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Maurice's Musings



Maurice Jones

Maurice's Musings
The Aftermath

There simply is not enough educational or practical training in the world to prepare you for the aftermath of a traumatic event like the one my city of Charlottesville experienced on August 12th. When the community I have served for sixteen years, and have loved for a total of twenty-four, suffered a deep and lasting shock to our collective system as hate mongers from around our country converged to begin what some of them hoped would be a "revolution". They marched defiantly into our streets and Emancipation Park, located in the center of Downtown and declared that they were ready to take back "their" country.

The Unite the Right Rally ended before it really began as fights between a number of white supremacists and smaller groups of alt left counter protestors forced the

police to declare an unlawful assembly, some 30 minutes before the rally was set to officially begin. As the police moved to clear the park and the adjacent streets, skirmishes broke out throughout our downtown. Through the use of surveillance cameras, eyewitness accounts and social media streaming the police command staff directed mobile police units to hot spots around town. The images of people swinging sticks at one another and punching each other were terrifying but slowly and surely those outbreaks began to slow to a crawl after noon. In the command center we were beginning to allow ourselves to believe for a moment that the worst was behind us. Sadly it wasn't.

At 1:42 p.m. a car driven by James Alex Fields of Ohio came barreling across our iconic Downtown Mall and into a crowd of people near the corner of 4th Street and Water Street. The video of that vicious terrorist attack and the associated still photos of the moment of impact will forever be seared in the memory of our residents. That was the moment that 32 year-old Heather Heyer of Charlottesville suffered the injuries that would result in her tragic death. Over 30 other people were injured in the attack. The news of Heather's death was devastating. By all accounts, she came downtown to protest peacefully against hate. To stand up for tolerance and diversity and love.

As the violence in our streets subsided another tragedy marked this awful day. At around 5:00 p.m., as we were preparing for a news conference that would be broadcast live around the country and around the world, we learned that one of the Virginia State Police helicopters had crashed nearby in Albemarle County. Two state troopers, Lieutenant H. Jay Cullen and Trooper Pilot Berke M.M. Bates had perished in the crash. The loss of two dedicated members of the Virginia State Police, coupled with Ms. Heyer's death, was absolutely heartbreaking to everyone involved in the protection of our City that day.

An hour after we learned of the troopers' deaths I had to stand with Governor McAuliffe, Mayor Signer and my police chief Al Thomas in front of dozens of cameras to try to make sense of this excruciatingly painful day. To send a message to the world that what happened in our City was not who we were, and that it would certainly not define us as we moved forward. We asked for patience as we mourned the loss of life and grieved for their families. We implored people to come together and reject the type of hate that invaded our community. We acknowledged that healing would be a slow but steady process.

One month since the tragedies of August 12th turned Charlottesville from a nationally recognized place to live, raise a family and retire into an "event"; we are putting the pieces back together, with an eye toward making our community even stronger. We have taken several concrete steps to move forward. The City is working with the Community Relations Services agency of the U.S. Department of Justice to craft a vision for recovery with our residents; we are holding a series of town hall meetings and public hearings to give folks a chance to voice their concerns; we are developing new ways to address equity issues in our community; and we have launched an independent three party review of our response to the events of this summer.

The inevitable finger pointing in the aftermath of events like this led to some tremendously difficult days and weeks for all of us. But the raw emotions of the

attacks and the political bickering seem to be behind us, thus allowing the City to concentrate on healing our community and continuing our efforts to make Charlottesville a more equitable place to live. This is our charge. This is our time to lead. And I'm confident that our City Council, our staff and our community will rise to the occasion. Charlottesville is a resilient town and we will prove that once again as we bounce back from this dark time in our history.

On a personal note, I'd like to thank all of you who held our City in your thoughts and prayers during the last month. Your notes, emails and phone calls lifted me up and gave me the strength to forge ahead. I will never be able to adequately express my gratitude for your kindness and encouragement. I am blessed beyond belief to have so many supportive brothers and sisters in this labor of love that we call local government management. I am, as always, exceedingly proud to be associated with all of you and this wonderful organization.

