



# Connections

The Newsletter of the Virginia Association of Counties

December 1, 2007

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## Register for Upcoming Professional Development Opportunities

It's time to mark your calendars for several upcoming VACo events!

### **New County Supervisors Forum**

*Jan. 4-6, Richmond Marriott*

Newly elected and incumbent supervisors, county administrators and other government managers should attend this forum that will concentrate on critical issues facing counties today. Sessions will include board organization and conducting effective meetings, board/county administrator relations, legal issues, media relations, budgeting and much more. A registration form is available on page 9.

### **Virginia County Board Chair Institute**

*Feb. 7-9, Richmond Marriott*

The County Board Chair Institute was developed in cooperation with an ad hoc committee of county board chairs. The Institute gives chairs a chance to learn practical strategies in crucial areas such as duties, powers and responsibilities of the chairman; structure and functions of county government; active leadership; communication; meeting management; decision making

and visioning skills; dynamics of professional and association relationships; and building partnerships with the local staff, board colleagues, citizens, the media and other governments.

### **VACo/VML Legislative Day**

*Feb. 7, Richmond Convention Center*

For the 17th year, the Virginia Association of Counties and the Virginia Municipal League are joining forces to co-sponsor Legislative Day. VACo and VML staff members will report on legislation affecting local governments, then local officials are encouraged to go to the state Capitol to participate in committee meetings and lobby state legislators. In the evening, local officials are strongly encouraged to invite their state legislators to dinner. Please invite them soon. Remember, VACo needs your participation to be successful at the General Assembly.

Registration materials and an agenda for all of these events are available at [www.vaco.org](http://www.vaco.org), click on "meetings," or call VACo at (804) 788-6652. ☞

## VRS Proposes New Retirement Rates

The Virginia Retirement System (VRS) has proposed higher 2008-2010 employer contribution rates for teachers and state employees. The teacher increase totals more than 1.3 percent while the state employee increase totals more than 1.8 percent. As a reminder, the governor may propose amended rates in his introduced budget, and the General Assembly likely will adopt separate rates as part of the enacted budget. A VRS letter addressed to Gov. Timothy Kaine and the chairmen of the Senate Finance and House Appropriations committees announcing the new rates is available on VACo's budget page on the Web at [www.vaco.org](http://www.vaco.org).

### Teachers

The board certified a combined employer contribution retirement rate for teachers of 18.85 percent: 11.84 percent employer retirement contribution; five percent employee contribution; 1.12 percent retiree health care credit rate; and 0.89 percent group life rate.

As a reminder of how the rates may change, VRS proposed a rate of 12.39 percent in 2006 for teachers, but the General Assembly funded lower rates for the biennium (9.20 percent for FY07 and 10.30 percent for FY08).

### State Employees

VRS has proposed a higher 2008-2010 employer contribution retirement rate for state employees. The new proposal equals 8.02 percent and does not include the five percent employee contribution, health insurance credit, Virginia sickness and disability rate, or group life insurance. ☞

## Commissions Continue to Address Immigration Issues

The General Assembly and governor will consider a host of immigration-related issues during the 2008 legislative session. Last month, the new Virginia Commission on Immigration, with gubernatorial and legislative appointees, and the standing legislative Virginia State Crime Commission met on Nov. 13 in Richmond to discuss specific issues.

The Virginia Commission on Immigration, Chaired by Senator John C. Watkins (R-Chesterfield), received a presentation from the Virginia Department of Education concerning enrollment policies for immigrant students. The Virginia Employment Commission also reviewed

employment services for immigrants. The commission will meet again on Dec. 13 and Jan. 4.

The Virginia State Crime Commission met to consider recommendations developed by its Illegal Immigration Task Force, which handles illegal immigration as it relates to the criminal justice system. The commission formally adopted 16 proposals that were divided into six categories as follows:

1. Role of the Federal Government
2. Data Collection
3. Education
4. Law Enforcement & Public Safety
5. Agreements with Immigration and Customs Enforcement (ICE)

### 6. Role of Jails & Prisons

From a local government perspective, the crime commission proposals, if enacted into law, would primarily impact local law enforcement responsibilities. The Virginia Sheriff's Association supports the proposals.

One of the most important proposals would allow all local and regional jails to retain 100 percent of any federal bed space reimbursements received from ICE. Another proposal increases state funding for construction of new jail bed space. The complete list of proposals are available on the Crime Commission's Web site (<http://crimecommission.state.va.us/>).

