington and the vacancy of 4.2 million square feet of office space – primarily in Rosslyn and Crystal City.

"The Crystal City Plan demonstrates how planning can address the challenges facing our communities," said Ann C. Bagley, FAICP, 2013 APA Awards Jury chair. "Combining economic analyses with planning best practices has created an implementable plan with an eye toward the future."

The 40-year long-range plan is a pioneer in the use of economic analysis for planning purposes. It also is among the first of its kind to closely study the economics of demolishing and replacing major commercial buildings. Its economic findings led to an infrastructure finance plan addressing costs and estimating increasingly substantial tax yields anticipated in the coming decades.

## Improvements

Among the improvements planned for Crystal City are a streetcar line along the Route 1 corridor that will run from the Pentagon City Metro-rail station through Crystal City to Potomac Yard; buildings up to 300 feet tall in strategic areas; 7,500 new homes; the transformation of Jefferson Davis Highway into an urban boulevard linking Crystal City's east and west neighborhoods; ground floor retail stores and improved design and quality for public open spaces.

The Crystal City Sector Plan is already producing results:

- The transformation of an obsolete 276,000 square foot office building vacated by BRAC is undergoing a substantial rehabilitation and conversion to a Class A building.

- Another empty BRAC building is being demolished, and will be replaced by a new 730,000 square feet Class A office building and temporary public plaza entitled in September 2012.

- A former Post Office site is seeking to gain entitlements in the next few months for construction of a 203-unit residential building.

- A \$3 million contribution, thus far, to a tax increment financing district through increased values resulting from the plan.

- The award of \$25 million in construction contracts for street improvements.

Other recent improvements in Crystal City that dovetail with the many goals of the Sector Plan include:

- A 453,000 square feet regional/international headquarters building for the Boeing Company is under construction just outside the planning area, for occupancy in 2014.

- A 204,000 square feet office building vacated by BRAC was converted to residential use in 2009 with the addition of six floors for 266 units.

## Background

The Arlington County Board adopted the Crystal City Sector

Plan in 2010. The 40-year long-range plan is the result of extensive work with the community, including more than 90 public meetings over a four-year period.

The plan embodies the community's vision to transform the Crystal City area by encouraging new development through density and other incentives, improving the streets, sidewalks and other public infrastructure, upgrading open space and increasing transit options.

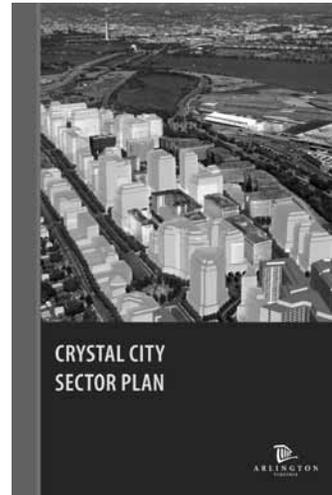
## Broad partnership

In addition to the many citizen and business community participants, the partners with the county in this project included Torti Gallas and Partners (lead planning and urban design consultant), Kimley-Horn and Associates (transportation consultant), DMJM Harris | AECOM (transportation consultant), EDAA (now a part of AECOM – landscape planning consultant), Economics Research Associates (economics and market consultant), Nelson\Nygaard Consulting Associates (transportation consultant), Robert Charles Lesser & Company (real estate consultant), and Vladislav Yeliseyev (architectural illustrator).

Learn more about the Crystal City Sector Plan at: <http://bit.ly/X5KYnr>.

