



Connections

The Newsletter of the Virginia Association of Counties

December 15, 2007

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★ Gov. Kaine will release his budget recommendations on Dec. 17. VACo will provide a detailed analysis of his biennial recommendations by email that same week.

Kaine Releases CSA, Foster Care Initiatives

Gov. Timothy Kaine outlined his budget initiatives on Dec. 11 to improve services for the Commonwealth's most vulnerable children, including more funding for foster care and adoption efforts and an initiative to serve children in the communities where they live. The proposal also includes funds to collect data about how well children are served through the Comprehensive Services Act (CSA), giving localities a stronger tool to provide effective services in the most appropriate settings.

The proposal provides a \$36.2 million increase in state (\$22.6 million) and federal matching (\$13.6 million) funds over the biennium for the basic foster care rate. It raises maintenance payments to foster family homes on behalf of foster children by 15 percent in the first year and 10 percent in the second. It also increases adoption subsidy funding. Discussions are under way with administration officials to determine if this increase will require any type of local match.

Currently, payments to foster families are funded entirely by the state except when funding is accessed through federal IV E programs. If this proposal were

to include payments under the IV E program, a local match may apply. Additional discussions are determining whether the rate increase would affect families who are providing services for localities through third party providers. In some instances, localities contract for services through private agencies to access an array of services and foster families.

The governor's initiative includes \$9.3 million in state (\$7 million) and federal matching (\$2.3 million) funds over the biennium to improve recruitment and retention of foster parents and adoptive parents. Funds would be used to implement the Finding Families best practices and provide standardized training using the Parent Resource Information Development Education (PRIDE) curriculum.

The proposal includes 17 new positions. The PRIDE curriculum has been praised by many social services professionals, but it is difficult to implement because of the staff required to train foster and adoptive families. It has been funded in some local agencies with local dollars and is being eliminated in some local

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CSA, Foster Care

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departments of social services FY 2009 budgets. Gov. Kaine's proposed \$9.3 million in funding may resurrect the program and allow many local agencies to continue the training curriculum.

Discussions have begun as to how the funding will be dispersed throughout the Commonwealth. Will this increased funding aid localities that have implemented the PRIDE curriculum using local funding? Will the 17 new positions be local positions or will they be state positions that train and/or support local efforts? Will this initiative be a mandate on all localities or will there be some flexibility to allow the implementation of the PRIDE curriculum to be phased in over a period of time as additional funding is identified? The administration has indicated the willingness to work on solutions with local governments.

The governor has outlined incentives to localities to create community-based services. It decreases the local match rate for localities for community-based services and increases the match rate for services provided in residential settings. According to administration officials, the state average local match for community-based services will decrease from 38 percent to 15 percent while users of residential or congregate care services would increase from 38 percent to 51 percent. The administration predicts that implementa-

tion of this strategy will reduce increases in the state CSA budget by \$12.5 million over the biennium. Discussions have been and will continue to be ongoing with administration officials regarding the incentives to create community-based services and how to fund these services using state dollars. Additional discussions are ongoing concerning local governments ability to establish difficult programs that target sexual predators and arsonists. These programs are expensive, difficult to establish and are sparse across the Commonwealth. Finally, the administration indicated willingness to work with local governments, Community Policy and Management Teams (CPMT) and Family Assessment and Planning Teams (FAPT) on the flexibility of the local match rate when community-based services are established and delivered regionally. Discussions will continue on the lack of control that CPMT and FAPT have over local Individual Education Plans (IEP) and judicial placements into residential facilities.

The governor's budget will include \$277,000 over the biennium for the purchase and maintenance of a data tool to collect outcome data on children served by the Comprehensive Service Act. This funding will cover the software needed to collect data, but will require more local effort to collect and input data. The administration is aware that additional responsibilities may be required of local CSA Coordinators and has begun working with a small group of

local human services professionals to identify and target additional responsibilities. Everyone seems to be in agreement (local governments, administration officials and JLARC) that the level of state support for the administration of CSA is poor and needs to be revised. This has been a local government budget amendment in several sessions of the General Assembly, but no increases have been realized.

Finally, Gov. Kaine's initiative provides \$7.2 million in state (\$4.4 million) and federal matching (\$2.8 million) funds over the biennium to enhance child welfare worker training methods to strengthen permanent family connections for children in care. Administration officials indicate this funding will be allocated to local agencies with a match requirement.

