



# Connections

The Newsletter of the Virginia Association of Counties

June 5, 2007

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## State Failing to Meet Revenue Projections

The state must address a near-term general fund revenue shortfall.

Finance Secretary Jody Wagner presented the recent revenue report to the House and Senate Budget committees the week of May 21. Preliminary estimates suggest a year-end shortfall of approximately \$300 million.

In addition to FY 2008, local government leaders are concerned about revenue growth for the next biennium. Unmet core service needs may outpace revenue growth. For example, the state must "re-benchmark" the K-12 Standards of Quality next year in anticipation of the new biennium. Preliminary estimates suggest that the state must appropriate at least an additional \$1.5 billion in 2009-2010 to update the standards.

A recently released report from Wagner's office states that "total general fund revenue collections grew 2.5 percent in April compared to April 2006. On a

year-to-date basis, revenues grew 3.6 percent over the same period last year, significantly behind the annual forecast of 6.5 percent. Collections of individual non-withholding and corporate income taxes are trailing their forecasts. In addition, of particular note, individual income tax refunds have significantly exceeded expectations, further dampening growth."

VACo understands that Gov. Timothy Kaine has directed state agency heads to closely monitor year-end appropriations and prepare for possible forthcoming target reductions. The new revenue report is available on Secretary Wagner's Web site at <http://www.finance.virginia.gov>.

The administration will update the projections in mid-August and again in December. Gov. Kaine will also release his proposed 2009-2010 biennial budget in December. VACo staff members will be monitoring future revenue projections. ☞



## Counties Must Adopt Cluster Zoning By July 1

Specific counties must adopt a cluster ordinance before July 1. The requirement affects any county with a 1990-2000 population growth rate of 10 percent or more and a population density of less than 2,000 persons per square mile. The ordinance must permit by-right the clustering of single-family dwellings on 40 percent of the unimproved land located in the county's agricultural or residential zoning districts.

The requirement applies to the following 61 counties: Accomack, Albemarle, Amelia, Amherst, Appomattox, Augusta, Bedford, Botetourt, Brunswick, Buckingham, Caroline, Charles City, Chesterfield, Craig, Culpeper, Cumberland, Dinwiddie, Essex, Fauquier, Fluvanna, Franklin, Frederick, Gloucester, Goochland, Grayson, Greene, Greensville, Halifax, Hanover, Henrico, Isle of Wight, James City, King George, King William, Loudoun, Louisa, Lunenburg, Mathews, Mecklenburg, Middlesex,

Montgomery, Nelson, New Kent, Northumberland, Orange, Pittsylvania, Powhatan, Prince Edward, Prince George, Prince William, Richmond, Rockbridge, Rockingham, Shenandoah, Spotsylvania, Stafford, Surry, Sussex, Warren, Washington and York.

The requirement does not apply to any county that on June 1, 2004, allowed single-family clustering by-right in at least one residential zoning classification without any discretionary approval (e.g., special use permit, etc.).

In developing the cluster provisions, counties are allowed to adopt standards, conditions and criteria appropriate to ensure quality development, preservation of open space, and compliance with the local comprehensive plan and zoning and subdivision ordinances. However, as long as clustering proposals comply with those adopted standards, conditions and criteria, local approval is administrative - not legislative - and therefore without a public hearing.

Affected counties are encouraged to closely review the new criteria for cluster zoning in Section 15.2-2286.1, Code of Virginia. Two counties with existing cluster requirements, Hanover and New Kent, have agreed to assist other counties in complying with the cluster requirement.

### Contacts:

Mike Crescenzo, Hanover County Director of Planning, (804) 365-6171, mcrescenzo@co.hanover.va.us

George Homewood, New Kent County Community Development Director, (804) 966-9690, gmhomewood@co.newkent.state.va.us.

In addition, VACo has electronic copies of some current county cluster zoning ordinances available for review. Contact Ted McCormack for more information at tmccormack@vaco.org or (804) 343-2506. ☞

## Kaine Appoints Denslow Legislative Director

Gov. Timothy Kaine has appointed Suzette Denslow as legislative director and deputy policy director. Denslow currently serves as the deputy director of the Virginia Municipal League (VML).