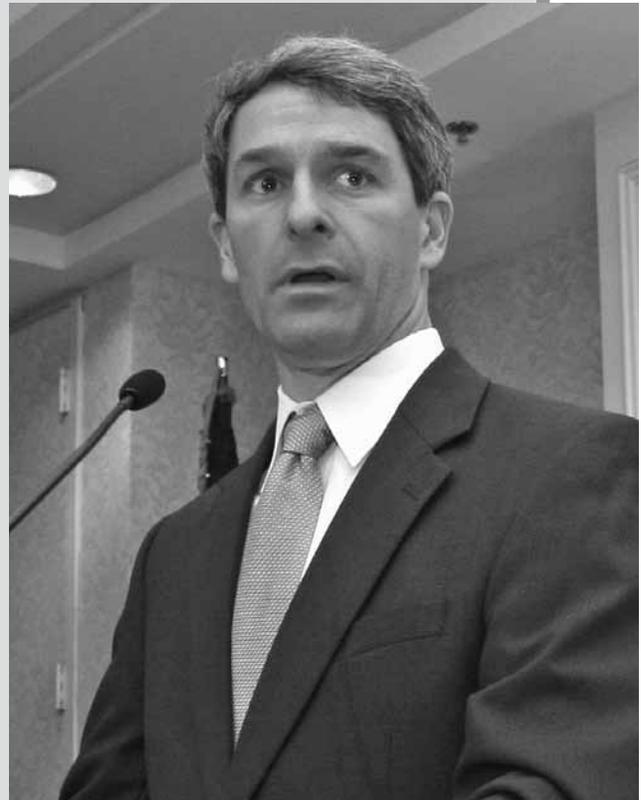
## About APA's National Planning Awards

The American Planning Association (APA) National Planning Awards recognize outstanding community plans, planning programs and initiatives, public education efforts, and individuals for their leadership on planning issues. These efforts help create communities of lasting value throughout the country – and the world.





**Democrat Terry McAuliffe**



**Republican Ken Cuccinelli**



**Herndon Vice Mayor Connie Hutchinson (l) and Hopewell City Council Member Christina Lumin-Bailey.**

## Local Government Day at the General Assembly

**A**BOUT 400 LOCAL government officials from across the state made the trip to Richmond to attend Legislative Day at the General Assembly Jan. 31. Sponsored by VML, VACo and the Virginia Association of Planning District Commissions, the annual event includes staff briefings on issues before the state legislature. This year, attendees also heard from the presumptive Republican and Democratic candidates for governor, Republican Attorney General Ken Cuccinelli and Democratic businessman Terry McAuliffe. Following the briefing and speeches at the Richmond Marriott downtown, local officials spent time at the Capitol lobbying legislators before returning for an evening reception.

# Newly Elected Officials Conference

**M**ORE THAN 30 people attended VML's Newly Elected Officials Conference in Henrico County on Jan. 4. The new council members heard from speakers on topics ranging from budgeting and council-manager relations to laws governing freedom of information and conflict of interests. Among the participants were (clockwise from top) Allison Silberberg and John Chapman of Alexandria, Wendi Nesbit of Warsaw, Sharon Hodge of Martinsville, Jasmine Gore of Hopewell talking with Derrick Wood of Dumfries, Amelia Ross-Hammond of Virginia Beach, Bridgewater Town Superintendent Bob Holton, and Mark Bissoon of Bowling Green.



**NEWLY ELECTED  
OFFICIALS CONFERENCE**

# ICMA paper examines financial trends, citizen engagement

**A** RECENT PAPER FROM ICMA, the International City/County Management Association, finds that local governments throughout the United States continue to redefine themselves in an effort to meet the challenges of new financial realities, particularly in the areas of personnel, core services and programs, service partnerships and restructuring.

*Striking a Balance: Matching the Services Offered by Local Governments with the Revenue Realities*, authored by Victoria Gordon, associate professor in the

Department of Political Science, MPA program, and director of the Center for Local Governments at Western Kentucky University, Bowling Green, examines how managers can continue to provide essential services to citizens by engaging them in community prioritization and decision making.

*Striking a Balance* presents a summary of the current financial trends faced by communities; the strategies adopted to deal with those challenges; examples of successful citizen participation efforts, barriers to meaningful participation, along with methods and