VACo staff contact: Randy Cook, [wrcook@mmeccp.com](mailto:wrcook@mmeccp.com). ☞

# Cash Proffer Survey Finds Slow Growth in Receipts

The Commission on Local Government's recently released report on voluntary cash proffers show that although the number of counties, cities and towns accepting payments increased between the 2006 and 2007 fiscal years by almost 17 percent (from 42 to 50 localities), proffer collections grew by less than two percent during that period.

Proffer revenue expended for local projects dropped by \$21 million, reflecting the number of years needed to accumulate sufficient funds for the public facility or service to be supported by the proffered cash payment.

The commission's survey of the 153 local governments required to report their acceptance of cash proffers also found that almost half (49.4 percent) of locality proffer expenditures went for schools while less than one-quarter (24.1 percent) were for transportation improvements. This reverses a three-year trend where transportation facilities were the top proffer project.

The report demonstrates once again that cash proffers are neither a reliable nor sufficient source of revenue for counties confronting the need to provide services to new residents. For example, during FY 2007, coun-

ties collectively expended approximately \$27 million for schools, but the estimated cost of a new high school in one county was reported in a recent news article to be between \$42 million and \$62 million. Further, during that same period, counties reported expending \$10.1 million on transportation improvements, an amount that would barely cover the cost of widening one mile of roadway from two lanes to four.

Copies of the commission's report can be found at <http://www.dhcd.virginia.gov/CommissiononLocalGovernment/pages/cashproffersurvey.htm>. ☞

# State May Take First Steps to Fund Incentives for Volunteer Emergency Personnel

Despite concerns about the prospects of new budgetary initiatives, the Joint Subcommittee to Study Incentives for Fire and Rescue Squad Volunteers (HJR743/2007) endorsed recommendations to put state funds into the Volunteer Firefighters' and Rescue Squad Workers' Service Award Program (VOLSAP) and to increase the emergency services component of the motor vehicle registration fee to fund state mandated rescue squad training.

Del. Thomas Rust of Fairfax, chairman of the joint committee, agreed to request a budget amendment to contribute



\$250,000 for the coming biennium for VOLSAP to match the funds of those individuals, localities and organizations currently in the program. This would be the first state contribution to the optional retirement program since its inception in 1999. Funding for fire and rescue squad personnel who subsequently join VOLSAP, however, would be contingent on future appropriations.

With the strong encouragement of the citizen members of the joint subcommittee, a motion was approved at the Nov. 27 meeting to increase the "Four for Life" fee by 25 cents, with the additional revenue to be used solely to fund the certification

and recertification training for emergency medical services personnel. Chairman Rust reported that the increase would make more than \$1 million available in additional funds for the required training.

One other recommendation for a state income tax credit for volunteer firefighters and rescue squad members did not go forward because of its \$12 to \$22.5 million impact on the state budget.

The joint subcommittee's final report and recommendations are expected to be published soon.

VACo staff contact: Ted McCormack, (804) 343-2506, [tmccormack@vaco.org](mailto:tmccormack@vaco.org). ☞

# VACo Recognizes Supervisors for Years of Service

VACo recognized more than 40 supervisors at the Annual Banquet on Nov. 11 for completing 10, 20, 30 and 40 years of service on their county board. Congratulations!

## 10 Years of Service

Rickey May Alleghany  
 Stephen Bennett Alleghany  
 Vernon Wood Amherst  
 Samuel Carter Appomattox  
 Barbara Favola Arlington  
 Jay Fisette Arlington  
 Wendy Wingo Botetourt  
 Terry Austin Botetourt  
 J.D. Puckett Campbell  
 John Staelin Clarke  
 Jerry Boothe Floyd  
 Fred Gerald Floyd  
 Diane Belcher Floyd  
 Charles Wagner Franklin  
 John McGlennon James City  
 Wally Beauchamp Lancaster  
 Jackson Wright Louisa  
 Fitzgerald Barnes Louisa

Kevin Mitchem Mathews  
 Annette Perkins Montgomery  
 James Politis Montgomery  
 Harry Harris Nelson  
 William Fore Prince Edward  
 Roger Welch Rappahannock  
 Joseph McNamara Roanoke  
 Richard Flora Roanoke  
 Robert Adkins Wise

Thomas Payne Fluvanna  
 Wayne Angell Franklin  
 Richard Glover Henrico  
 Jack Green Nottoway  
 Hilda Barg Prince William  
 Joseph Sheffey Pulaski  
 Charles Ahrend Rockingham  
 William Kyger Rockingham  
 C. Thomas Redd III King  
 William