"Suzette brings extensive experience and proven skills through her service with two previous governors and the Virginia Municipal League," Gov. Kaine said in a statement. "We're looking forward to having her as part of our team."

Denslow served as legislative director and policy director for Gov. Mark Warner. Prior to her current position, she worked at VML for nine years and served as deputy secretary of education for Gov. L. Douglas Wilder. Denslow succeeds Bill Murray, who has accepted a position in the private sector. ☞

## Counties Must Resubmit Comments to VDOT Regulatory Period Extended

Electronic comments regarding subdivision street regulations submitted to VDOT before May 21 were not received due to a technical error.

VDOT has corrected the problem and counties are requested to resubmit - or submit - comments by 5 p.m. June 18 to <http://www.vdot.virginia.gov/projects/ssar/>.

In accordance with the applicable new law, HB 3202 from the 2007 session, the forthcoming regulations will be developed using a "fast track" process superseding the Administrative Process Act. The new regulation will ensure that streets accepted

into the state system for perpetual public maintenance provide commensurate public benefit. Among such other measures as the Commonwealth Transportation Board may deem necessary or appropriate, the regulation shall include, but not be limited to, (i) requirements to ensure the connectivity of road and pedestrian networks with the existing and future transportation network; (ii) provisions to minimize storm water runoff and impervious surface area, and (iii) provisions for performance bonding of new secondary streets and associated cost recovery fees.

All counties are encouraged

to submit comments. Counties also may submit comments by mail to:

SSAR Public Comment  
c/o Nick Donohue  
Office of the Secretary of Transportation  
Patrick Henry Building 3rd floor  
1111 E. Broad St.  
Richmond, VA 23219

Please send a copy of any comments to VACo staff member Ted McCormack at [tmccormack@vaco.org](mailto:tmccormack@vaco.org). ☞

## Register for Statewide FOIA Workshops

The Freedom of Information Act Council is hosting its education road shows this month. The council conducts workshops every other year. The meetings allow public officials - state and local - to learn about recent changes to the act and interact with council leaders. VACo encourages each county to participate in one of the six following meetings:

Monday, June 11, Wise County

Tuesday, June 12, Danville

Wednesday, June 13, Staunton

Thursday, June 14, Manassas

Wednesday, June 20, Norfolk

Thursday, June 21, Richmond

To register, visit the FOIA Council Web site at <http://dls.state.va.us/foiacouncil.htm> or call Darlene Jordan toll free at (866) 448-4100 or locally at (804) 786-3591. ☞

## VACo to Release Homestead Lodging Form June 15

VACo will release the Homestead Lodging form for the 2007 Annual Conference on Friday, June 15. The form will be sent **by email to county administrators**. If your county needs to make alternate arrangements to receive the form, please contact VACo staff member Carol Huff at [chuff@vaco.org](mailto:chuff@vaco.org) or (804) 343-2507. Counties are allotted three rooms and exhibitors one. All other requests will be added to the wait list. The conference registration form is separate and will be released in August. This year's conference will take place Nov. 11-13. ☞

## CSA Council to Release Guidelines for Public Comment

The State Executive Council (SEC), which oversees the Office of Comprehensive Services, voted May 15 to release the proposed guidelines for the required public comment period. The SEC did not adopt or endorse the guidelines.

Adoption of the guidelines will come after the public comment period. The SEC is scheduled to meet Aug. 8 in Richmond to review the public comments received and take final action on the guidelines. The state expects the guidelines to go into place by Aug. 15.

Members of the SEC had a number of questions about the effect of the proposed guidelines, including the number of additional children and families who would become mandated under the Comprehensive Services Act (CSA). There still is no definitive answer to that question.

Local governments use as a guide the number of children currently on waiting lists for services at community services boards. That number is more than 2,000 statewide. Other state agencies have used smaller

numbers. A workgroup looking at the guidelines is expected to survey local governments in the coming weeks in an attempt to determine the potential impact.

The state also released an amended directive on a foster care service provision that supersedes the March 27 memorandum it issued on the subject. The new directive will be effective immediately. Since the release of the March 27 directive, the Office of the Attorney General revisited some of the issues addressed in that memo and decided that further clarification and changes were necessary.