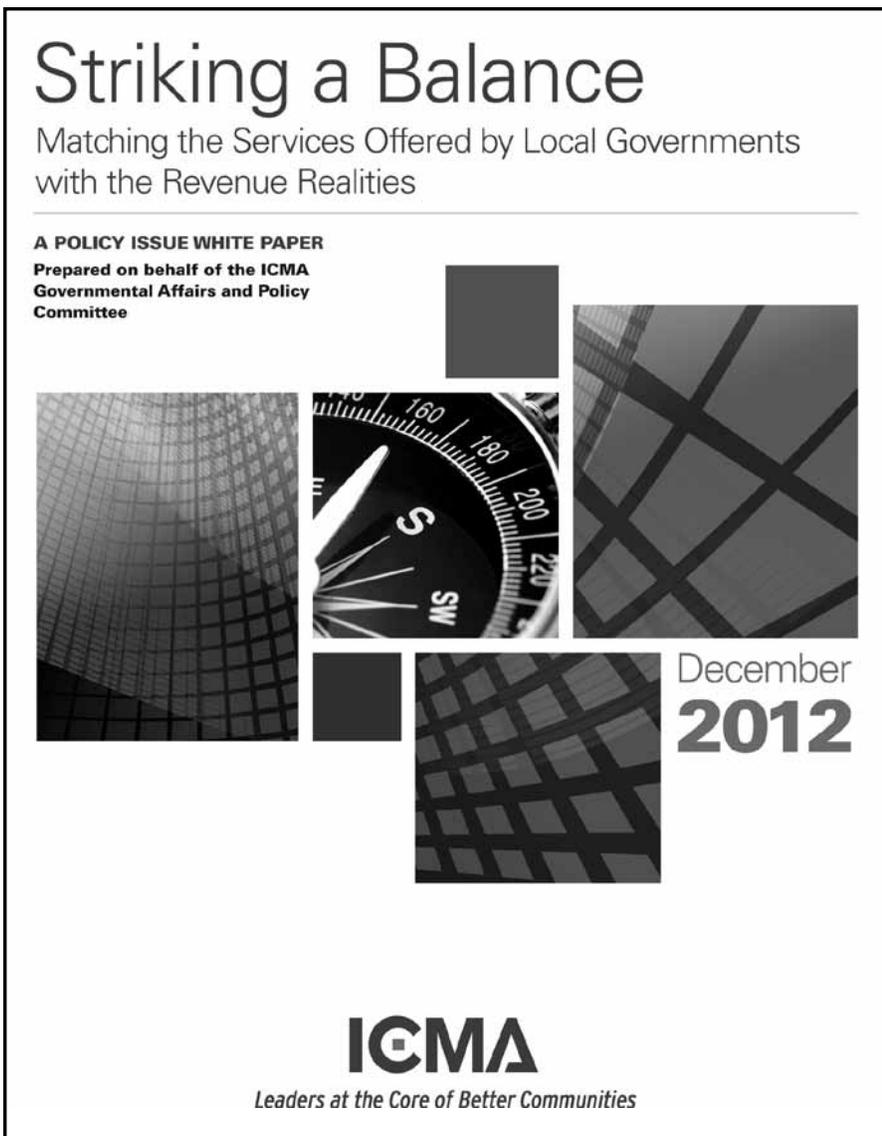
mechanisms used to overcome those barriers; and a proposed framework for essential and nonessential service prioritization that incorporates citizen collaboration and empowerment into the process.

“In extreme cases, we read headlines of municipal bankruptcy, consideration of the possibility of eliminating a police department and contracting out public safety functions, or the proposed cutbacks of municipal salaries to minimum-wage levels,” Gordon said.

“For most managers,” she continued, “budgetary changes over the past five years have been recurring, but more subtle – decreases in size of workforce, delays in filling vacant positions, temporary furloughs, limits on overtime, across-the-board budgetary cuts, increased contributions from employees to pension plans and health insurance premiums, reallocating responsibilities, delaying capital improvement projects, and/or restructuring of departments.”

Garnering citizen input, according to the study results, remains the greatest challenge for local service prioritization. The paper suggests a framework for incorporating citizen involvement into the process that follows the spectrum of public participation (i.e., informing, consulting, involving, collaborating with, and empowering citizens). Intended as a discussion of the political, financial, and environmental factors that are unique to a community (rather than a one-size-fits-all approach), the framework recommendations may lead communities to find new directions for service provision and for allocating resources within the budget process.

To read the paper, go to: <http://bit.ly/ZHGmeW>. 



**Striking a Balance**  
Matching the Services Offered by Local Governments with the Revenue Realities

A POLICY ISSUE WHITE PAPER  
Prepared on behalf of the ICMA  
Governmental Affairs and Policy  
Committee

December  
**2012**

**ICMA**  
Leaders at the Core of Better Communities

# Single-stream recycling efforts help make Charlottesville a green city

**T**HE CHARLOTTESVILLE City Council has adopted a 2025 Vision Statement. One of its major components calls for “A Green City,” which states that “Charlottesville citizens live in a community with a vibrant urban forest, tree-lined streets, and lush green neighborhoods. We have an extensive natural trail system, along with healthy rivers and streams. We have clean air and water, we emphasize recycling and reuse, and we minimize stormwater runoff. Our homes and buildings are sustainably designed and energy efficient.”

