

In This Issue

Beachside with Becky

Position Changes

Tedd's Take

Certificate News

A DAO in the Life

Civic Engagement Best Practices - Emporia's Brian Thrower

Mel's Poetry Corner

ICMA News

Innovation Edge

Virginia Tech's SPIA P3 Leadership Workshop Nov. 6, 2015

Calendar

Beachside with Becky



Becky Dickson

We act as though comfort and luxury were the chief requirements in life, when all that we need to make us really happy is something to be enthusiastic about.....

Charles Kingsley

Enthusiasm....keenness, fervor, passion, zeal, vigor, vehemence, gusto, energy..... We all got to have it to succeed in this crazy profession! Some days enthusiasm comes joyfully, naturally and some days we have to muster it up, find it, dig deep.

Of course enthusiasm can cut both ways..... we may lead a community meeting with enthusiasm, gusto and passion, having a great moment and the next day by "high noon" we enthusiastically, vehemently and passionately want to hurl ourselves off the top of our administration buildings!

Our citizens, boards/councils and organizations depend on us for vigor and gusto. They expect that we will be more enthusiastic than they are! They enjoy seeing us enjoy our work. They feed off of our zeal and zest. So, how do we stay enthusiastic and optimistic when we are exhausted, perhaps beat down, perhaps feel we are spinning our wheels, and we have dug as deep as we can within to find the spark and honey it ain't even lit?

Well, I can only speak for myself.... Yes, there are days I am not be sure I can or want to continue. Been there. But when I think about the fact that no two days or hours are the same; that every day, I get a first class seat (or is it coach?) at examining human behavior (sometimes it's downright scary and dumbfounding and sometimes it's awesome); that in our line of work "you can't make this stuff up" and some of it is as comical as the I Love Lucy show; that I have to make quick decisions and long term decisions all in one day; that I impact the future for my community; that my learning curve never stops; that there are no boring, mundane days; that I work on the edge and at the pleasure of my board every day; and that I have the chance to know and work with each of you.... and I think I am pretty lucky. Exhausted but lucky and invigorated!

Enthusiasm coupled with a spoonful (or bucketful) of optimism can make huge impacts in our organizations and our communities. We can "right" ships, mend fences, open dialogue, resolve that 20 year old issue, motivate staff to achieve their potential..... and that my friends is happiness to me. That is what keeps me going.

Hopefully next time you are without zeal, or as Lucille Ball said during the unforgettable, "Vita Meata Vegimen" scene from I Love Lucy, ".if you are tired, run down, listless, and pooping out of parties...", I hope you can step back and appreciate with enthusiasm how lucky we are all to do what we do.

Welcome to our new member - George Anas, Rockingham Assistant County Administrator.

Becky, Signing off, with zeal and zest!

[Contact Becky Dickson](#)

Position Changes

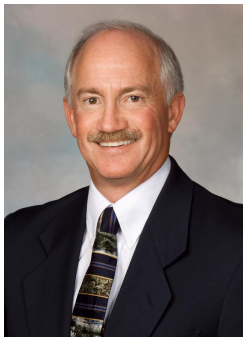
September, 2015



- Brannon Godfrey, deputy city manager for Portsmouth, has been appointed town manager for Warrenton.
- David "Allen" Lamberson, appointed Wythe County administrator in August, was terminated.
- R. A. Scott, former Amherst town manager, passed away at the age of 91.
- John Strutner, administrator for Alleghany County since 2007, has announced his retirement at the end of the year.
- J. B. Broughman, police chief and "temporary" city manager for Covington since July, 2013, announced that he intends to resign as city manager once a successor is hired. He will continue to serve as police chief.
- Patrick Roberts, deputy manager for the city of Suffolk since 2008, has been appointed manager there.

- Nita Mensia-Joseph, deputy city manager for Portsmouth, resigned.
- Kathleen Guzi, Botetourt County administrator, announced that she is stepping down from that post effective November 30th. Deputy administrator David Moorman will serve as interim administrator thru January 14, 2016.
- Gary Larrowe, administrator for Carroll County, has been selected as administrator for Botetourt County, effective January 15, 2016.
- Beverly Cameron, city manager for Fredericksburg, announced his plan to retire effective June 30, 2016.