For example, a parental agreement (what was previously called non-custodial foster care) is still required when a child is placed in a publicly funded slot in a residential facility in order to get services necessary to prevent or eliminate the need for a foster care placement. The former directive was vague about who would make out-of-home placement decisions.

Soon after the March 27 memo, some local governments reported that parents had unilaterally placed children in residen-

tial facilities and told the local government to start paying for the services. As is the case with the March 27 directive, parents are not required to give up custody of a child (i.e., place in foster care) in order to get services for the child. Some localities required parents to put a child in foster care to obtain publicly funded residential services.

Last week, VACo and VML staff met with Secretary of Health and Human Resources Marilyn Tavenner to address local government concerns with the timing and impact of the directive, as well as the perceived shift of children with mental health needs into the CSA system. The staff members are also working with other local government groups on the guidelines, and will distribute to local governments some points to consider when developing comments.

VACo staff contact: Dean A. Lynch, CAE, [dlynch@vaco.org](mailto:dlynch@vaco.org)  
Source: Janet Areson, *VML Update*, May 18 ☞

## Virginia Awarded Federal Grant to Promote Community-Based Care for Elderly, Disabled

Gov. Timothy Kaine announced May 14 that Virginia has been awarded a four-year, \$28.6 million "Money Follows the Person" demonstration grant by the U.S. Centers for Medicare and Medicaid Services (CMS).

The federal funding will help the Commonwealth design services and programs to transition at least 1,000 seniors and adults and children with disabilities from institutions, such as nursing facilities, into appropriate community-based housing. The federal grant will extend from May 2008 through September 2011.

The "Money Follows the Person" demonstration program is a \$1.75 billion federal initiative designed to help states rebalance their long-term care systems by shifting funding and services from institutions to the

community, where it generally is less expensive to serve individuals. This includes an enhanced 75 percent federal match in home and community-based waiver services for the first year for each individual that transitions into the community. The current federal match is 50 percent for waiver services.

The grant will be administered through the Virginia Department of Medical Assistance Services (DMAS), in partnership with the Virginia Secretary of Health and Human Resources, the Office of Community Integration for People with Disabilities, and other relevant state agencies and stakeholder groups.

At the end of the four-year grant period, the Commonwealth will add one-time transitional funding to the Medicaid home and community-based services waiver programs, which allows

people to transition more easily back into their homes and communities; create a consumer-directed supported employment option for some Medicaid-funded home and community-based waiver programs; add services such as environmental modifications and assistive technology to the existing Medicaid waiver programs; and provide transition coordinators to assist individuals in moving to the community.

In addition, Gov. Kaine also announced that a Housing Task Force, chaired jointly by the offices of the Secretary of Health and Human Resources and the Secretary of Commerce and Trade, will simultaneously address the housing needs of individuals who will move to the community under the grant. ☼



## VRA Issues \$244 Million in Bonds for Chesapeake Bay Clean-Up

The Virginia Resources Authority (VRA) has issued \$244,155,000 in Clean Water State Revolving Fund Revenue Bonds. Ten water quality improvement projects in nine Virginia localities will be impacted.

VRA partners with the Department of Environmental Quality to provide below-market rate loans for eligible local government projects. These bonds will support improvements to wastewater treatment plants and associated infrastruc-

ture owned and operated by Arlington County, the Augusta County Service Authority, the Frederick-Winchester Service Authority, the Harrisonburg-Rockingham Regional Sewer Authority, the Town of Purcellville, the Prince William County Service Authority, the City of Newport News, the City of Richmond, and the City of Staunton. The majority of the projects will provide system upgrades to reduce nutrient pollution being discharged into tributaries that feed the Chesapeake

Bay. Ultimately, this will have a positive impact on marine life and the overall health of the Chesapeake Bay.

Virginia, along with Maryland, Pennsylvania, the District of Columbia and the U.S. Environmental Protection Agency, are all signatories to the Chesapeake 2000 Agreement, which calls for each state to reduce by 40 percent the level of nutrients going into the Chesapeake Bay. The deadline is 2010. ☼



## Mark Your Calendar...

### 2007 FOIA Workshops

June 11- Wise County  
 June 12- Danville  
 June 13- Staunton  
 June 14- Manassas  
 June 20- Norfolk  
 June 21- Richmond  
 Check the FOIA Council Web site at <http://dls.state.va.us/foiacouncil.htm> for registration information or call Darlene Jordan at (866) 448-4100 or (804) 786-3591.