## 20 Years of Service

Laura Belle Gordy Accomack  
 Donald Hart Accomack  
 John Kitchen Buckingham  
 Wayne Acors Caroline  
 Robert Farmer Caroline  
 Sharon Bulova Fairfax  
 Gerry Hyland Fairfax  
 David Ingram Floyd

## 30 Years of Service

Dennis Morris Shenandoah

## 40 Years of Service

Richard Abbott Halifax ☞

# Supervisors Complete Certification Program



Photo by Wendy Jenkins

left to right: Mike Chandler, program instructor and consultant; Dr. Ray Ali, Virginia Cooperative Extension; William Quarles, Jr., Goochland County; John T. Rust, Page County; Charles Allbaugh, Fluvanna County; and Scott Tate, Virginia Cooperative Extension

Three county supervisors received their graduation certificates for the Virginia Certified County Supervisor Program during VACo's Annual Banquet on Nov. 11 in Bath County.

John Rust of Page County, William Quarles, Jr., of Goochland County, and Charles Allbaugh of Fluvanna County completed the requirements of the certification program.

Sponsored by VACo and Virginia Tech, the Certified County Supervisor Program participants must complete five core courses and three electives. Each course includes nine hours of classroom instruction and six

to eight weeks of home study with assigned readings and field work. The program gives an overview of basic issues, responsibilities and expectations associated with serving as a county supervisor. Detailed information regarding local government principles and practices is provided, along with instruction in finance, planning and building relationships within the community. For more information about the program, contact VACo staff member Larry Land at (804) 343-2504. ☞



# Mark Your Calendar...

## **Succeeding as a First Time Supervisor**

Dec. 5, 8:30 am-3:30 p.m.  
U.Va. Richmond Center  
Sponsored by the Virginia Institute of Government  
Ease your move into management by learning how to handle difficult personnel problems, confront a crisis with confidence, and keep your staffs motivated, focused and productive. In partnership with Chesterfield County. Registration: \$100 (includes lunch). Contact Jessica Smith at (804) 371-0202, email [jessicasmith@virginia.edu](mailto:jessicasmith@virginia.edu), or visit [www.VaInstituteofGovernment.org](http://www.VaInstituteofGovernment.org).

## **Baldrige Criteria for Performance Excellence Workshop**

Dec. 10-11, Suffolk  
This two-day workshop will give an in-depth introduction to performance excellence terminology, as well as the criteria and core values that drive high performance in organizations. For details and to register, visit [www.spqa-va.org](http://www.spqa-va.org).

## **Virginia Agriculture Summit**

Dec. 11-12, The Southwest Virginia Higher Education Center, Abingdon  
<http://www.agsummit.com/>

## **New County Supervisors Forum**

Jan. 4-6, Richmond Marriott  
Registration forms are available on page 9 or at [www.vaco.org](http://www.vaco.org), click on "meetings."

## **Keeping The Best! Emergency Medical Services (EMS) Retention Training for 2008**

Tidewater Emergency Medical Services (TEMS) Regional Council office, Norfolk, Va.  
*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](http://www.vaems.org/retention) or email [emstechasst@vdh.virginia.gov](mailto:emstechasst@vdh.virginia.gov).

## **VACo/VML Legislative Day**

Feb. 7, Richmond Convention Center  
Registration forms are available at [www.vaco.org](http://www.vaco.org), click on "meetings."

## **VACo Board of Directors Meeting**

Feb. 7, Richmond Convention Center  
Registration forms are available at [www.vaco.org](http://www.vaco.org), click on "meetings."

## **Chairman's Institute**

Feb. 7-9, Richmond Marriott  
Registration forms are available at [www.vaco.org](http://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](http://www.newpartners.org)

## **Second Wednesday Supervisor Series**

Beginning in Spring 2008, the Virginia Institute of Government will offer a new series of professional development classes designed exclusively for those in management positions. Classes will be held from 8:30 a.m. to 3:30 p.m. on the second Wednesday of every month between February and June. All classes will take place at the University of Virginia Richmond Center. The \$100 registration fee includes lunch and materials. For additional information, contact Jessica Smith at [jessicasmith@virginia.edu](mailto:jessicasmith@virginia.edu) or (804) 371-0202, or visit [www.VaInstituteofGovernment.org](http://www.VaInstituteofGovernment.org).

