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## Cup of Joe to Go



**Joe Casey**

## Cup of Joe to Go

Dear Santa, I have only a few things for my Christmas list. I think all of these have been on my list for 20-plus years, but I know you are busy. In no particular order:

- Local news reporters who know what local government is and isn't
- Local news reporters who have conversations with many in formulating a story and fact-check social media or email blasts they receive from others
- State and Federal laws and regulations that realize the value of the government closest to the people and the need for money for mandated roles we continually are asked to assume
- Civil discourse and the patience needed in establishing trusting relationships
- School curriculum that teaches local government
- Advocacy groups that actually know the underlying populations that they are advocating for
- Bicycle and ties in case the preceding list is wishful thinking

Enjoy this season, be thankful for family, friends, employees, vested citizen and businesses. Try to go to as many of the annual celebrations that occur this time of year as your attendance is greatly appreciated by the hosts.

[Contact Joe Casey](#)

## Position Changes and Other Events

November 2018

- Daniel "Danny" Davis, former Purcellville assistant manager and Loudoun County chief of staff, has been appointed town manager for Middleburg.
- Robert G. "Rob" Ritter, Jr., former town manager for Dumfries and Chincoteague, has been appointed town manager for Lovettsville.
- Tom Gates, Roanoke County administrator since December, 2014, has announced his resignation effective January 4, 2019.
- Rob Stalzer, deputy county executive for Fairfax County for the past 18 years, has been appointed city manager for Fairfax effective January 7, 2019.
- Andrew Trivette, assistant city manager for Williamsburg since 2016, and interim manager since May, 2018, has been appointed city manager there.



### Tedd's Take



Tedd Povar

### In a word - BIZARRE!

In case you missed it, the following three propositions were approved by voters in San Antonio, Texas on 11/6/18 after being put on the ballot by the local firefighters' union. They will have enormous implications in the way the city operates in the future.

While one could pass this off as an isolated event, those who are familiar with this initiative maintain that other public employee unions have taken notice and will decide if they have the political power to follow their brethren's lead in their localities. Mind boggling, and scary!!

The controversial propositions were put on the ballot via a petition drive conducted by the San Antonio Professional Firefighters Association. They will make it easier to get referendum items onto the ballot, allow the fire union to require binding arbitration in contract negotiations, and limit the city manager's pay and term of service.

#### CITY OF SAN ANTONIO PROPOSITION A

Shall the City Charter be amended to expand the types of ordinances that may be subject to referendum including appropriation of money, levying a tax, granting a franchise, fixing public utility rates, zoning and rezoning of property; increase the number of days within which a petition may be filed seeking a referendum on an ordinance passed by council from forty to one hundred eighty days after passage of the ordinance; and to provide that no more than twenty thousand signatures of registered voters are required for a referendum petition instead of ten percent of those electors qualified to vote at the last regular municipal election?

#### CITY OF SAN ANTONIO PROPOSITION B

Shall the City Charter be amended to limit the term the City Manager may serve to no longer than eight years, limit the compensation of the City Manager to no more

than ten times the annual salary furnished to the lowest paid full-time city employee, and to require a supermajority vote to appoint the City Manager?

### CITY OF SAN ANTONIO PROPOSITION C

Shall the City Charter be amended to provide the International Association of Fire Fighters Local 624 with unilateral authority to require the City to participate in binding arbitration of all issues in dispute with the Association within forty-five days of the City's receipt of the Association's written arbitration request?

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*On a much more positive note.....*

Voters in Broward County, Fla., approved a plan to increase the local sales tax from 6 cents to 7 cents per taxable dollar starting next year to fund road and public transit improvements. Officials anticipate the increase will generate \$357 million in the first 12 months and \$15.6 billion over 30 years.

Wonders never cease! Guess it pays to have massive congestion and bad roads!  
[Contact Tedd Povar](#)

#### 2019 VLGMA Winter Conference

"Communication for Today's Manager" is the theme of the 2019 VLGMA Winter Conference to be held February 20-22, 2019, in Staunton. Our focus will be discussing the various ways we communicate, finding a bridge to opposing views, and meeting new leaders with new visions. From internet communication to annexation discussions to stories from the trenches, how we communicate helps define our success.



Our Wednesday afternoon pre-conference session is a combination of Steve Minor on "Running Effective Meetings" and the American Shakespeare Center (ASC) Leadership Training - "Communication Skills". The workshop will focus on enhancing written and oral presentation skills; understanding non-verbal messages; and constructive criticism and coaching. You may even be asked to showcase your talents on stage.

On Wednesday evening, there will be a reception at the Blackfriars Playhouse next to the hotel. Constructed by the ASC, this is the first modern re-creation of Shakespeare's original indoor theatre. The design is based on plans from other 17th-century theatres and Shakespeare's stage directions.