The governor has outlined these initiatives for children and families as a precursor to his budget submission on Dec. 17. The initiatives targeting CSA and foster care services are Part 1. Part 2 is expected to be unveiled on Dec. 14 during Gov. Kaine's mental health press conference. Stay tuned...

Staff contact: Dean Lynch, CAE, (804) 343-2511 or dlynch@vaco.org.

Legislative Program Now Available

The 2008 Legislative Program is now available. Copies were sent out by email and are available at www.vaco.org. Please call VACo at (804) 788-6652 to request print copies.

Stay tuned to *Capitol Contact*, VACo's legislative newsletter, during the 2008 General Assembly Session. This newsletter is ONLY available by email and is sent to all VACo members. Please make sure that VACo has your valid email address.

Capitol Contact is sent by email so that members can take immediate action on legislation affecting counties. Remember, an association is only as good as the participation of its members. We need your help and voice during the session. Take action when a *Capitol Contact Alert* is issued and schedule a time to come to Richmond and talk with your legislators.

2008 Legislative Priorities

Priorities have been shortened due to space considerations, please visit the VACo Web site for the complete list of priorities and positions or call (804) 788-6652.

State and Local Fiscal Sustainability

VACo is committed to guaranteeing state and local fiscal stability to ensure that the Commonwealth and its local governments provide cost-effective, quality services with equitable and sufficient tax structures.

Aid to Localities

VACo requests the Commonwealth to use the most current population statistics available, such as those developed by the Weldon Cooper Center for Public Service, for the purposes of determining state aid to those localities that have experienced growth since the last census.

Annexation Moratorium

VACo supports full funding of the Commonwealth's HB 599 commitments, as well as the continuation of the current moratorium on city annexations regardless of whether those commitments have been met.

Behavioral Health Care

VACo supports increased funding in the provision of mental health services for children.

Comprehensive Services Act

VACo supports additional state funding in the "CSA Pool" as local governments comply with new Comprehensive Services Act (CSA) policy initiatives for children at risk of foster care and/or custody relinquishment.

Deployment of Broadband Internet Services

VACo urges the Commonwealth to assist communities throughout Virginia in providing universal access to broadband Internet services. Assistance should include a combination of economic incentives as well as statewide budgetary and statutory policies.

Education Funding and Re-benchmarking the Standards of Quality (SOQ)

VACo supports full state funding for public education (including the SOQ, targeted incentive programs, capital and maintenance support, and teacher salaries).

Health and Human Resources Funding

VACo supports state policies and funding to ensure the Commonwealth's at-risk families have access to high quality and appropriate services.

Homeland Security Emergency Preparedness and Volunteer Recruitment & Retention

The General Assembly should maintain current state funding and make certain that localities, often the first responders, are included in the planning process for homeland security and emergency preparedness measures.

Land Use/Growth Management Tools

Authority to plan and regulate land use should remain with local governing bodies and VACo opposes any legislation to weaken that authority.

Sovereign Immunity

VACo opposes any substantive change in local governments' present defense of sovereign immunity for tort liability.

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New Energy Saving Contract Available to Counties

The Kaine administration recently announced a new state Demand Response contract offering state agencies, educational facilities, and other public bodies, including counties, payments for reducing electrical demand.

Demand Response encourages large energy users to reduce or shift their electric demand during periods when aggregate electric demand and wholesale electricity prices are extraordinarily high. Payments for this electrical demand curtailment will be made directly to the participating organization.

Virginia's regional electric transmission organization, PJM Interconnection, sponsors several financial incentive programs, including Demand Response, to large electricity users. The programs are intended to shift and/or curtail electric demand. PJM relies on third-party aggregators or Curtailment Service Providers to enroll customers, provide technical support and operating expertise to customers, and pay customers for their participation. The

Commonwealth has entered into an agreement with EnergyConnect to foster Demand Response for PJM. EnergyConnect will assist in curtailing their use of electricity during periods of peak use.

The contract with EnergyConnect will help improve the reliability of Virginia's electricity grid and will provide incentive payments for reducing the load on the grid. EnergyConnect is a wholly owned subsidiary of Microfield Group, Inc.

Question: How does Demand Response Work?