### *Spring 2008 Second Wednesday Supervisor Series*

- Feb. 13- Behavioral Interviewing
- March 12- Love 'Em or Lose 'Em- Motivating & Retaining Employees
- April 9- Coaching & Mentoring
- May 14- Strategic Planning
- June 11- Managing Conflict for Supervisors ☘

## VDEM Develops Toolkit for Making Continuity Plans

For local governments, the purpose of a Continuity of Operations Plan (COOP) is to ensure the continuation of essential public services in emergency situations. Such emergencies may include natural disasters, terrorist attacks or the outbreak of a pandemic.

To assist local governments in developing COOPs, the Virginia Department of Emergency Management (VDEM) has released a tool kit that consists of a COOP planning manual along with a series of worksheets and templates. This tool kit was developed by VDEM in cooperation with VACo, VML, representatives

from localities across Virginia and Beck Disaster Recovery, Inc.

The COOP planning manual is intended to offer both procedural and operational guidance for the preparation and implementation of a COOP plan. The local government COOP Toolkit is available online at [www.vae-emergency.com](http://www.vae-emergency.com).

Also available at the same Web site is a pandemic influenza COOP annex manual. In the case of a pandemic, a COOP's main focus will be the continuity of such vital services as law enforcement when there may be absentee rates as high as 40 percent among local government employees. ☞

## Technical Assistance Grant Available for Rural Localities

Rural Health Works is a community assessment process that assists counties to evaluate their healthcare system and to generate county-specific data. The ultimate goal of the project is to strengthen rural economies by increasing the use and expansion of health services.

NACo will award a total of three grants on a competitive basis. The grant, valued at more than \$18,000 for each county, includes intensive technical assistance on the Rural Health Works model. Selected counties will work with Rural Health Works consultants to identify their health care needs; examine the realities affecting the local delivery of health care; determine how the health care system can best meet the community's needs; and develop and mobilize an action plan based on their analysis and planning.

Funds are being provided by the Office of Rural Health Policy, Health Resources and Services Administration. The application is now available at [www.naco.org/ruralhealthworks](http://www.naco.org/ruralhealthworks). The submission deadline is Dec. 15.

For more information, please contact Christina Rowland at [crowland@naco.org](mailto:crowland@naco.org) or (202) 942-4267. ☞

## Lynch Graduates from LEAD VIRGINIA

VACo staff member Dean Lynch graduated from the LEAD VIRGINIA program on Nov. 16.

LEAD VIRGINIA is a non-partisan statewide leadership organization that provides an annual, seven-session educational program. The program brings together experienced, established senior-level executives from public and private entities across Virginia. LEAD VIRGINIA is intended to create a network of informed, active leaders with a shared vision for Virginia's future.

The class of 2007 held its graduation ceremony at the Jefferson Hotel. The final week-end session was held in Richmond.

VACo Executive Director James Campbell graduated from the program in 2006.

One of the most important aspects of LEAD VIRGINIA is the program's ability to build "social capital" among its participants. The program creates an opportunity for Virginia's leaders to educate each other about the issues in their communities, raises the level of understanding about the challenges facing each of Virginia's regions and provides a forum for discussion. ☞

# Employment Opportunities

Employment ads have been edited due to space considerations. To view the full versions, visit [www.vaco.org](http://www.vaco.org).

## Assistant City Manager/Harrisonburg

Salary: \$74,000-\$86,000. 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 <http://www.harrisonburgva.gov/>.

The position will remain open until filled.

## Assistant County Administrator/New Kent County

Visit [www.co.new-kent.va.us](http://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](mailto:djs-tanley@co.newkent.state.va.us) or to Human Resources, P.O. Box 50, New Kent, VA 23124. This position is open until filled.

## Assistant Development Manager#712-1/James City County

Salary \$74,999 +. To download an application visit [www.jcce.gov.com/JOBS](http://www.jcce.gov.com/JOBS). Applications will be accepted until the position is filled.

## Director of Finance/City of Suffolk

Starting salary: \$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 Honeygrove Road, Suite 4, Virginia Beach, VA 23455, Fax (757) 422-6617 or email: [jmaxwell@springsted.com](mailto: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](mailto: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 [www.princegeorgeva.org](http://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 applications are not accepted. Postmarks are not considered as received.

## Director of Public Utilities/Caroline County

Starting salary up to \$108,782. Interested candidates should sub-

# Congratulations!

Loudoun County has received a Distinguished Budget Presentation Award from the Government Finance Officers Association of the United States and Canada (GFOA) for the Fiscal Year 2008 budget.

**S&ME, Inc.**, an engineering and environmental consulting firm, has opened an office in Norfolk, Va., to serve the Hampton Roads region.