The conference will touch upon such topics as broadband solutions, a book discussion on "Radical Candor", 2019 General Assembly update, coaching communication, and reflections on communication with your peers.

Some featured speakers and topics include:

- Former Lt. Gov. Bill Bolling, Senior Fellow in Residence for Public Service, James Madison University - "The Challenge of our Time: How To Make Government Work Again"

- Sallie Ann Burnett, East Regional Director, Alliance for Innovation - "Communicating - Bridging The Gap Between Understanding Rural and Urban Communities"
- David Conmy, Commission on Local Government - Local Government Annexation Study

"Hello & Goodbye", a session to meet new leaders in the Commonwealth as we end the conference:

- Terri Di Cintio, Coordinator, Internship Placement Program, UVA
- Stephanie Landrum, President & CEO, Alexandria Economic Development Partnership and 2019 President of VEDA
- Dr. Larry Terry, Executive Director, Weldon Cooper Center for Public Service

As always, there will be plenty of time to network and interact with your colleagues. The popular Speed Coaching session returns during lunch on Thursday facilitated by Matt Lawless. We encourage you to participate in this exercise as a way to collaborate and learn from others.

The pre-conference workshop is included in the full registration. We will also have the one-day Thursday only registration option for those who can't make the entire conference. New last year, is the ability to register for just the pre-conference session on Wednesday which includes the evening reception. This could be a great option to expose other staff to VLGMA in addition to discussing communication in your own organization.

[Registration is open online now!](#)

Committee Co-Chairs --

Rosylen Oglesby, Assistant to the City Manager, City of Portsmouth  
Jeffrey Stoke, Deputy County Administrator, Prince George County

Civic Engagement - Town of Warsaw

**5:30pm CBS Channel 6 -  
Parked Outside Town Hall - Right Now -  
Since 3:25pm**

Monday, Dec. 3, a true exercise in civic engagement. From last months "Cup of Joe to Go" our president Joe Casey, stated "Nobody has on their bucket list to take vacation time from their work to visit their government". Yet on Tuesday, Nov. 27th when a modular home with an approved zoning permit was placed on a transitional lot zoned R-12 , mixed use abutting a R-l, limited residential neighborhood on the highest traffic count corridor in Warsaw, the bucket list of a former mayor, retired state trooper and several town residents of over forty years suddenly had a visit to town hall on their bucket list.



**Lee Capps**

What a Thanksgiving Homecoming for town manager, Joseph Quesenberry. He astutely called for an informal information session for 4p.m. on the day of his return. Expecting a few neighbors to show up, the Council Chambers were filled

with disgruntled, perhaps well intended folk. The purpose of the quickly scheduled session was to outline the permitting process, review zoning classifications and engage the apparent disgruntled residents in awareness of the distinction between modular and manufactured (mobile) homes as designated by the State Building code.

The meeting allowed for disagreement and open exchange. The county building inspector and the town's planning commission chairman attended the session and added clarity to the decisions that had been made. However, the axiom, "if it looks like a duck, walks like a duck and quacks like a duck, it is a duck" was muttered upon the end of the session. As well, the adjacent property owner challenged the actual rear yard set-back measurements against the surveyor documentation. Therefore, an agreement was made to convene on-site 9 a.m., Thursday, Nov. 29.

New circumstance, the measurements were incorrect. The new modular home is now out of compliance with the zoning codes and documentation submitted to the building inspector. The new resident still not identified, had no defensible reason for seeking a variance. Now she identifies herself. A US Marine Corps disable veteran, Afro-American, single parent with three children. An apparent impasse exist with her neighbors, her contractor, the town zoning code

A former town councilman with a Class A contractor's license volunteered to mediate between and among the property owner, modular home company, the town, the neighbors and the adjacent property owner. What emerged from Thursday, Nov. 29th mid-morning to Friday afternoon was an execution of immense civic neighborhood engagement equally another excerpt from "Cup of Joe to Go" as he quoted Margaret Wheatley, "There is no power for change greater than a community discovering what it cares about"...or looks like.

The working togetherness is still in strong pursuit; however, why is the Channel 6 News caravan still parked across the street from town hall. Final engagement (success) to be reported...later.

[Contact Lee Capps](#)

Innovation Edge



Innovation Edge

## TLG Conference Registration is Open!!

For the first time, we're offering TLG Throwback Rates. Register before December 15 to get the member rate of \$600. The Early Bird Rate then goes to \$660. Get all of the info [here](#).

