

In This Issue

Maurice's Musings

Position Changes and Other Events

Tedd's Take

Fall DAO Meeting

Certificate News

Member Spotlight: Rob Lohr

A DAO in the Life - David Moorman

Mel's Poetry Corner

Innovation Edge

ICMA Update

New Civic Engagement Video Online

Calendar

Update Email Address

Maurice's Musings



Maurice Jones

Maurice's Musings When Hate Comes to Town

Although the Civil War ended in 1865 the debate over how to recognize and honor the soldiers who fought for both the Union and the Confederacy continues today. A movement by many localities in the early part of the 20th Century to celebrate the leaders of the Confederacy by erecting statues and monuments has now led to an on-going debate in communities around the country about how these works of art should be addressed in a world so very different than the antebellum South. Like St. Louis and New Orleans before us, Charlottesville has now taken significant steps to

address what a number of people in our City feel is a story better left to history books versus the public square.

In February of 2017, after nearly a year of intense debate and the development of a series of recommendations by the Blue Ribbon Commission on Race, Memorials and Public Spaces, the City Council voted 3 to 2 to remove a statue of Robert E. Lee that has stood in the middle of our Downtown for 93 years. They also voted unanimously to rename both Lee Park and Jackson Park, named after General Thomas "Stonewall" Jackson. Council decided against removing the Jackson statue. As you can imagine, this decision set off a series of reactions with supporters of

the Council lauding their "bravery" and opponents deriding the Council as "cowards," and worse.

We, as staff, anticipated the negative response and the inevitable legal maneuverings by those who vehemently disagreed with the Council. However, what we did not truly understand was just how deep the division was over this issue and how it would eventually play out in the streets of Charlottesville until the Loyal White Knights of the Ku Klux Klan of Pelham, North Carolina filed a permit for a demonstration in our downtown for July 8th.

The Klan rally was not the first demonstration by a hate group that we experienced this year. Back in May, Richard Spencer, a leader of a group committed to white nationalism, showed up in then Lee Park with a group of his supporters with tiki torches to protest the removal of the statue. The image of a group carrying torches in the darkness to promote white supremacy shook our town, especially those who had been through the Civil Rights battles some 50-60 years ago. Hundreds of Charlottesville area residents rallied the next day in opposition of the hate and intolerance they heard in the park the night before. It was the beginning of what has been a white hot summer for us.

Preparing for the Klan rally was a new experience. As we developed our overall strategy for the day, we were determined to accomplish two things - to give everyone the opportunity to exercise their constitutional rights to free speech and free assembly, and to keep folks safe. Our police established contact with the leaders of the KKK early on to help ensure an orderly day at Justice Park (formerly Stonewall Jackson Park). We knew when they would arrive, where they would park, and how they would leave our City. Despite the reprehensible content of their speech we knew it was important to have some control over their hour or so in our community. Without a methodical plan for engagement, the interaction between the KKK members and the expected counter protestors could have gotten out of hand quickly.

The City Council and staff, especially our Police Chief Al Thomas, also spent a significant amount of time engaging our community. We held numerous meetings with leaders in the city including the clergy, and encouraged our residents to not "take the bait" and give the KKK undeserved significance by directly interacting with them. We held a joint press conference with me, the Chief, our City Council and community members to announce a series of alternative events for July 8th for people to attend to voice their displeasure with the Klan and racism generally.

On the morning of the rally there was an uneasy calm in the air. I attended the police department's briefing with our regional law enforcement partners and the Virginia State Police. The plan was direct and precise. Chief Thomas and his team were prepared for the various scenarios that they might encounter. I was pleased to see a tweet from one of the events we helped to organize at the Jefferson School City Center where hundreds of people attended a discussion on race relations. In Justice Park a large crowd of folks came flowing in over a two hour period to denounce the Klan and push back on the racist rhetoric that would appear in the park soon. The atmosphere was almost festive in nature as over 1,000 people chanting and sang as they marched around the park.

That changed once the Klan arrived. A group of counter-protestors decided to block the entrance into the park. This presented some tense moments, the first appearance of a handful of officers in riot gear and the first arrests of the day. It was never our intention to see police in protective gear. Those officers were staged elsewhere, just in case. All of our officers and a significant number of the Virginia State Police were dressed in their standard uniforms for the rally. The officers in gear were first called in to assist with getting the KKK into the park.

After being in the crowd for a while before the KKK arrived, Chief Thomas called me into the Command Center to discuss a couple of issues. I cannot stress enough how important it is to build a strong relationship with your police chief. Chief Thomas and I were on the exact same page as we planned for this event. The trust we have developed was critically important before, during and after the rally. Once the issues were settled I monitored the rest of the day from the Center. A little over 30 minutes after the Klan entered the Park, and about 15 minutes after they had exhausted their vitriolic speeches, Chief Thomas ordered the Klan out of the park. He realized they were no longer actively engaged in expressing themselves plus the crowd of counter-protestors was growing a bit more aggressive. The Klan, without complaint from them, was escorted out of the park and to their cars in a nearby parking garage. Everyone in the Command Center breathed a collective sigh of relief. Unfortunately it was short-lived as a large group of counter-protestors began to block the exit of the cars from the garage. At this point, the Chief ordered a larger group of VSP troopers in protective gear to work with our officers to clear the road.