Glenn Telfer, PE, LEED AP, has joined the Richmond office of **Draper Aden Associates** as development and technical leader for sustainable design and a senior project engineer for the Site Planning and Engineering Team.

Covance, Inc., one of the world's largest drug development services companies, will invest approximately \$175 million in **Prince William County**, where it will locate its new pharmaceutical research and development laboratory. The company will retain 450 existing jobs and create 100 new jobs.

Rolls-Royce, a world-leading provider of power systems and services for use on land, at sea and in the air, will build a state-of-the-art aeroengine facility in **Prince George County**. ⌘

Continued on page 8

**Employment**

Continued from page 7

mit 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 online at [www.visit-caroline.com](http://www.visit-caroline.com). Position is open until filled.

**Division Chief of Planning & Community Development/ Dinwiddie County**

Applications available at [www.dinwiddieva.us](http://www.dinwiddieva.us) or by calling (804) 469-4500 ext 145. Open until filled.

**Economic Development Director/The Rockbridge Partnership**

Salary negotiable. Contact Valerie Lewis at (540) 463-7346 or [trp2@rockbridge.net](mailto:trp2@rockbridge.net) to obtain a detailed job description. Interested candidates should submit a letter of interest, resume, salary requirements and work references to: The Rockbridge Partnership, ATTN: Search Committee, 6 S. Randolph Street, Lexington, VA 24450. Deadline: Dec. 15.

**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 submitted electronically in pdf format 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](mailto:bmitchell@warrencountyva.net). For a copy of the RFP or to inquire about the project, contact Blair Mitchell, County Attorney for Warren County at [bmitchell@warrencountyva.net](mailto:bmitchell@warrencountyva.net) or (540) 636-6674.

**Employer Representative/ Virginia Retirement System**

Hiring Range: \$36,000 - \$53,000. Considerable experience with public relations, marketing, customer service delivery and public speaking. Prefer Bachelor's degree in education, business, public administration or related field or equivalent combination of education and/or experience. Please go to the employment section on the VRS Web site at [www.varetire.org](http://www.varetire.org) and click on the "Commonwealth of Virginia Job Site" link to view and apply for open positions at the VRS.

**Manager of Juvenile Services/ York County**

Base salary \$61,833 + A York County application is required and can be accessed at [www.yorkcounty.gov](http://www.yorkcounty.gov) or call (757) 890-3690. Hearing impaired TDD (757) 890-3300. Open until filled.

**Program Administration Specialist II/Department of Housing and Community Development**

Hiring Range: \$40,000 - \$55,000 Submit a state application at <https://jobs.agencies.virginia.gov>. Open until filled. For additional information call the Human Resource Office at (804) 371-7000

**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 [www.iwus.net](http://www.iwus.net) or call (757) 365-6263 for more information.

**Town Manager/ Town of Vinton**

Town residency required within 12 months. Send cover letter, resume, salary history, and three professional references to Beth Austin, Human Resource Director, 311 S. Pollard Street, Vinton, VA 24179. Deadline is Dec. 10 by 5 p.m. ☞

# VACo County Supervisors Forum

January 4-6, 2008



**About the Forum:** The Virginia Association of Counties offers VACo's County Supervisors Forum for supervisors to concentrate on critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more.

An overview of county government and the work of county supervisors will be covered.

**Who Should Attend:** Newly elected and incumbent supervisors, county administrators and other government managers will come away with information they need to steer their locality forward.

**Registration Details:** The conference registration fee is \$275, which covers conference materials, a Virginia County Supervisors' Manual, Friday dinner, Saturday lunch and Sunday lunch. Spouses and guests who plan to attend may register for \$125, which covers those meals. The conference will take place at the Richmond Marriott, 500 E. Broad St. The room rates are \$119 for a single or double room. **To reserve a hotel room, call 1-800-228-9290 by Dec. 4 with the following code: VACVACA.**

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To register, mail this form along with a check or charge authorization to VACo, 1001 E. Broad St. Ste. LL20, Richmond, VA 23219-1928. Credit card payments may be faxed to (804) 788-0083.

**The registration deadline is Dec. 21.**

Name \_\_\_\_\_

Title \_\_\_\_\_ County \_\_\_\_\_

Mailing Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ E-mail \_\_\_\_\_

My guest's name is \_\_\_\_\_

Charge Options: (circle one) VISA                      American Express                      MasterCard

Card Number \_\_\_\_\_ Expiration \_\_\_\_\_

Cardholder's Name \_\_\_\_\_



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

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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