The Transforming Local Government Conference (TLG) is different from any other conference you will attend. TLG attracts attendees from local governments that are deliberately seeking new and innovative ways to meet new challenges and provide high quality service to the communities they serve. TLG is recognized for its dynamic content, which encourages team building, free thinking and fosters unprecedented ideas. Participants hear presentations directly from the teams that

have created some of the most innovative programs and projects in local government today. These are comments from two of the attendees last year. "This was a great opportunity to meet others in the same profession and to share ideas of things that can make a real difference in our communities. What inspired me most was the willingness of every one of the presenters to have taken a risk." Peggy Bunzli, Budget Officer, City of Boulder, CO. "TLG is by far the most valuable conference experience. The sessions are thoughtfully planned and include stand out practitioners. Networking opportunities are endless and diverse." Stephanie Smith, Assistant to the City Manager, City of Flagstaff, AZ.

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. We are accessible and valuable to all levels of an organization. You can learn more about the Alliance at [www.transformgov.org](http://www.transformgov.org) or contact me at [saburnett@transformgov.org](mailto:saburnett@transformgov.org).

## Certificate News

### Certificate News

We are approaching the end of the Fall semester! Thank you to Kim Payne and Greg Kelly for continuing to prepare the next generation of local government leaders and managers by teaching for the Certificate program this semester. As we prepare for the Spring 2019 semester, the deadline to apply for the program is January 1, 2019. Students simply complete an online application, submit a personal statement, and provide their undergraduate transcripts. We are offering three classes in the spring and Zoom connections make taking the courses easy for students that are not close to a VT site. For more information, please contact me.



On a finance note, we will be conducting a VGFOA professional development workshop in Abingdon, VA on Wednesday, January 16, 2019 from 9:00 am to 4:30 pm. "THE BUDGET PROCESS" will be a daylong workshop on the local government budget process from setting priorities, revenues and expenditures, the CIP, to adoption. You do not need to be a VGFOA member to attend. The cost is \$50 per person. If you or your staff may be interested, email [sddavis@vt.edu](mailto:sddavis@vt.edu) for the flyer and registration link.

We are please to recognize our Certificate Students who will complete the local government certificate this Fall semester. Many of these students will continue on with their MPA program through Virginia Tech. Congratulations to all!

Daysha Holmes	Virginia Tech - Procurement Department
Bladen Finch	Senate of Virginia
Sarah Larson	Blacksburg, VA
Thanh Dang	City of Harrisonburg
Scarlet Stiteler	City of Newport News
Jessica Webb	County of Roanoke

Jacqueline Lynch County of Roanoke  
Donna Krauss Stafford County  
Thomas Gilligan Loudoun County  
Jefferson Miller Loudoun County  
Katelin Hays Fauquier County

[Contact Stephanie Davis](#)

Speak Their Names



## **Speak Their Names Virginia Municipalities Honor their Heroes at the Virginia War Memorial**

There is a saying that we all die two deaths: the first when our bodies expire, and the second when our name is spoken for the final time. At the Virginia War Memorial, we are dedicated to never letting that second death happen to those Virginians who have made the ultimate sacrifice in the wars of our nation, from World War II through our ongoing engagements in Iraq and Afghanistan and around the world.

We invite Virginia municipalities to recognize their residents who have laid down their lives in service to the United States. As a part of our Speak Their Names Campaign, we are requesting that each Virginia municipality recognize its sons and daughters whose names are among the 11,772 carved into the walls of the Virginia War Memorial's Shrine of Memory by allocating one dollar per name each year to the Virginia War Memorial Foundation. These funds will help underwrite the educational and patriotic programs that connect current Virginians to stories of service and sacrifice, and which are available free of charge to all Virginia students and teachers.

We will recognize all municipalities that partner with us in this effort in the Foundation's annual report, in our online presence, and here at the Virginia War Memorial. Early partners include Chesterfield County, Henrico County, and Lunenburg County. We sincerely hope that the remaining cities and counties of the Commonwealth will add their names to our list of partners and pay similar tribute to their soldiers, sailors, marines, airmen, and other patriots who gave the last full measure of devotion to this nation.

Mel's Poetry Corner

### **Holiday Hype**

It seems like we all try and resist  
the relentless, inundating commercial blitz.  
The holiday spirit is susceptible to getting lost from sight

in the glare of materialistic hype.

Is the essence of love and joy ever adequately expressed  
when into a glitzy, expensive box compressed?  
A year's obligations might get fulfilled  
but wait until the next credit card bill.



Mel Gillies

This season's frenzy seems to get prolonged  
so "Tis the Season" all year long  
and the day after, a voice will remind -  
only 364 days left of buying time.

Presents, food, tinsel cannot camouflage and cover,  
as Charlie Brown researched and discovered,  
the presence of a spiritual light  
that is forever radiant and bright.

So, it is up to us to preserve  
and a higher purpose to serve  
by remembering the holidays are not about giving stuff  
but about expressing the love within us.

[Contact Mel Gillies](#)

Calendar

## Upcoming Events

2019 VLGMA Winter Conference - Feb. 20-22 in Staunton at the Stonewall Jackson Hotel - [Registration is open!](#)

[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](#)

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