Tedd's Take



Tedd Povar

Something Has to Change!

Two Roanoke TV station employees are dead, and it is NOT just about gun control.

Two young people died because employers are afraid to provide honest information when asked about former or current employees. The threat of a lawsuit has destroyed the tried and true practice of calling past employers about potential hires. Employers won't even say something GOOD about a past employee, simply stipulating date of hire and departure. It is absurd, and it is the result a legal system run amuck. Something has to change.

The United States has become the land of "lawyering up," and there are plenty available to take on any and all cases, no matter how frivolous. It keeps people from doing "the right thing," like telling a potential employer that one of their former staffers is nuts. You probably would be sued so you don't, and now two young people with bright futures and much to contribute are dead as a result.

There needs to be some level of protection for employers telling the truth about past employees. Think about it - in order to discipline or fire an employee, the employer has to build a solid case, including all disciplinary actions, performances deficiencies, and any other factors that back up the final action taken. It needs to be complete and defensible. But when a potential employer calls about that same employee, they won't disclose anything about the case they built to discipline that employee, or even that the employee was disciplined at all. Unbelievable!

The fear of litigation is stifling common sense and fair and reasonable business practices. People are dying as a result. Something has to change!

[Contact Tedd Povar](#)

Certificate News

The semester is off to a great start, and as the first major assignments start coming due, the students will be working

overtime to ensure their success. It is a great time to be a Certificate student, especially as the ranks continue to grow and the collaboration among professors, alumni, and Virginia Tech continues to improve.



One such collaboration is with the Alliance for Innovation, an organization that impacts organizations and communities, changing the way local government performs. Virginia Tech is working with the Alliance for Innovation to join as a University Affiliate in order to leverage its resources for our localities in the Commonwealth. This partnership will open new opportunities for Certificate students, instructors, and Virginia Tech faculty. Look for more information on the Alliance and Virginia Tech in the upcoming months.

Also, October 29th and October 30th join Virginia Tech faculty and leading practitioners for the first Funding the Future workshop. This two-day workshop will be a hands-on advanced learning opportunity aimed helping you kick start and enhance your capital improvement planning process (CIP). Individuals and teams will work together to develop action steps to take back home. **Space is limited to the first 40 people. Special pricing is available for those attending as a team.** Visit www.planvirginia.com for more information and registration.

The Certificate program is ripe with opportunities to improve both individuals and local governments throughout the state. Moreover, Stephanie is always out recruiting the next classes of students. She currently has two recruiting sessions scheduled for October 22nd and October 23rd. On October 22nd, she will be at the Institute for Advanced Learning and Research in Danville from 4:00-5:00 p.m., and on October 23rd, she will be at Lynchburg City Hall from 1:00-2:00 p.m. As always, if you or anyone else is interested in the Certificate program, contact Stephanie Davis at sddavis@vt.edu or 804-980-5549.

A DAO in the Life



Nita Mensia-Joseph

Transitioning

I have been working since the age of 15 in some capacity earning a wage or salary, but this month my life took an expected and anticipated change. For others in transition, the change may have come as a surprise, but none the less, transitioning has its moments of stress and uncertainty whether it is anticipated or not. So as I approached the topic for an article, I felt as if the "T" word was definitely worth a few paragraphs of everyone's time.

In the world of public service, we expect at some time in our careers to face the opportunities that come with transitioning. In the state capital we see changes every four years and similar behaviors are mirrored in local governments. Serving the public offers no guarantee for job security; and as we are all very well aware, no good deed goes unpunished. But on the flip side, public service is one of the most rewarding careers because of the potential you have to positively impact the lives of so many people in our communities. Public servants make a difference.

As you continue in your current jobs and go about your day to day tasks at work - please give ear to a few suggestions that I have. First, keep in mind that your

brand defines who you are and not your job title. How are you branding yourself intellectually and from a work ethic perspective? Your brand is what counts. Secondly, are you updating your resume in with information about your significant accomplishments along with other supporting documents as a matter of habit and not a matter of necessity? Your resume supports your brand.