Once the task was complete and the Klan on their angry way back to North Carolina, a number of the folks still left in the crowd began to turn their anger to the police. They chanted slogans like, "Cops and Klan go hand and hand" and assaulted a few officers while one person sprayed pepper gel in the direction of a couple of the VSP troopers. Forty minutes or so after an unlawful assembly had been announced, and numerous warnings had been given, and several protestors decided to lock arms in an effort to keep the police from opening the street, several cans of tear gas were used to help disperse the crowd. The decision to use tear gas was something of a last resort to avoid further direct interaction between the police and the protestors. It was not taken lightly to use the chemical irritant. But it did avoid a more direct and potentially more physical encounter between the police and protestors and certainly additional arrests.

Although we have received criticism about the deployment of the tear gas and the officers in protective gear I know we took the best actions possible to avoid what could have been a major disaster. There were 22 arrests on the day (most misdemeanors) and only four injuries that warranted trips to the hospital (2 were related to heat, one for high levels of alcohol and another person was injured after being pushed down by someone in the crowd).

We have learned a lot from July 8, 2017. And unfortunately we will get another chance to put that practice to use as we prepare for another rally on August 12th, which promises to have attract more than 40 Klansmen and 1,000 plus counter protestors. It will be another significant test of our resources, our resolve as a law enforcement agency and our community's character. I'm hopeful we will once again rise up in relatively peaceful protest to declare Charlottesville a welcoming

home of tolerance and acceptance. Please keep us in your thoughts and prayers as Charlottesville's Summer of 2017 continues.

All the Best,
Maurice

Please help me in welcoming our newest VLGMA Members Michelle Thomas, Human Services Specialist; Susan Adams, County Administrator, Appomattox and Joseph W. Waltz, Town Manager, Front Royal.

[Contact Maurice Jones](#)

Position Changes and Other Events

July 2017

- Tabitha Crowder, Bristol city manager since June, 2014, was terminated. Randy Eads, Bristol city attorney, has been appointed interim manager there.
- Brenda Garton, former Frederick County administrator, has been appointed interim administrator for Rappahannock County.
- Rob Lohr, former town manager for Purcellville, has signed on with the Berkley Group.
- Gary Shanaberger, business analyst for the Longwood Small Business Development Center, has been appointed town manager for Appomattox effective August 1st.
- Kirk Kincannon, executive director of the Fairfax County Park Authority, has been named interim county executive for Fairfax County beginning September 16th, following the retirement of Ed Long the prior day.



Tedd's Take



Tedd Povar

Kids and Technology

Having just hosted three grandkids - two seven-year-olds and one five-year-old - I remain fascinated by the comfort level they display when it comes to technology. While I love it, too, I always feel a bit behind the curve when talking to others about new apps "you just gotta have," and advanced devices I've never used. It's still a bit overwhelming and intimidating.

Examples of the kids' adaptability include FaceTiming with parents each evening, finding their particular music, or learning how to draw via instructional on-line videos.

I connected my cellphone to a Bluetooth speaker to play a Pandora channel by the pool, but my granddaughter wanted to show off her new dance routine. She took the phone, went to YouTube, found her songs, and the performance began, all in about 15 seconds.

During some indoor time, the two seven year olds gathered their drawing materials at the dining room table, set up an iPod, and commenced to draw for an

hour, producing fairly intricate items following step-by-step videos. No parental involvement.

Both are positive uses of technology. No one spent time "gaming" as the parents don't allow it. But what was remarkable is that it all was so easy, so natural, and such a part of their everyday life. They were born with it, and it was just there.

I guess our equivalents were color TV and transistor radios. We just didn't know that our parents thought both were new "wiz bang" technologies!

We are now our parents!

[Contact Tedd Povar](#)

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](#)

Certificate News

Fall semester starts the week of August 28th. Thank you to our instructors for the Fall: Greg Kelly, Abingdon; Anthony Romanello, Henrico; Cindy Mester, Falls Church; Kim Payne, retired of Lynchburg; and Rob Stalzer, Fairfax County. We look forward to an exciting year.

The Virginia Tech ICMA student chapter continues to be active and seeks out speakers once a month to engage with our students. If you are interested in speaking at one of the webinars (one hour, one a month), please email Stephanie Davis so we can add you to the schedule.



New governance changes are occurring in the Center for Public Administration and Policy. Stephanie will be taking on the role of Associate Director for the Blacksburg campus in August. Oversight and management of the Certificate program will continue with her position. Danielle Draper, MPA student at Virginia Tech, will provide support to the program, instructors, and students.