### Community Investment Workshop Series

June 19, Thomas Nelson Community College  
 8:30 a.m.-3:45 p.m.  
 Free registration for government officials and staff. Register online at [www.virginiare-sources.org](http://www.virginiare-sources.org). For more information, call (804) 644-3100.

### Demographic Analysis and GIS Mapping Workshops

1516 Willow Lawn Dr.  
 Richmond, VA 23230  
June 19- Demographic Analysis – Focus on Virginia One-Day Workshop  
 Time: 9 a.m. - 4:15 p.m.  
 Cost: \$280  
June 20-21- Using Census Data in GIS Mapping- Two-Day GIS Workshop using ArcView 9.2  
 Time: 9 a.m.- 4:15 p.m.  
 Cost: \$560  
 Cost includes all materials and access to a PC on the Internet during class. One person per computer. Online registration is available at [www.CalmRiver.com](http://www.CalmRiver.com).

### Virginia Certified Planning Commissioners Program 57

June 22-23, The Hotel Roanoke  
 Closing session on Aug. 23-24 in Charlottesville at the Courtyard Marriott University/Medical Center. Registration form is available at [www.vaco.org](http://www.vaco.org), click on calendar and then “Mark Your Calendar.”

### Soil and Water Conservation Society Spring Meeting

June 25, Deep Run Park, Richmond (Short Pump)  
*Implementing Low Impact Development in Virginia: Lessons Learned*  
 Agenda and Registration form is available at [www.vaco.org](http://www.vaco.org), click on “Calendar” and then “Mark Your Calendar.”

### NACo 2007 Annual Conference

July 13-17, Greater Richmond Convention Center  
 Visit [www.naco2007.org](http://www.naco2007.org) to sign up to volunteer at the conference or to register for optional tours showcasing Virginia. The conference-wide event will be held at Jamestown Settlement on July 15.

### Using the Transportation Act of 2007 to Make Growth Work

July 24, Henrico County, 10 a.m. - 3:30 p.m.  
 VACo, along with VML, the Virginia Coalition of High Growth Communities and the Virginia Chapter of the American Planning Association, are co-sponsoring a one-day

training session on the land use provisions contained in the 2007 Transportation Act (HB 3203). Registration information will be available soon.

### VACo Summer Symposium

Aug. 10, Richmond Marriott  
 Educational sessions will take place in the morning followed by steering committee meetings in the afternoon. Registration information will be available soon.

### VACo Board Meeting

Aug. 11, Lansdowne Resort in Loudoun County  
 9 a.m. - noon

### Virginia's 2007 Rural Summit

Sept. 9-11  
*Widening the Road: Revitalizing Rural Virginia*  
 Omni Charlottesville Hotel  
[www.cfrv.org](http://www.cfrv.org)  
[www.councilforruralvirginia.org](http://www.councilforruralvirginia.org)  
 ☞

# Congratulations!

**VACo staff member Wendy Jenkins** has completed her master's degree in communications at Virginia Commonwealth University. Jenkins returned from a 10-day study tour of China on May 31.

Gates Corporation, the largest non-tire rubber manufacturer of automotive and industrial products, systems and components in North America, will invest approximately \$8 million to open its first Virginia facility in the Highlands Business Park, an industrial park jointly developed by **Smyth and Washington counties**. The company intends to create 172 new jobs.

Gov. Timothy Kaine announced May 23 that **Chief of Staff William Leighty**, who has served 29 years in a variety of management roles in state government, will retire on Sept. 1. The governor also announced that Leighty's successor will be current Deputy Chief of Staff Wayne Turnage.

Alderman Railcar Services, Inc., will invest \$3.5 million to open a repair and fabrication shop for the railcar industry in **Charlotte County** Industrial Park in Keysville. The project will create 110 new jobs paying an average annual salary of \$30,000.

**Fairfax County** has been named a Green Power Partner

by the U.S. Environmental Protection Agency (EPA) in recognition of its efforts to reduce the risk of climate change through green power purchasing. The designation allows the county to utilize a number of EPA communications tools to help promote green power purchases.