Finally, have you or are you preparing financially for the unexpected? Whether a public servant or a private sector employee, it is difficult but prudent to live within or even below your means in the current economy. Do you have a nest egg that will sustain you for at least a year in the job market? Some form of financial security is not only beneficial in the event you find yourself in transition; financial security has the hidden value of strengthening your moral compass while you are serving the public. The fear of transition as a result of not having financial security has the potential to allow one's compass to move a few degrees off of due north and in turn, compromise your brand.

Transitioning - although very new to me and a little scary at times - it is a new door with many opportunities just across the threshold. If and when you are ever faced with it, then join me. Embrace it, enjoy it, move forward, and remain thankful for the opportunity to serve the greater good.

[Contact Nita Mensia-Joseph](#)

Civic Engagement Best Practices - Emporia's Brian Thrower

Increased Civic Engagement Through Priority Based Budgeting

By: Brian S. Thrower, Emporia City Manager

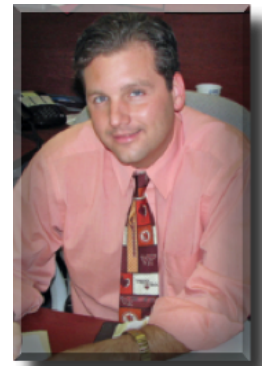
During last week's ICMA Annual Conference in Seattle, I attended a session on Priority Based Budgeting (PBB) that was conducted by Jon Johnson and Chris Fabian with the Center for Priority Based Budgeting (CPBB) (www.pbbcenter.org).

According to CPBB's website:

"Local governments continue to face previously unknown financial and political pressures as they struggle to develop meaningful and fiscally prudent budgets. Fiscal Health and Wellness through Priority Based Budgeting is a unique and innovative approach being used across the Country to:

- help organizations assess their "picture of fiscal health"
- objectively determine how to match available resources with community priorities
- provide elected officials with clearly presented information that leads to better informed decisions
- meaningfully engage citizens in the budgeting process
- escape the traditional routine of basing "new" budgets on revisions to the "old" budget

This holistic approach helps to provide elected officials and other decision-makers with a "new lens" through which to frame better-informed financial and



Brian Thrower

budgeting decisions and helps ensure that a community is able to identify and preserve those programs and services that are most highly valued.

Conversely, communities that have successfully navigated the fiscal storm will also benefit from Fiscal Health and Wellness through Priority Based Budgeting. By continuing to match resources with community priorities, engage citizens, and develop budgets that focus scarce resources on the most highly valued programs and services, this unique and logical process created by CPBB, provides an ongoing platform for high-performing communities to continue to be successful."

Throughout Chris and Jon's presentation, I increasingly realized that this approach to budgeting can facilitate a high degree of civic engagement throughout a locality's budgeting process. As opposed to traditional type budget development processes resulting in a thick budget document with endless pages of line items that elected officials and citizens rarely fully grasp or understand, PBB seeks to simplify the budgeting process by emphasizing and highlighting how community priorities are reflected in a locality's budget through specific programs and services. Approaching the budgeting process in this manner facilitates transparency, communication, and understanding between staff, elected officials, and citizens. In turn, this increased transparency, communication, and understanding should serve to bolster citizen engagement and will ensure the budget more accurately reflects the priorities of the community as a whole.

I will be looking more closely at PBB in the months ahead as I develop the proposed FY17 budget. I encourage you to do the same!

[Contact Brian Thrower](#)

Mel's Poetry Corner



Mel Gillies

Beauty

Ugliness, waste we mass produce
leaving our soul emptier after each use.
When love is woven into whatever we make,
divine inspiration co-creates.

Beauty is found in the timeless principles of math
or in a life devoted to a spiritual path.

What could be more beautiful than
Grandparents holding hands.

How uplifting for the soul to see
Truth reflected in the beauty of simplicity.
Silence encourages creative energy to flow
and beauty is viscerally known.

All of creation is the palette of Mind
forever unfolding artistry, divine.
The truth of our Oneness and immortality
is evoked in expressions of love and beauty.

[Contact Mel Gillies](#)



Leadership ICMA Class of 2016

Leadership ICMA - Unparalleled Professional Development for Local Government Leaders

You're smart. You're ambitious. You know where you are headed in your local government career and where to gain the leadership skills needed to get you there.

That's why you don't want to miss out on applying for Leadership ICMA, **Class of 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.

During this competitive and intensive two-year program, you will...