Distinguishing Charlottesville from other communities that claim to be “green” are its many innovative city-initiated programs. These include:

- Stormwater management
- Water resources protection
- Green building certification for a new downtown transit station
- Restoration of Meadow Creek Stream
- Construction of a rain garden in Greenleaf Park
- Promoting alternative fueled city vehicles
- Cutting energy consumption
- Conserving water
- Conducting stream clean-ups and sponsoring an Adopt-A-Stream program
- Increasing the amount of waste that is recycled
- Operating a recycling pilot program that uses 96-gallon bins

## Walking the talk

Outstanding achievements have been made by the city in the recycling and conservation programs since 2008. By working with its curbside recycling collection contractor Republic Services, the city converted from source-separated recycling to a single-stream recycling program. At the same time, it expanded the types



**Charlottesville is experimenting with 95-gallon recycling carts in two neighborhoods.**

of materials that could be recycled. For residents, this meant all recyclable materials could now be stored and collected in one bin or container instead of separating them at home.

Prior to fiscal year 2008, Charlottesville residents were only allowed to recycle newspaper and used beverage containers. Working with Republic Services, the city was able to add catalogues, magazines, phone books, junk mail, office paper and paper bags. This enhanced program is more convenient for residents and more effective in targeting recyclable materials.

Adding the broad range of recyclable fiber materials produced a dramatic increase in the amount of recycled tons collected and processed. Prior to this change, in 2007 the city generated 1,975 tons of curbside recycling annually. In 2008, the recycling recovery number had increased to 2,757 tons. In 2011, the total annual recycling tonnage increased dramatically to more than 3,700 tons, up 87 percent compared to 2007.

## Continued improvement

During 2011, in an effort to further increase the amount of recycled materials and divert materials

from the landfill, Republic Services and the city began a recycling pilot program in two neighborhoods, substituting 95-gallon recycling carts for the 18-gallon bins now in use. While still early in the pilot program, preliminary results show participating residents are generating an additional 32 percent of recovered materials using the larger carts.

Charlottesville has shown its commitment and leadership in seeking out innovative approaches to improving traditional curbside recycling systems. Working with Republic Services, the city has been able to offer a single stream recycling program to its residents typically only available to larger urban areas. 

*Republic Services provides environmental solutions and solid waste and recycling collection, processing and disposal for more than 3,000 local governments across the country.*

### Contact:

David Aikman  
Division Manager  
Republic Services – Charlottesville  
daikman@republicservices.com  
www.alliedwastecharlottesville.com

**Longer version of job ads posted at [www.vml.org](http://www.vml.org)**

A complete up-to-date listing of job ads submitted to VML for publication is posted at [www.vml.org](http://www.vml.org). Visit the VML website and click on "Marketplace" to read the complete descriptions of these and other openings.

**Fire & Rescue Chief, Winchester**

SALARY: \$70,553-\$112,902 DOQ/DOE (+) benefits. (pop. 26,000; 9.3 sq. miles) Lead combination volunteer-career dept. (64 professional / appx. 30 volunteers) with 4 independent volunteer stations, 3 engine companies that provide advanced and basic emergency medical services, and 1 truck company that provides extrication services. Career staffing supplements volunteer stations 24/7. Reqs. bachelor's degree in fire science or related field (master's preferred) and min. 10 yrs. progressively responsible command exper. in EMS, firefighting and emergency mngmnt. Prefer graduation from National Fire Academy's Executive Fire Officer's Program and Emergency Manager and Incident Commander Certifications. More information and apply at [www.winchesterva.gov](http://www.winchesterva.gov). Prefer city residency upon appt. Deadline: March 8. EOE.

**Regional Planner, Mount Rogers Planning District Commission**

SALARY: \$30,000-\$45,000 DOQ/DOE (+) benefits. Responsibilities include comprehensive planning, regional planning, grant writing and administration, and developing reports and data products. Exper. with Adobe software and GIS desired. Reqs. bachelor's degree in planning or related field or equiv. comb. of educ. and work exper. Prefer master's degree and local and/or regional planning exper. Send cover letter, resume and references to: Regional Planner Position, Mount Rogers Planning District Commission, 1021 Terrace Drive, Marion, VA 24354 or [info@mrpc.org](mailto:info@mrpc.org). For more info, visit [www.mrpc.org](http://www.mrpc.org). Review of applications begins Feb. 25. Open until filled. EOE.

**Customer Service Assistant (Utility Billing), Winchester**

SALARY: \$25,334-\$40,518 (+) benefits. Prepare and maintain records related to customer and /or commercial accounts for water/sewer services. Reqs. exper. with data entry and accounts receivable processing while handling multiple tasks. Strong customer service and interpersonal skills req'd. Reqs. any comb. of educ. and exper. equiv. to a H.S. diploma or GED supplemented by a computer course and

clerical exper. To learn more or apply, visit [www.winchesterva.gov](http://www.winchesterva.gov). Open until filled. EOE.