Please help me in welcoming our newest VLGMA Members Bill Ashton, Herndon Town Manager; S.C. Zemp, U.S. Army Colonel; Neiman Young, King George County Administrator and Wanda Barnard-Bailey, Chesapeake Deputy City Manager.

[Contact Maurice Jones](#)

Position Changes and Other Events

August 2017

- John Anzivino, senior vice president with Springsted Inc., and a former Virginia town manager and county administrator, announced his retirement.
- Bob Cowell, deputy city manager for Amarillo, Texas, has been appointed city manager for Roanoke.
- Mark Haley, city manager for Hopewell, announced his retirement effective September 1st.
- Bart Warner, interim town manager for Bedford, has been appointed manager there.
- Jack Hobbs, Amherst town manager since 1992, has been appointed Madison County administrator.
- Val Foulds, town manager for Colonial Beach since 2008, was terminated.
- Bruce Bentley, Washington County administrator from 1990 to 1995, passed away at the age of 85.
- Scott Loggan, former Scott County administrator, is battling multiple myeloma (bone cancer).
- Charles Dane, assistant city manager for Hopewell, has been appointed interim manager there.



Tedd's Take

Knowledge and Humility

One of the great challenges in the local government management profession is maintaining that careful balance between driving the agenda and appearing both subservient and supportive.



Tedd Povar

So what do I mean by that?

Usually, the manager or administrator has gathered the most information on a given issue, and has already developed a sound solution. He or she has taken time, and has the required skills, to analyze the matter fully and make a well-considered recommendation. On the other hand, others may see the issue from a narrower perspective, or they may have only the information that has been shared by the manager. This creates a knowledge imbalance that must be carefully managed.

If information and knowledge are power, the manager may have that in spades, be it during a staff meeting or governing body session. The key is to use that power constructively while avoiding any appearance of superiority.

Humility, modesty, patience, and a well-developed EQ (emotional quotient) are essential for local government management success. Being the most informed person in the room creates an obvious tension that requires the manager to exercise the above qualities at all times.

It can be difficult for a manager to show restraint while others discuss an issue that the manager knows has but one logical solution. The most successful leaders and staff know that guiding a group to reach a reasonable decision is part of a well-established process requiring deference and tolerance.

[Contact Tedd Povar](#)

Confederate Statues - A Complex Legal Issue

**Rich Schragger column:
Is Charlottesville's Robert E. Lee
statue illegal?**

appeared in the August 31st issue of the
Richmond Times Dispatch

Tomorrow, a judge in Charlottesville will hear arguments about whether the city can take down the Robert E. Lee statue in the center of downtown. The judge's decision will certainly reverberate in the aftermath of events three weekends ago, when white supremacists invaded our town and murdered one of our citizens, ostensibly to protest the City Council's initial vote to remove the statue.



The question before the court, however, is a fairly straightforward one: Does a Virginia statute bar Charlottesville from taking down or moving a statue of a Confederate general erected in 1924? There are certainly some ambiguities in the law, but this central question can easily be answered in the negative.

The key here is that the Virginia monuments statute - section 15.2-1812 - did not apply to cities until 1997. Starting in 1904, the predecessor statute to section 1812 only applied to counties - and that remained the case through multiple amendments and revisions until a 1997 recodification. The original statute - adopted at the height of Jim Crow - gave counties the authority to construct

Confederate monuments and forbade their removal or destruction. But that statute did not say anything about cities. It neither authorized cities to erect monuments, nor prevented them from removing them.

Read more [here](#)

Richard Schragger, an expert in local government law, is the Perre Bowen professor at University of Virginia School of Law. His book, "City Power: Urban Governance in a Global Age," was published last year. Contact him at richard.schragger@gmail.com.

Fall DAO Meeting

Fall DAO Meeting



Deputies, Assistants and Other local government persons (a.k.a. DAOs) aspiring to be municipal managers or deputies now meet regularly to network with each other and discuss issues that may be particularly relevant to this group. DAO meetings are held semi-annually and designed by fellow DAO members to create an inviting atmosphere, "story" sharing and networking. You're invited to attend with us to meet more of your colleagues from around the state, learn things that will help you reach your career goals, and share your successes.