- Develop the skills needed for successful leadership, including but not limited to: personal leadership; integrity and ethics; team building; advocacy, analytical skills, community building, communication, and strategic planning.
- Be empowered and make lasting connections with local government leaders to grow your network.
- Receive sound insight, ideas, and advice concerning your professional priorities and direction.
- Enhance your capacity to think and act systemically by making a significant contribution to your local government's success.

Open spots are going fast - [apply today](#) to reserve yours!

Program Details:

Tuition and materials: \$1,795 plus travel costs.

Application deadline: Early applications are being accepted until August 31; general application deadline is October 15.

Professional development guidelines: Leadership ICMA can help fulfill your annual professional development requirements as outlined in the guidelines for Tenet 8 of the ICMA Code of Ethics.

Six course modules are scheduled over the course of a two-year period.

"Grievance policies; your enthusiasm can be felt BUT don't stop reading! Grievance policies are important to local government organizations given the rise in legal protections for employees, the role of grievance in indicating managerial effectiveness, and the role they play in giving employees a voice in adverse employment decisions. The Local Government Research Collaborative contracted for research on this topic with the University of North Carolina - School of Government; principal researcher Leisha DeHart-Davis. A recent webinar, held on July 29th dived deeper into DeHart-Davis's findings and implications for local governments." Read the rest of Toni Shope's article *Revisiting Red Tape to Green Tape* [here](#). Toni is the Alliance's Strategic Initiatives Director.



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

Virginia Tech's SPIA P3 Leadership Workshop Nov. 6, 2015



UNDERSTANDING DIMENSIONS OF LEADERSHIP THAT IMPACT P3s

Friday, November 6, 2015

Virginia Tech Research Center

900 N. Glebe Road, Arlington, VA

Are you working on a dysfunctional or frustrating P3 project that you would really like to deliver on time, on budget and within scope, but it feels like no one on the team understands where you are coming from? The P3 Leadership Workshop series will help you find a clearer way of working with your P3 team, so you can deliver on time, on budget and within scope, while building innovative and sustainable relationships.

We believe that many of the challenges faced by people working on P3s are related to areas heavily influenced by leadership: culture, trust, public and shared space. This workshop will offer working definitions of these concepts as well as other analytical tools applicable to P3 projects. We will also feature best practices from the following practitioners:

- Ralph Basile - Principal, Vantage Point Development Advisors
- David Birtwistle - CEO, Northern Virginia Transportation Alliance
- David Dise - Director of General Service, Montgomery County, MD

- Paul DesJardin - Director of Planning, Metropolitan Washington Council of Governments
- Victor Hoskins - Director, Arlington Economic Development
- Judah Gluckman - Deputy Director, Office of Policy and Legislative Affairs, Executive Office of the Mayor, Washington, DC
- Homer Pierce - Moffatt and Nichol, and Former VA Secretary of Transportation

[Early Registration](#) - \$350 includes breakfast, lunch and parking
After October 16th, registration is \$375

Group Discount - 10% off for organizations with four (4) or more participants

Schedule - 9 AM to 3 PM with one hour for lunch

[Contact Rosa Krewson](#)

Calendar

Upcoming Events

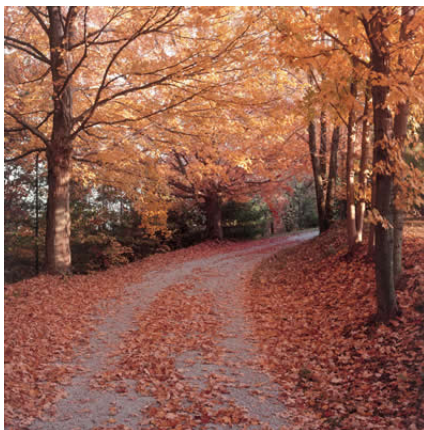
PDC Meeting - October 5, 2015 in Richmond

Executive Committee Meeting - October 5, 2015 in Richmond

Deputies, Assistants and Others (DAO) Meeting - October 16, 2015 in Abingdon

[More Dates](#)

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](#)



[Forward email](#)



This email was sent to mjh3a@virginia.edu by mjh3a@virginia.edu | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe](#)[™] | [About our service provider](#).



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