**Economic Development Coordinator, Accomack-Northampton Planning District Commission**

SALARY: \$35,000-\$50,000 (+) benefits, including VRS. Varied responsibilities for regional planning organization include project management for state and federal planning activities and technical assistance to local jurisdictions. Position is focused on transportation planning and regional economic development. Reqs. relevant bachelor's degree or 4 yrs. relevant exper. Send resume with references to: Curt Smith, Director of Planning, at [csmith@anpdc.org](mailto:csmith@anpdc.org) or mail to: A-NPDC, Attn: Curt Smith, P.O. Box 417, Accomac, VA 23301. Review of applicants begins Feb. 28. Open until filled. EOE.

**County Administrator, Page**

SALARY: Negotiable DOQ/DOE (+) benefits. (pop. appx. 24,000; \$59 million FY 13 bdt.) Plan, direct and coordinate the day-to-day operations of county government. Reqs. bachelor's degree with major course work in public administration or a related field with equiv. exper. Prefer graduate degree and/or exper. as a chief or assistant chief local govt. administrator. View a complete profile outlining the position, the county, its services and challenges at [www.pagecounty.virginia.gov](http://www.pagecounty.virginia.gov). Submit cover letter and resume outlining career accomplishments, including salary history, and min. 5 professional references to: County of Page, Department of Human Resources, 551 Mechanic St., Luray, VA 22835 or by e-mail to [amoler@pagecounty.virginia.gov](mailto:amoler@pagecounty.virginia.gov). First consideration given to resumes received by March 8. Open until filled. EOE.

**Town Manager, Gate City**

SALARY: DOQ/DOE (+) benefits. Plans, directs and reviews the work of all full- and part-time employees. Reqs. bachelor's degree with major course work in public administration, government, planning, business administration, or related field and/or 3 yrs. exper. in all phases of payroll and accounting procedures. Town of Gate City application is required and is available at [www.townofgatecity.com](http://www.townofgatecity.com) or town hall. Submit application, resume and cover letter to: Judy Guinn, Office Manager, 156 E. Jackson St., Gate City, VA 24251 or via e-mail to [officemanager@townofgatecity.com](mailto:officemanager@townofgatecity.com). Open until filled. EOE.

**Senior Program Assistant (Planning Department), Fluvanna County**

SALARY: \$25,937 to start (+) benefits. Provides technical and administrative assistance for long-range and current planning and economic development activities. Reqs. excellent communication skills and exper. with Microsoft Office and Adobe Acrobat. Prefer GIS exper. and exper. in planning or local govt. County application available at [www.fluvannacounty.org](http://www.fluvannacounty.org). Submit application, resume, cover letter and references to: [jobs@fluvannacounty.org](mailto:jobs@fluvannacounty.org). Open until filled. EOE.

**Director of Intellectual Disabilities Services, Hanover County**

SALARY: \$73,242-\$98,882 (+) benefits. Community Services Board seeking division director responsible for overall management and administration of agency programs, including intellectual disabilities case management, employment services, day health and rehabilitation, residential support/housing, transportation and quality improvement. For more information and to apply visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804-365-6489 (TDD # 356-6140). Open until filled. EOE.

**Planning Office Manager/Zoning Technician, Colonial Beach**

SALARY: DOE/DOQ (+) benefits. Typical duties include assisting planning director with research / review of documents; coordinating activities of building inspector and code official; answering citizens' inquiries regarding building and zoning; attending monthly Planning Commission meetings; recording and summarizing minutes; updating GIS system. Reqs. min. of associate's degree or comb. of educ., training and exper. to sufficiently demonstrate the necessary knowledge, skills and abilities; knowledge of GIS software, data and products. Successful applicant expected to become a certified permit clerk within 1 yr. Submit town application and resume to: Sherri Wilkerson, 18 N. Irving Ave., Colonial Beach, VA 22443. Open until filled. EOE.

**Budget/Management Analyst, Hanover County**

SALARY: \$40,492-\$68,000 hiring range DOQ/DOE (+) benefits. Develop, analyze and monitor operating and capital budgets as member of Finance and Management Services Team to ensure financial resources are available to provide county services. Reqs. ability to work independently and with other departments, ability to work on multiple assignments simultaneously, extensive computer skills with emphasis

in Excel, Word and PowerPoint. Reqs. bachelor's degree with preferably 2-3 yrs. related exper. Local govt. exper. a plus. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804-365-6489 (TDD -- 356-6140). Open until filled. EOE.