The County of Hanover will host the Fall DAO meeting, on September 29, 2017 at the Ashland Library located at 201 S. Railroad Avenue, Ashland, 23005. The meeting will be from 10:00 a.m. to 3:00 p.m. Planning for the meeting is shaping up. Sessions include:

- Public/Private Partnership - spotlight on a unique employee health clinic, occupational health facility, and wellness program wrapped up in one
- Disorder at Budget Motels: A community solution and Permeable Paver Opportunities in an Urban Environment
- Panel Presentation - Deputy County Administrator Today...County Administrator Tomorrow
- Delighting Our Customers - The Kings Dominion Experience

In addition to DAO members, we encourage members of VLGMA and the Executive Committee to try to attend as well. Please note that all local government employees are welcome to attend. We look forward to seeing a large turnout and to having a wonderful meeting in the County of Hanover. Please mark your calendars and register online to attend. Also, please share this invitation with others in your organization!

Registrations for this great opportunity for only \$20 can be made online at <https://db.coopercenter.org/ccps/login.php>. Payment can be by credit card online, or mail a check to Molly Harlow, whichever works best for you. Please register by **September 15** and invite any other DAOs that may benefit in your organization to do the same. Please do not hesitate to reach out with any other questions or comments you may have.

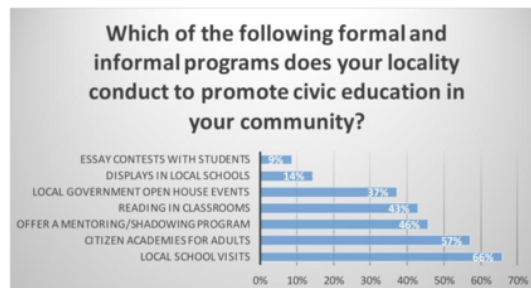
All the best,
County of Hanover Planning Team
Kathy Seay, Deputy County Administrator

[Contact Kathy Seay](#)

Civic Engagement - Survey Results are in!

The Civic Engagement Committee would like to thank our members who participated in the civic engagement survey in the Spring. The participation was impressive and we are pleased to share the results with you. In the upcoming months we will be updating the website to reflect the results and the committee will be meeting to determine how to best use the survey information.

2017 Civic Engagement Survey Results are in! Survey Says.....



A word cloud of survey responses (below) shows the prominence that student engagement has in overall community civic engagement.



Survey respondents identified ICMA, VLGMA and internal staff as great resources for civic education

Brought to you by:



2017 Civic Engagement Survey Results are in! Survey Says.....

Innovative Ways to Inform the Public

- Reverse 911 for elections, filing deadlines, meetings, and public hearings
 - Virtual Town Hall
- Social media (Facebook Live, YouTube page, Twitter, Interactive Webpage, Blog)
- Project Open Houses
- eNews/ quarterly newsletters
- Joint Neighborhood Watch meetings
- Using venues other than Town Hall for public input sessions

Performance Metrics for Evaluating Civic Engagement

- Citizen surveys
- Attendance at planning events
- Number of persons engaged
- Amount of participation by citizens
- Number of applications received for various programs
- Pre and post surveys
- Variety of demographic participation and perspectives

"We're always looking for more ways to engage with our citizens, and our work is never done. We've gotten stronger in the past year and have started to prioritize our outreach, but we still have a long way to go. Social media is a great way to evaluate how many people you're reaching, and we're still attempting to grow our following." ~Melissa Powell, Public Relations Director, Town of Christiansburg

Civic Engagement Directed at Teens & Children

- Internship Program open to teens
 - Career Day at high school
- Local Government 101 for Boy/ Girl Scouts
- Youth Commission/ Youth Task Force
- Local Government Education Week

Citizen Academies were the number one response regarding programs with the objective of citizen training

For complete survey results, please visit <https://icma.org/vlgma>. Thank you to all of the survey respondents for their insightful survey responses.

