



County

# Connections

The Newsletter of the Virginia Association of Counties

September 15, 2007

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## Coalition Holds Media Briefing on SOQ Funding



VACo Executive Director James Campbell represented Virginia counties at the Sept. 6 briefing. pictured left to right: Dr. Tom Smith, superintendent of Fluvanna County Schools; Stuart Gibson, Fairfax County Schoolboard member; Princess Moss, president of the Virginia Education Association; James Campbell, VACo executive director; and Annie Mickens, mayor of Petersburg  
Photo provided by the Virginia Education Association.

VACo joined with a coalition of local government and public education advocates on Sept. 6 in Richmond to brief the capitol press about the importance of re-benchmarking the state K-12 Standards of Quality (SOQ) in 2008.

VACo estimates the 2009-2010 biennial re-benchmarking will require upwards of \$1.4 billion in additional state spending.

“Local governments are asking the state to recognize the cost to teach the 1.2 million children in our public schools,” VACo president Teresa Altemus said in a written statement. “Re-benchmarking simply reflects costs that

local governments already have been paying for the past two years.”

Re-benchmarking will be a top budget priority for VACo in 2008. The state updates – or re-adjusts for inflationary and new costs – the SOQ every two years coinciding with the new biennial budget. The standards prescribe the state mandated minimum requirements for learning. All 95 counties exceed the state mandated minimum requirements and associated costs. In 2005-2006, the estimated state share of SOQ costs totaled \$4.6 billion, and the local share of SOQ costs totaled

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## Committee Hears Need for Volunteer Incentives

A special subcommittee may consider state supported recruitment and retention incentives for volunteer firefighters and rescue squad members.

At its meeting on Aug. 23, members of the legislative subcommittee, chaired by Del. Thomas Rust of Fairfax, were presented with data showing the need for additional incentives for emergency services volunteers. Fire and Rescue Chief Ken Brown of Goochland County and Blackstone Town Manager Larry Palmore urged the committee to assist localities in their recruitment and retention efforts. The committee also received reports on volunteer needs from the Department of Fire Services and the Department of Emergency Medical Services, as well as the results of the VACo/VML member surveys on existing local incentives and suggestions for additional ones. Copies of all of the information presented at the meeting can be found at <http://dls.state.va.us/GROUPS/volunteers/meetings/082307/materials.htm>.

At the conclusion of the meeting, legislative staff presented the committee a list of state volunteer incentives for members to consider, including college tuition assistance and income tax incentives. The joint subcommittee will meet again on Sept. 24 to discuss any possible legislation. ☞

### SOQ funding

Continued from page 1

\$2.7 billion. The additional \$1.4 billion would increase the state base. In total, localities exceeded the required \$2.7 billion with an additional \$2.8 billion.

A successful re-benchmarking in 2008 will require a significant coordinated legislative effort among local governments and public education advocates. VACo was joined on Sept. 6 by the Virginia Municipal League, the Virginia School Board Association, the Virginia Association of School Superintendents and the Virginia Education Association.

Local governments' primary source of revenue is the real estate tax. Rising education costs often prevent local elected officials from reducing the real property tax rate to match rising property assessments. In the recent past, Virginia has experienced a healthy real estate market and growing number of school-aged students.

Conversely, a poor real estate market puts increased funding pressure on the state and local governments. Education spending demands continue to mount during economic downturns, including providing competitive teacher salaries and funding necessary infrastructure and maintenance costs.

The coalition provided the following re-benchmarking facts to the press:

- Most of the money to re-benchmark pays the updated costs for meeting the SOQ, which are the minimum state standards for public schools.
- The SOQ specify staffing and other standards, such as pupil/teacher ratios and the number of days or hours that schools must be open.
- Re-benchmarking represents maintaining the status quo. It updates variables to account for changes in student enrollment, salaries and fringe benefits as

well as inflationary costs of textbooks, technology, utilities and transportation.