**Deputy Building Official,  
Harrisonburg**

SALARY: \$44,262-\$65,000 preferred hiring range DOQ/DOE (+) benefits. Responsible for planning, coordinating, supervising and participating in building, electrical, mechanical, plumbing and property maintenance inspection activities with responsibility for enforcing the laws, ordinances and codes relating to the construction, alteration and maintenance of buildings. Prefer comb. of educ. and considerable exper. in building trades and building inspections (appx. 7 yrs.), including some (appx. 2-3 yrs.) supervisory exper. in building trades/building inspections. Preference given to applicants

holding (and maintaining) the following certifications req'd by the Va. Uniform Statewide Building Code: Combination Inspections (residential and commercial), General Building, Building Plans Review, Property Maintenance, Building Official. Full job description and application details at <http://bit.ly/VIO8UC>. Open until filled. EOE.

**Regional Jail Superintendent,  
RSW Regional Jail Authority**

SALARY: Negotiable DOQ/DOE (+) benefits. Serves as superintendent of a new 375-bed regional jail serving the counties of Rappahannock, Shenandoah and Warren. The facility is under construction in Warren County and is scheduled to open in July of 2014. The authority anticipates hiring a superintendent to begin work on or about April 1, 2013, to plan for the opening of the new jail. Min. 5 yrs. jail management exper. in a comparably sized facility desired. Mail applications with resume and references to: William H. Hefty,

(counsel for the authority), Suite 230, Old City Hall, 1001 E. Broad St., Richmond, Va. 23119. Contact: 804-780-3143. Open until filled. EOE.

**SUBMITTALS:** *Submit ads as text files via e-mail to David Parsons at [dparsons@vml.org](mailto:dparsons@vml.org). VML posts job ads on its website at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad, which includes a listing in the VML eNews newsletter and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

**Virginia Institute of Government spring workshops set**

**T**HE VIRGINIA INSTITUTE of Government is accepting registrations for its annual "Second Wednesdays" series of professional improvement classes. All four of the classes will be held at the U.Va. Richmond Center from 8:30 a.m. until 3:30 p.m. Each class costs \$100, which includes materials and lunch. The topics that will be covered include:

**Leading a Collaborative Culture, March**

**13.** A class for supervisors, team leaders, managers and directors to help you assess your collaboration strengths and your areas of development. Attending will help you to learn key skills of Principled Negotiation as they apply to collaboration among teams, across agencies, and with customers themselves. Identify communication differences that can impede cooperation among colleagues and agencies; learn how to move superficial collaboration to a deeper level, especially when conflict or lack of common vision are the barriers; analyze how collaboration and a lack of collaboration often affect customer service.

**Genius or Genius Maker: Adapting Your Leadership Style to Boost Employee Performance, April 10.**

A class for supervisors, team leaders, managers and directors to learn what it takes to tap into the potential of employees, and what you may unwittingly be doing to block employee growth and accountability. Attending will help you determine if you are a "multiplier" or "diminisher," and compare the effects of each approach on your employees; identify four levels of professional development and strategies

to help employees succeed at each level; name four key leadership styles and practice applying them in diverse workplace scenarios; create a plan you can use back on the job to "multiply" intelligence and enhance performance.

**The Art of Strategic Planning, May 8.**

A class for business/budget analysts, supervisors, managers, team leaders and anyone involved in the strategic planning process. Focus is on identifying the purpose and benefits of strategic planning and its essential components: defining objectives; assessing current and future conditions; forming and implementing strategy; evaluating progress; and fine tuning as needed to stay in the game.

**Effective Grant Writing: Keys to Unlocking the Vault, June 12.**

A class for anyone responsible for locating and acquiring grant money that will help demystify the grant-writing process and increase chances of success. Attend this seminar and learn to outline eight key elements required for a successful grant proposal; look at sample letters of intent; review actual funding guidelines; examine detailed requirements and documentation for submitting a proposal; describe basic components required in most proposals, focusing on program evaluation and outcomes process.

For more information about any of the classes and how to register, go to <http://bit.ly/XQKwJX>. Contacts: Chantel Robinson ([cer8t@virginia.edu](mailto:cer8t@virginia.edu)) or Salma Omer ([so3hb@virginia.edu](mailto:so3hb@virginia.edu)) or call 804/371-0202. 

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