Answer: Large users will typically have two primary and voluntary opportunities working with EnergyConnect to sell Demand Response to PJM:

Real Time Demand Response- Large users undertake best practices to reduce demand in a few hours on selected days when spot or real-time wholesale prices are high. Generally speaking, participants are paid for best effort load reductions.



Day Ahead Demand- Large users submit binding load reduction offers for the following day's PJM wholesale electricity auction. A participant is paid the market price, assuming their bid is accepted. The participant is expected to reduce load by the amount contained in its accepted bid offer. However, unlike the Real Time option, there are financial consequences for failing to reduce load in accordance with the accepted bid offer. This option has the advantage of providing price certainty to the participant, but it also carries an obligation to perform.

Localities are encouraged to contact Tommy Thompson with the Virginia Department of Mines, Minerals and Energy to learn more about potential contract opportunities at thomas.thompson@dmme.virginia.gov or (804) 692-3230.

For more information about the program visit <http://www.mme.state.va.us/DE/StateAgencyProgs/statecontractmeetings.shtml>. ☞

Legislative Program

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Transportation Funding

VACo continues to maintain that the General Assembly must substantially increase revenues for transportation.

Unfunded Mandates

VACo opposes unfunded mandates by the Commonwealth.

Furthermore, VACo opposes the shifting of fiscal responsibility from the state to localities for existing programs.

Water Quality Improvement Funding

VACo supports additional state funding and technical assistance to help localities improve water quality in a manner consistent with tributary strategies, imple-

mentation of Total Maximum Daily Loading goals, and water quality standards established by the State Water Control Board. To address well-documented, unmet infrastructure needs that negatively affect the quality of life of all residents, these new revenues must be separate, reliable and permanent. ☞

Federal Justice Assistance Grant Available

The Department of Criminal Justice Services (DCJS) announces the availability of federal grant funds through the Byrne Memorial Justice Assistance Grant Program (JAG). Grant applications may be submitted for new projects in the following areas:

1. School and Campus Safety Projects
2. School Resource Officers
3. Crisis Intervention Team Pilot Projects
4. Assessing the Impact of and Responding to the Mentally Ill in the Criminal/Juvenile Justice Systems
5. Crime & Delinquency Prevention in Minority/Immigrant Communities
6. Recruiting and Retention of

Criminal Justice Professionals
7. Criminal Justice System Improvements

Certain limitations and requirements apply to these funds, including the following:

1. Grant funds may be used to pay no more than 75 percent of the cost of a project. The remaining funds must be provided, in cash, from non-federal sources.
2. Grant funds may not be used to purchase equipment unless it is a necessary part of an approved project. Grant funds may not be used for construction or renovation.
3. Grant funds may not be used to supplant state or local funds that would otherwise be available

for these purposes.

Successful applicants will receive funding for 12 months, starting July 1, 2008.

Grant guidelines and instructions for preparing and submitting grant applications may be obtained from the Department's Web site at <http://www.dcjs.virginia.gov/forms/grants/byrne/P-Guide-08Final.pdf>. If you are unable to access the information or download the documents, contact Virginia Sneed at (804) 786-5491 or virginia.sneed@dcjs.virginia.gov to obtain copies of the grant guidelines and application forms.

Completed grant applications for these funds must be received at DCJS no later than 4 p.m. on Feb. 29. ☞



Participate in NACo's 2008 Presidential Election Project

NACo needs your help to continue the 2008 Presidential Election Project and get county issues to the forefront of the campaign. NACo has been attending campaign events, talking to the campaigns and endorsing candidates. To find out where the candidates are, log on to www.nacoblog.blogspot.com. Bookmark it and check back daily for the latest candidate schedules.

While you're online, don't forget to let NACo know who you're supporting in the race. Log on to www.naco.org/presidential to let them know. The more endorsements collected prior to the primaries, the more politically relevant NACo becomes as an organization and the more attention we garner from media and the campaigns.

To help educate the candidates on NACo's issues, NACo recently published a new brochure highlighting the Restore the Partnership campaign and lists questions the candidates should answer regarding county issues. Please email Kim Rogers at krogers@naco.org if you would like copies of the brochure to distribute to candidates that visit your state.