Brought to you by:



Certificate News

The fall is a busy time for the Certificate program. Below are some updates to the various happenings in the program. If you have any questions, please contact Stephanie Davis at sddavis@vt.edu or 804-980-5549.

Fall Semester

The fall semester is off to a great start. Our instructors and students have hit the ground running and the next three months will be busy yet rewarding for all involved. If you know a student or professor, please reach out to them and offer support. Every encouraging word helps during the education process, especially when those case study deadlines roll around.

Recruitment and Succession Planning

The Certificate program is an excellent opportunity to start looking to the future for your organization. Over the next two months, the director will be planning the recruitment sessions and conference visits for the calendar year 2018. These programs are great ways to introduce up and coming staff to the Certificate

THE Graduate Certificate in Local Government Management



*"Preparing the Next Generation of
Local Government Leaders"*

program and to help strengthen the leadership of tomorrow. If you are interested in hosting a recruitment session for your employees, please email Stephanie Davis.

Internships

If your locality is interested in hosting a MPA intern for Summer 2018, please email Stephanie Davis. We are always looking for opportunities to place our students with local governments.

Scholarship Support

We are also always looking for ways to support our students. In addition to hosting internships and recruitment sessions, one of the key ways that VLGMA members and localities can support the program is through scholarship donations. Since the program's inception, scholarships have been used as a way to encourage mid-career professionals to become a part of the next generation of local government leaders. Any support to this program is greatly appreciated, and the benefits reaped will be innumerable in the years to come.

A DAO in the Life - Charles Hartgrove



Charles Hartgrove

A DAO in the Life

Charles Hartgrove

Lynchburg Deputy City Manager

After serving nineteen years as the town manager in three small, but fantastic places, I made the decision to transition to not only a much larger community, but also to the role of a deputy. People regularly ask me about the differences between working in this new position versus my time serving as a CAO. The biggest difference is that I only have **ONE** boss compared to previously working at the pleasure of anywhere between five and eight elected officials. While I greatly enjoyed those professional experiences, it is a refreshing change of pace to have the clarity of answering directly to one person and helping them carry out their vision for the organization. My boss reminds me regularly that I have "the best job in city hall".

The next difference from my previous positions working in small towns is learning about the complexity, scope, and scale of work that our amazing departments and employees do on a daily basis. It can be daunting at times to think about the needs and wants of the 80,000 plus citizens that we serve in our community. While I have always considered myself a good delegator, I have been forced to up my game and place even more trust and accountability with my department heads in this new role. It is a big change going from a workplace where you know everyone's name to having to quickly scan a name on an employee badge to know who you are talking with and where they work. That being said, I have also enjoyed having the opportunity this position provides to be more involved with the operations of our departments along with managing special projects.

The one constant that hasn't changed is the people and the partnerships. No matter the size of the community you work for, building collaborative relationships is crucial to accomplishing any goal. I am fortunate that I work for a city manager that affords me the opportunity to play a significant role in the operational management of our organization. That has made the transition easier,

but I know where the buck has to stop . . . and luckily for me it is in the office down the hall from mine.

[Contact Charles Hartgrove](#)

Former Gate City QB, Scott County Administrator Battling Rare Cancer



Pat Loggans

Former Gate City QB, Scott County Administrator Battling Rare Cancer

Nick Shepherd Updated Aug 23, 2017 nshepherd@timesnews.net

GATE CITY - It has been a lifelong struggle with illness for former Scott County Administrator and Gate City High School star quarterback Pat Loggans. Now, he may be facing his toughest battle yet.

Back in July, Loggans knew something was wrong. He had no energy and had been sick for a few months. A blood test showed high protein levels and his blood plasma cells were abnormal. His doctor ordered a biopsy, and that was when he and his family found out was wrong.

He had multiple myeloma, a rare type of bone cancer. There are fewer than 200,000 cases in the United States every year. Read more [here](#).

Innovation Edge

All Up in Your Face

Technology can help train employees and foster organizational development, but virtual experiences like webinars and online networks cannot replace the community cohesion that occurs when workers learn together in person. Communities of practice, or learning networks, gather employees in the same room to regularly learn and practice key concepts that will help them do their jobs better. These in-person models build trusting relationships, enabling participants to be part of a supportive community of continuous learning.