- About 90 percent of the state money spent on public education pays for SOQ requirements.
- Statewide, the state pays for 55 percent of the estimated costs to provide the basic SOQ programs. Each school division is responsible for a percentage, based on its ability to pay. Statewide, localities pay the remaining 45 percent of the estimated costs to provide the basic SOQ programs. This percentage split excludes the additional \$2.8 billion localities funded in 2005-2006 -- \$2.8 billion above the required 45 percent.
- All local school divisions spend more for schools than is required by the state. The range is from .03 percent above the requirement in Grayson County to 210.71 percent in the West Point School Division. ☞

## DEQ to Oversee Land Application of Biosolids

Beginning Jan. 1, 2008, the Virginia Department of Environmental Quality (DEQ) will assume regulatory oversight of all land application of biosolids.

This action was at the direction of the 2007 General Assembly. Within its Water Quality Division, DEQ has established an Office of Land Application Programs. The Virginia Department of Health will continue to consult with DEQ and advise the public on health issues related to biosolids applications.

In addition to directing the DEQ to manage the biosolids program, legislation also requires nutrient management plans for all fields receiving

biosolids, unannounced inspections of the land application sites, certification of land applicators, and payment of a \$7.50 fee per dry ton of land applied biosolids. The fee will be paid by the generator of the biosolids, and will help fund the biosolids regulatory functions of DEQ and the Department of Conservation and Recreation, as well as local government monitoring programs. DEQ has plans to hire approximately 20 new employees to perform the inspection and permitting functions, provide training to land appliers and local monitors, and provide administrative oversight of the program.

Pursuant to House Joint Resolution 694, the secretary of natural resources and the secre-

tary of health and human resources will convene a panel of experts to further study the impact of land application of biosolids on human health and the environment. The panel's first meeting will be held on Sept. 18 from 1-4 p.m. in House Room C of the General Assembly Building. Part of the first meeting will include an opportunity for the general public to provide comment.

Questions regarding the transition of the biosolids program to DEQ should be directed to Neil Zahradka, manager of the DEQ Office of Land Application Programs, at (804) 698-4102 or nrzahradka@deq.virginia.gov. ☞

## Proposed Fire Code Change Standardizes Evaluation of Wildfire Threat to Buildings

A work group of the Division of Building and Fire Regulation at the Department of Housing and Community Development has proposed a change to the Statewide Fire Prevention Code that would establish a consistent and uniform process to evaluate the potential damage to structures due to wild land fires.

This amendment is in response to data showing that there has been more structural fire loss from wild land fires east of the Mississippi River than west of the river.

The work group, which includes VACo and other stakeholders, tentatively agreed to a proposal that would enable the

local fire marshal or the state fire marshal to assess the danger to all building and structures that are located in a "wild land-urban interface area" - the geographical area where structures and other human development meets or intermingles with wild land or vegetative fuels. The code change gives a fire official the authority to investigate unsafe conditions or to respond to complaints with respect to individual properties based on vegetation conditions, component of a structure and other factors.

If any structure is found to be at "extreme risk" for wild land fire following the evaluation, the owner would be given an appro-

priate period of time to reduce that threat.

The Division of Building and Fire Regulation will publish this proposed change for public comment for 30 days beginning in mid- September. The code amendment will then be reviewed by the Codes and Standards Committee in November, with final review by the Board for Housing and Community Development the following month. If all approvals are received, the wild land-urban interface code change will be effective in March 2008.

VACo staff contact: Ted McCormack ☞



## Virginia Energy Plan Released

On Sept. 12, Gov. Timothy Kaine released the Virginia Energy Plan, a proposal to promote the Commonwealth's energy independence and to educate consumers on energy conservation and efficiency. The plan was required by the 2006 General Assembly and prepared by a broad-based advisory group representing citizens, consumers, the environmental community and Virginia energy producers.

The four goals of the Virginia Energy Plan include:

- An increase in energy independence, with an emphasis on conservation and clean fuel technologies, by:
- Reducing the rate of growth of

energy use by 40 percent. This will reverse the projected growth in per capita energy use and result in a nearly level per capita energy use per year.

- Increasing Virginia indigenous energy production by 20 percent.

- Expand consumer energy education to overcome barriers to implementing energy-efficiency and conservation actions.

- Reduce greenhouse gas emissions by 30 percent by 2025, bringing emissions back to 2000 levels.

- Capitalize on economic development opportunities through



business expansion and increased research and development in areas of strength, including alternate transportation fuels, nuclear technology, coastal energy production, and carbon capture and storage.