As we continue to move forward in the campaign season, NACo is looking for county officials to take an active role in the Election Project. We're looking for people to serve as local experts on a myriad of issues. If you are active with your state party be sure to let us know. This is a great way to participate in the race as we move into the general election, and NACo welcomes your feedback and ideas. Please contact Kim Rogers at (202) 942-4237 or krogers@naco.org with questions or suggestions. ☞



Mark Your Calendar...

New County Supervisors Forum

Jan. 4-6, Richmond Marriott
Registration forms are available at www.vaco.org, click on "meetings."

Supervisor Certification Course: Enhancing Local Government Effectiveness

Jan. 4, Richmond Marriott
Register for the New County Supervisors Forum and receive an additional elective credit. Cost: \$225 for the Jan. 4 session or \$500 for the Jan. 4 session and the New County Supervisors Forum. Registration forms are available at www.vaco.org, click on "meetings."

VAPDC Winter Conference: 40 Years of Regional Planning

Jan. 28-29, Omni Richmond
For more information call (757) 599-1006

Keeping The Best! Emergency Medical Services (EMS)

Retention Training for 2008
Tidewater Emergency Medical

Services (TEMS) Regional Council office, Norfolk
Feb. 1- Maximizing Your EMS Retention Efforts, 8:30 a.m. to 5 p.m.
Feb 2- Keeping the Best! How to Use EMS Retention Principles, 8:30 a.m. to 3:30 p.m.

Both classes are designed for career and volunteer fire and EMS leaders and are \$25 each. The registration deadline is Jan. 18. For more information and to register, visit www.vaems.org/retention or email emstechast@vdh.virginia.gov.

VACo/VML Legislative Day

Feb. 7, Richmond Convention Center
Registration forms are available at www.vaco.org, click on "meetings."

VACo Board of Directors Meeting

Feb. 7, Richmond Convention Center
Registration forms are available

at www.vaco.org, click on "meetings."

Chairman's Institute

Feb. 7-9, Richmond Marriott
Registration forms are available at www.vaco.org, click on "meetings."

7th Annual New Partners for Smart Growth: Building Safe, Healthy and Livable Communities

Feb. 7-9, Marriott Wardman Park Hotel, Washington, DC
www.newpartners.org

NACo's Legislative Conference

March 1-5, Hilton Washington & Towers, Washington, D.C.

VACo Regional Meetings

March 17 - May 1
VACo staff will take part in regional meetings around the state. ☼

Office Depot Introduces New Green Book at No Cost

Office Depot (NYSE: ODP), a leading global provider of office products and services, is launching its fourth Green Book, a catalog of nearly 3,000 products featuring a wide range of environmental attributes. The 2007-2008 Green Book is designed to provide businesses with the widest variety of relevant and useful products as well as guidance on creating an environmentally-preferable office.

"Year-over-year we are seeing a significant increase in the number of customers wanting to 'green' their purchasing practices," said Steve Schmidt, president of Office Depot's North American Business Solutions Division. "Office Depot's Green Book provides these businesses with a unique solution, complete with product recommendations and consultative guidance, to achieve their goals."

To get your free copy, send an email to NACo staff member Kelly Zonderwyk at kzonderwyk@vaco.org with your name, title, county, mailing address and phone number along with the number of requested copies.

For more information on Office Depot's environmental initiatives and to view the company's recently published *Corporate Citizenship Report*, visit www.officedepot.com/corporatecitizenship. ☼

Congratulations!

Sheila Clark, CMC, **Spotsylvania County's** deputy clerk, is retiring at the end of the year.

Brian Stout has accepted the position of federal legislative liaison in the **Arlington County** Manager's office. Brian has worked on the staff of three congressmen and the Committee on Government Reform for seven years. He was recently employed by McAllister and Quinn, LLC, as director of federal affairs. He will begin his duties on January 1.

Lignetics, a manufacturer of high-quality wood fuel pellets, firelogs and firestarter products, will invest \$5.35 million to open its first Virginia wood pellet manufacturing plant in **Lunenburg County**. The company will create 35 new jobs.

Showbest Fixture Corp., which manufactures and installs fixtures for retail stores nationwide, will invest more than \$2.5 million to locate a facility in **Nottoway County**. The Richmond-based company will create 104 jobs that range from supervisory positions to machine operators.

Synergy Biofuels, LLC, a start-up biodiesel fuel production company, will invest \$1 million to open a facility in **Lee County**. Synergy Biofuels, which will process used vegetable oil into biodiesel fuel, will create 30 jobs.