For the 30th consecutive year, **Fairfax County's** Comprehensive Annual Financial Report has been recognized by the Government Finance Officers Association for excellence in financial reporting.

For the eighth year in a row, the Government Finance Officers Association has awarded **Bedford County** its highest award for excellence in financial reporting for the county's Comprehensive Annual Financial Report (CAFR). Susan Crawford, Bedford County's director of fiscal management, oversaw the compilation of the report.

**DJG, Inc.**, a 29-year-old engineering, architecture and planning firm based in Williamsburg, Virginia, is pleased to announce Neil Haner, EIT, has joined the firm's Industrial Group as a Structural Engineer.

**Draper Aden Associates** announces two major management changes in the Richmond Office. Jeffrey N. Lighthiser, P.E., executive vice president, served as the Richmond Office Manager

since 1985 and has taken over the new corporate role of director of strategic growth and marketing. Jeff has been with Draper Aden Associates for 31 years and has been involved in all aspects of the firm's leadership. David W. Spriggs, P.E., has been selected to assume the position of Richmond office manager. Dave has more than 32 years of engineering experience, management of construction projects, and management of a design/engineering firm in Richmond. He has served as the team leader of the Richmond Structural Team for the past two years.

Additionally, Edward Hofmann, Jr., has joined Draper Aden Associates as a project designer for the Surveying Team in the Richmond office; George M. (Trey) Harvey III, EIT, has joined as a project engineer for the Site Planning and Engineering Team in the Richmond office; Laura Byerley has joined the Administrative Support Team in the Richmond office and; Valerie Grooms, senior accounting specialist, has become a Certified Design Accountant. ☼

## Employment Opportunities

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

### Planner/Mathews County

Salary: \$35,000(+) DOE. A completed County of Mathews application, including salary history, along with a cover letter and resume may be submitted to the Department of Planning & Zoning, P.O. Box 839, Mathews, VA, 23109. A complete job description and application may be obtained at [www.co.mathews.va.us](http://www.co.mathews.va.us) or at (804) 725-4034. Position open until filled. Previous applicants need not apply.

### Budget and Management Analyst/Chesterfield County

Req. #07-155. Hiring Range: \$50,837 - \$59,830  
A Chesterfield County application is required and must be submitted online by 5 p.m. June 7. Visit [careers.chesterfield.gov](http://careers.chesterfield.gov) to view instructions and to complete and submit an application. (804) 748-1551

### Capital Projects Manager/Albemarle County

Full Salary Range: \$55,162 - \$88,257/Annually. Deadline: June 12. Complete job description and online application at [www.albemarle.org/jobs.asp](http://www.albemarle.org/jobs.asp). County of Albemarle, Department of Human Resources, 401 McIntire Road,

Charlottesville, VA 22902; (434) 296-5827.

### Communications Officer/Henrico County

Starting salary \$31,899 annually. Deadline: July 1. Police website: [www.henricopolice.org](http://www.henricopolice.org). Applications accepted online at [www.henricojobs.com](http://www.henricojobs.com).

### Director of Community Development/Orange County

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](mailto:Richmond@springsted.com) by June 14. For more information visit [www.springsted.com](http://www.springsted.com).

### Director of Community Development/Town of Duck, NC

Salary DOQ, range \$61,095 - \$94,696. Please submit your resume and letter of interest to Christopher Layton, Town Manager, Town of Duck, P.O. Box 8369, 1240 Duck Road Ste. 106, Duck, NC 27949. Position is open until filled.

### Director of Parks and Recreation/Hanover County

#29090-1. To apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com).

### Director of Planning and Development/Fluvanna County

Hiring salary range \$57,627-66,270. To apply please submit your resume, a state application ([www.co.fluvanna.va.us](http://www.co.fluvanna.va.us)) and a

cover letter stating your salary expectations to: Fluvanna County Human Resources, PO Box 540, Palmyra, VA 22963. Review of applications will begin on May 29. This position will remain open until filled.

### Director of Public Works/Orange County

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](mailto:Richmond@springsted.com) by June 16. For more information visit [www.springsted.com](http://www.springsted.com).