Read more of Michael Davis's article [here](#). Michael is the Strategic Initiative Manager for Durham County, NC.



About the Alliance for Innovation: The Alliance for Innovation is inspiring innovation to advance communities. As the premier resource for emerging practices in local government, we are building cultures of innovation and connecting thought leaders in the profession with the help of our partners International City/County Management Association and Arizona State University.

We are accessible and valuable to all levels of an organization. You can learn more about the Alliance at www.transformgov.org or contact me at saburnett@transformgov.org.

Mel's Poetry Corner



Mel Gillies

A Heavenly Moment

A chance encounter, it may be,
a stranger's smile, the sacred opportunity
to enter a place long dormant in the soul
and in Oneness glow.
Heaven is not so far away.
Join me there, today.

[Contact Mel Gillies](#)

ICMA Update



Here's what's up and coming at ICMA!

[ICMA Williamsburg Leadership Institute](#) November 5 -8, 2017

Learn valuable leadership lessons as you talk with fellow citizens including Thomas Jefferson, spend time in George Wythe's classroom and continue with first-hand experiences of the political and cultural unrest as our nation was formed.

[Leadership ICMA](#)

Notice: LICMA applications received by September 15, 2017 will receive Early Admission consideration. Candidates accepted for early admission will be announced on September 25, 2017.

Leadership ICMA is a competitive, intensive two-year ICMA University program designed to cultivate key competencies needed for successful leadership at all levels of local government management. Participants not yet eligible for credentialing join a class of select individuals to complete a series of five class modules and a team-based capstone project. All Leadership ICMA graduates receive one year of experience "credit" toward the [ICMA Voluntary Credentialing Program](#).

Virginia Localities Encouraged to Participate in The 2020 Census Local Update of Census Addresses Operation (LUCA)

Virginia Localities Encouraged to Participate in The 2020 Census Local Update of Census Addresses Operation (LUCA)

I am reaching out to inform you that the Virginia Employment Commission is assisting the U.S. Census Bureau in its work leading up to the 2020 Census.

https://www2.census.gov/geo/pdfs/partnerships/luca/2020CensusLUCA_Flyer.pdf



Jeff Loeffler and ICMA's Life Well Run



Jeff Loeffler, Code Compliance Investigator for Prince William County, is featured in a video produced for the ICMA Life Well Run's "Community Hero" initiative.

<http://lifewellrun.org/community-hero/jeff-loeffler/>

New Civic Engagement Video Online

The new Civic Engagement video is online
at: http://legacy.icma.org/en/va/resources/civic_education
Check it out and share it!

Calendar

Upcoming Events

Fall DAO Meeting - September 29, 2017 held in and hosted by Hanover County. More info online [here](#).

PDC Meeting - October 2, 2017 at the Williamsburg Lodge as part of the VML Conference. The meeting materials are sent out shortly before the meeting.

Executive Committee Meeting - October 2, 2017 at the Williamsburg Lodge as part of the VML Conference. The meeting materials are sent out shortly before the meeting.

Winter Conference - February 14-16, 2018 at the Charlottesville Omni Hotel. More info in November.

Summer Conference - June 20-22, 2018 at the Virginia Beach Oceanfront Sheraton Hotel. More info in the Spring.
[More Dates](#)

Update Email Address



Making a change? To continue to receive the monthly eNews and other VLGMA notices, please email [Molly Harlow](#) to update your contact information.

Future Newsletter Articles

A goal of this e-newsletter is to keep you informed on activities relative to our profession. As with any membership-based organization, contributions by members are welcome and encouraged. Topics can range from a recent achievement in your locality to an upcoming event with networking potential to human interest stories about current or retired members. To contribute simply



send your brief e-newsletter content (~5 sentences or less) via email to [Molly Harlow](#).

Future Newsletter Articles

[VLGMA Website](#)

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[Alliance for Innovation](#)

[Virginia Municipal League](#)

[VA Association of Counties](#)

[Weldon Cooper Center for Public Service](#)

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