Governor Timothy Kaine announced Dec. 5 the appointment of Constance McGeorge to serve as the **Commonwealth Interoperability Coordinator** within the Governor's Office of Commonwealth Preparedness. She succeeds Chris Essid, who has resigned to become director of the Office of Emergency Communications within the U.S. Department of Homeland Security.

Hayes, Seay, Mattern & Mattern, Inc. (HSM), an AECOM company and one of the largest architectural and engineering design firms in Virginia, announces the addition of Danielle De Young as a transportation engineer in the Roanoke office.

Draper Aden Associates is pleased to announce managerial changes and staff additions. Glenn Custis, P.E., will become a Principal Consultant and Julia W. Skare, P.E., has been promoted to Site Planning and Engineering Team Leader in the Charlottesville office. Kristopher M. Caister, LSIT, has joined the Charlottesville office as a project surveyor and Steven Johns has been hired as a CAD Designer on the Site Planning and Engineering Team in the Richmond office. ☘

VACo Remembers Bob de Voursney

Bob de Voursney, professor Emeritus of government and public policy at the Weldon Cooper for Public Service, passed away on Oct. 26.

De Voursney began working for the Tayloe Murphy Institute, the predecessor of the Weldon Cooper Center, in the early 80s. He graduated from Yale University in 1963 and later received his doctorate in political science. He taught courses in government, planning and futures research at Syracuse University and the University of Virginia. At the Weldon Cooper Center, de Voursney served as consultant to the state legislature and executive director of the Virginia Association of Planning District Commissions.

"Bob was a good friend to Virginia's local governments," VACo Executive Director James Campbell said. "He helped many localities with board dynamics and helped local government leaders understand the impact of the Dillon Rule. He will be missed."

De Voursney is survived by his wife of 38 years, Mair, two sons, Paul and David, and daughter Nicole. A private family service was held on Nov. 17. ☘

Employment Opportunities

Employment ads have been edited due to space considerations. To view the full versions, visit www.vaco.org.

Assistant City Manager/ Harrisonburg

Salary: \$74,000-\$86,000 annually, plus excellent benefits. City residency required after appointment. Resume, cover letter, salary history and three professional references to: Human Resources Director, 345 South Main Street, 22801. Employment applications may also be downloaded from our website at <http://www.harrisonburgva.gov/>. The position will remain open until filled.

Assistant County Administrator/ New Kent County

Visit www.co.new-kent.va.us for a complete position description. Qualified candidates may submit a letter of interest, resume and county application to djs-tanley@co.newkent.state.va.us or to Human Resources, Post Office Box 50, New Kent, VA 23124. This position is open until filled.

Assistant County Attorney I/ Henrico County

Deadline: Dec. 30. Applications accepted only via Henrico County's online JOSH site at www.henricojobs.com.

Assistant Director of Budget and Finance/ Isle of Wight County

Salary \$51,588 - \$64,735
Interested candidates should submit an application and resume to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit our website at www.iwus.net or call 757-365-6263. Position open until filled.

Building Official/ Powhatan County

Salary Range \$55,000 - \$85,000. Applications and a complete job description may be obtained at the Powhatan County Administration Office located at 3834 Old Buckingham Rd., Powhatan, Virginia or at www.powhatanva.gov. Position is open until filled.

Civil Engineer, Senior #780-2/ James City County

Salary \$60,328 or higher. Applications will be accepted until the position is filled. To apply visit www.jccegov.com /JOBS or call (757) 253-6736.

Clerk to the County Board/ Arlington County

Salary \$56,139-\$115,544. The position is open until filled and we encourage you to apply early to assure consideration. Online application required: www.arlingtonva.us/pers. Have questions? Call (703) 228-3500.

County Attorney/ Augusta County

Hiring range: \$90,000-\$100,000. Send inquires and resumes (seven originals) to Augusta County Personnel Office, Attention:

Faith Souder, Personnel Director, County of Augusta, P. O. Box 590, Verona, VA 24482-0590, Tel: 540-245-5617; Fax: 540-245-5175, no later than Tuesday, Jan. 15.

Director/Engineer/ Dept. of Public Works/ Alleghany County

Hiring Range: Mid to upper 50s. Apply by cover letter, resume, (include salary history) and county application to: Alleghany County Administrators Office, Attn: John Strutner, 9212 Winterberry Avenue, Covington, Virginia 24426. Open until filled.