Many localities are using the certificate to facilitate succession planning in their organizations. Fauquier County recently started a six employee cohort as a way to promote and encourage employees while planning for succession. Let us know if you would like to consider this option. Sites can be set up seamlessly in local governments and we are adding sites in Chesterfield County and Loudoun County.

Thank you to Cody Sexton for providing continued support to the program!

As always, if you have any questions, please contact Stephanie Davis at sddavis@vt.edu or 804-980-5549.

Member Spotlight: Rob Lohr



Rob Lohr

Lohr: From Class Clown to Municipal Mentor

7-5-17, Margaret Morton, LoudounNow.com

Robert W. Lohr Jr. originally intended to be a lawyer. More than a quarter century later, however, he left his post as Purcellville's town manager as one of the region's most respected municipal administrators.

His retirement was short-lived. Lohr has signed on with the Berkley Group in Charlottesville, a professional consulting firm specializing in evaluating and operating government service delivery processes. Read more [here](#).

A DAO in the Life - David Moorman



David Moorman

A DAO in the Life

David Moorman

Botetourt Deputy County Administrator

I have been privileged to work in one community with sincere and dedicated individuals at all levels of the local government for nearly 22 years now. In that time, I have worked as assistant or deputy county administrator for three county administrators. Only after 18 years did my boss ever change and did I have to figure out how I needed to change to meet the needs of a new boss. Having been through the change of bosses twice now, I have begun to figure out the importance for a DAO (particularly as D or A) to be able to successfully adjust to, perhaps, dramatically different expectations and, maybe, even entirely different roles and responsibilities. The changes required of a deputy or assistant by a new administrator/manager may be minor or they may be complete. The deputy or assistant may be given the opportunity to "negotiate" the new relationship or he or she may have change simply imposed. Regardless how the change comes and regardless of the scope of the change, I learned through my experience (sometimes after making mistakes) that there are key things the deputy or assistant can do to make the change easier for all.

1. Prove yourself trustworthy. A deputy or assistant needs to be someone the administrator/manager can trust without reservation. That means being someone who can be trusted to be honest, forthcoming, and confidential.
2. Prove yourself dependable. A manager/administrator needs to know that their deputy/assistant will do what he/she says and is responsible to do come hell or high water.
3. Prove yourself loyal. While loyalty should never be blind to wrongdoing or subservient to the truth, the deputy/assistant needs to always support the manager/administrator and his or her actions publicly. Disagree with the manager/administrator privately if it is important enough, but even with the closest and most trusted of staff, refrain from criticizing or disagreeing with the manager/administrator. If a deputy or assistant cannot support his or her boss, the solution is resignation.

The key to being an effective and successful DAO is to build trusting, dependable and loyal relationships - particularly with your boss. Knowledge, expertise and skill are important, but being a good partner to others is most important. And most difficult.

[Contact David Moorman](#)

Mel's Poetry Corner



Mel Gillies

Freedom to...

Freedom is not an "a running away from"
but an awakening to become
engaged, alive, present and surrendered to
Spirit blossoming as the essence of you.

Don't drown out the stillness and deny
this powerful Light inside.
The still small Voice desperately longs to be,
Love expressing unconditionally

Our acceptance and fierce embrace of life allows
the fullness and infinite possibility of now.
Freedom is
simply this.

[Contact Mel Gillies](#)

Innovation Edge

It's Time to Put Your Organization's Innovations on Paper

And, submit a Case Study application for the TLG 2018 Conference, which will be held in Tacoma, Washington, April 3-6. Alliance members are a community that grows stronger by sharing stories and successes. Let us hear how you've made your processes or services better for your staff or community. We are offering five categories: Thinking Like a Futurist, Reinventing Local Government, Culture Club, Community Networking, and What About All this Data? You can learn more about TLG and case study submittal [here](#).



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

ICMA Update



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

[Emerging Leaders Development Program | October 2017](#)

This program is designed build knowledge, skills, and abilities in the basic management and technical topics that managers need to know to be successful.
>> Recommended for students and early career professionals | Applications currently being accepted

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

Uncover the relevance of Williamsburg in the 1770s with what is happening in our communities today, enabling you to become the type of leader that provides citizens with the best tools and information to create a well informed and involved community. >> Recommended for executive and encore career professionals | Applications currently being accepted

[Leadership ICMA | December 2017](#)

Join some of ICMA's future world class local government leaders in a program designed to cultivate competencies needed for successful leadership at all levels of local government management.
>> Recommended for early- and mid-career professionals | Applications accepted on a rolling basis through November 10, 2017.

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](#).

[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](#)

[ICMA Website](#)

[Alliance for Innovation](#)

[Virginia Municipal League](#)

[VA Association of Counties](#)

[Weldon Cooper Center for Public Service](#)

[ELGL](#)

[Website Contact](#)



VLGMA, P.O. Box 400206, Charlottesville, VA 22904

[SafeUnsubscribe™ {recipient's email}](#)

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by mjh3a@virginia.edu in collaboration with

Constant Contact® 

Try it free today