### Director of Public Utilities/Caroline County

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. [www.visitcaroline.com](http://www.visitcaroline.com). Position is open until filled.

### Environmental Planner / Goochland County

Position open until filled. A Goochland County Employment Application is required and available at (804) 556-5831 or [www.co.goochland.va.us](http://www.co.goochland.va.us). Submit applications to Goochland County Human Resource Office, 1800 Sandy Hook Rd., P.O. Box 10, Goochland, Virginia, 23063.

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**Employment**

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For more information, please call Donald Charles at (804) 556-5861.

**Environmental Planning**

**Manager/New Kent County**

Starting salary: \$47,118-\$49,270 DOQ. Online applications and a complete position description are available at [www.co.new-kent.va.us](http://www.co.new-kent.va.us). Position open until filled.

**Finance Officer/Town**

**Treasurer/Gordonsville**

Salary \$46,615 - \$60,822. Please submit a cover letter and resume to: Sabrina M. Martyn, Town Manager, Town of Gordonsville, Post Office Box 276, Gordonsville, Virginia 22942. Resume deadline is Friday, June 29. Questions? email [smartyn@gordonsville.org](mailto:smartyn@gordonsville.org) or call (540) 832-2233.

**GIS Coordinator/Powhatan County**

Grade 14, Salary Range \$41,402 - \$64,690 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](http://www.powhatanva.gov). Open until filled.

**Manager of Library Services/York County**

A York County application is required and may be obtained from the H. R. Office, 120

Alexander Hamilton Blvd, 2nd Floor, Yorktown, VA 23690; [www.yorkcounty.gov](http://www.yorkcounty.gov); or call (757) 890-3690. Hearing impaired TDD (757) 890-3300. The position is open until filled. Application review begins July 15.

**Parks and Recreation Director/Montgomery County**

Salary DOQ. County application required and available at Human Resources, 755 Roanoke Street, Suite 2-D, Christiansburg, VA 24073-3180. Deadline: June 8. For more information, an application or to request accommodation for disabilities, contact Human Resources at (540) 394-2007 (TDD 540-382-5700) County Job Line (540-394-2010) e-mail [www.montva.com](http://www.montva.com).

**Planning Director/Spotsylvania County**

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](mailto:richmond@springsted.com) by June 30. For more information visit [www.springsted.com](http://www.springsted.com).

**Regional Planner II/Northern Shenandoah Valley Regional Commission**

Salary range: \$45,000-\$54,000. Interested candidates, please e-mail resumes to Shelley Owens, Interim Executive Director, at [sowens@shentel.net](mailto:sowens@shentel.net) or mail to: NSVRC, Attn: Shelley Owens, 103 East 6th Street, Front Royal, Virginia 22630.

**Social Services Director III/York County**

Position # 00001-07. Salary \$75,550 (negotiable). State application and any other information you wish to submit must be received at the address below by June 15. Postmarks are not considered as received. Applications will not be accepted by email. Laurie Blanton - Coleman, Department of Human Resources, County of York, P.O. Box 532, 120 Alexander Hamilton Boulevard, Yorktown, Virginia 23690.

**Transportation Engineer/Central Shenandoah Planning District Commission**

Salary: \$47,000 to \$70,000 plus benefits. Submit cover letter, resume and professional references to Ray Griffin, Executive Director, CSPDC, 112 MacTanly Place, Staunton, VA 24401. Email submissions preferred, submit to [rita@cspdc.org](mailto:rita@cspdc.org). Position open until filled.

**Utility Engineer/Hanover County**

#22485-1. \$40,874 - \$67,245 + benefits. For more information and to apply visit [www.hanover-countyjobs.com](http://www.hanover-countyjobs.com) or call (804) 365-6489 (TDD# 365-6140).

**Utility Agent/Hanover County** #13095-1. Hiring range \$35,265 - \$52,523 + benefits. For more info visit [www.hanover-countyjobs.com](http://www.hanover-countyjobs.com) or call (804) 365-6489 (TDD# 365-6140). ☹

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



### Executive Committee

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**VACo Risk Management Programs:** Wayne A. Faddis, ARM,  
Administrator, (888) 822-6772

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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