Director of Community Development and Planning/ City of Bristol

Hiring Range: \$50,000-\$60,000. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228-2360; Fax 804-726-9752 or e-mail Richmond@springsted.com by Jan. 7. For more information visit www.springsted.com.

Director of Finance/ City of Suffolk

Starting salary range \$95,000-\$105,000. Reports to City Manager. Submit resume and current salary by Dec. 28 to: John T. Maxwell, Senior Vice President, Springsted Incorporated, 4698

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Employment

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Honeygrove Road, Suite 4,
Virginia Beach, VA 23455, Fax
757-422-6617 or email:
jmaxwell@springsted.com.

Director of Finance & Human Resources/Town of Warrenton

Salary: Mid 70s.
Submit Town of Warrenton
employment application
(required) and resume to:
Director of Finance & Human
Resources, Town of Warrenton,
P O Drawer 341, Warrenton,
VA 20186, Fax 540/349-2414 or
e-mail: rheartley@warrentonva.
gov. Deadline: Dec. 5.

Director of Planning/Prince George County

Salary range \$57,811 - \$87,966.
For a complete job description
and County application, visit
the County website at
www.princegeorgeva.org or call
(804) 722-8669. Deadline for
applications is 4 p.m., Monday,
Dec. 28. Applications can be
mailed to: Attn: Human
Resources, P.O. Box 68, Prince
George, VA 23875. Faxed appli-
cations are not accepted.
Postmarks are not considered as
received.

Director of Public Utilities/Caroline County

Starting salary up to \$108,782.
Interested candidates should
submit a completed county
application and cover letter to
County Administrator Percy
Ashcraft at P.O. Box 447,
Bowling Green, Virginia 22427,

(804) 633-5380. Applications
and a position description may
be obtained from the County
Administrator's Office or on line
at www.visitcaroline.com.
Position is open until filled.

Director of Public Works/City of Bristol

Submit letter of application,
detailed resume with salary histo-
ry and work related references to:
John A. Anzivino, Senior Vice
President, Springsted
Incorporated, 1564 East Parham
Road, Richmond, VA 23228-
2360; Fax 804-726-9752 or e-mail
Richmond@springsted.com by
Jan. 7. For more information
visit www.springsted.com.

Editor/ Local Government Attorneys

The Local Government
Attorneys of Virginia, Inc.
(LGA), is seeking proposals for
the position of Editor of the
LGA's Handbook of Virginia
Local Government Law. One (1)
complete proposal shall be sub-
mitted electronically in pdf for-
mat clearly marked "LGA
Handbook Editor Proposal" by 2
p.m., Friday, Dec.28. Complete
proposals should be transmitted
to: Blair Mitchell, County
Attorney for Warren County at
bmitchell@warrencountyva.net.
For a copy of the RFP or to
inquire about the project, contact
Blair Mitchell, County Attorney
for Warren County, Virginia at
bmitchell@warrencountyva.net
or (540) 636-6674.

Employer Representative/ Virginia Retirement System

Hiring Range: \$36,000 -
\$53,000. Please go to the
Employment section on the
VRS website at www.varetire.
org and click on the
Commonwealth of Virginia Job
Site link to view and apply for
open positions at the VRS.

Senior Planner, Urban Design/Isle of Wight County

Salary \$41,286 - \$51,607.
Position open until filled.
Interested candidates should
submit an application and
resume to: HR, P.O. Box 80, Isle
of Wight, VA 23397. Visit our
website at www.iwus.net or call
us at (757) 365-6263.

Utilities Engineer/ Powhatan County

Salary Range \$50,340 - \$78,530.
Applications and a complete job
description may be obtained at
the Powhatan County
Administration Office or at
www.powhatanva.gov.
Applications must be received
by Jan. 11 at 5 p.m.

Zoning Administrator/ Powhatan County

Salary: \$45,820 - \$58,650.
Position is open until filled and
interested applicants should sub-
mit a county job application and
one writing sample.
Applications and a complete job
description may be obtained at
www.powhatanva.gov or at the
Powhatan County Administra-
tion Office. Open until filled. ☞

1001 E. Broad St., Suite LL 20
Richmond, VA 23219



Executive Committee

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VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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