The plan proposes such state, local and federal policy options as expanding the Energy Star sales tax holiday, upgrading building energy codes and increasing federal Corporate Automobile Fuel Economy (CAFÉ) standards.

VACo staff member Mike Edwards served as a member of the advisory group for the energy plan, which is available at [www.dmme.virginia.gov](http://www.dmme.virginia.gov). ☞

## Consolidation of Environmental Regulatory Boards Studied

On Sept. 7, an advisory committee established by the Department of Environmental Quality (DEQ) met to discuss the possible consolidation of the State Water Control Board, the Air Pollution Control Board and the Waste Management Board.

The committee is composed of representatives from the industry, the environmental community and agriculture. Generally, legislation to consolidate the three regulatory boards is supported by most industry representatives. Representatives from the environmental community oppose any major changes

to the current structure. No agreements or compromises were reached during the meeting, but the committee is scheduled to meet again on Oct. 1 and 15 at DEQ's Henrico office.

The 2007 General Assembly passed - with an enactment clause - legislation (HB 3113, Landes and SB 1403, Puckett) consolidating the three environmental boards into a single, 11-member Virginia Board of Environmental Quality. This newly created board would have authority to approve new regulations. Authority for approving water and air permits would be

transferred respectively from the State Water Control Board and the Air Pollution Control Board to DEQ's director. Currently, permits for waste facilities are already approved by DEQ's director and not the Waste Management Board. The new legislation will not go into effect unless it is ratified a second time by the 2008 General Assembly. VACo staff member Larry Land is monitoring the work of the Advisory Committee. ☞

## Game Department Publishes Model Hunting Ordinances for Public Comment

The Department of Game and Inland Fisheries (DGIF) has published a series of model county hunting ordinances and is accepting public comment on them through Sept. 27.

The 2007 General Assembly directed the department to develop the model ordinances with the passage of HB 2308 (Lingamfelter). Working with several county attorneys and VACo staff, DGIF staff drafted eight model local ordinances that were approved for public comment by the Board of Game and Inland Fisheries in late August.

The proposed model hunting with firearms ordinances address such matters as the cal-

iber of the firearm, the type of firearm, and the type of ammunition used when hunting within a locality. Virginia county governments would have the option of adopting one or more of the ordinances, but would not be required to do so.

Currently, there are 74 separate local hunting ordinances adopted pursuant to the authority granted by Title 29 of the Code of Virginia. The intent of establishing models is to reduce the total number of different local firearm regulations and to establish uniformity between jurisdictions for some types of hunting ordinances. If, for example, counties opt to adopt the model ordinances to replace their existing ordinances, then the total

number of different types of local firearms ordinances potentially can be reduced from 74 to fewer than 35. The effect of such a reduction would be to simplify hunting and hunting law enforcement for Virginia's hunters, law enforcement officers and affected third parties alike.

Public comment on the model ordinances may be submitted on the DGIF's Web site at <http://www.dgif.state.va.us/regulations/comment/model-ordinances.asp>.

Contact VACo staff member Ted McCormack more information. ☞

## VRS Achieves 20.4 Percent Return

The Virginia Retirement System (VRS) announced a 20.4 percent return on its investment portfolio for fiscal year 2007, ending the year with \$58 billion in assets. This return surpassed the benchmark of 18.5 percent for investments of the type held by the VRS Trust Fund.

All asset classes performed well and exceeded the fund's long-term expectations. The fund's private equity and public equity investments (U.S. and international stocks) produced outstanding returns, at 32 percent and 24.5 percent respectively. Real estate investments

also generated an exceptional return at 23.8 percent. The fund's credit and fixed income programs contributed returns of 13.6 percent and 6 percent respectively.

The portfolio included \$37.6 billion in public equity, \$11.2 billion in fixed income, \$3.6 billion in private equity, \$2.9 billion in real estate and \$2.1 billion in credit strategies, as of June 30. The three-year annualized return was 14.9 percent and the five-year annualized return was 12.8 percent.

"Market conditions were favorable for all of our investment program," said Chief

Investment Officer Charles Grant. "...VRS expects returns to be more moderate in the years ahead, as represented in the fund's long-term investment return assumption of 7.5 percent."

According to Wilshire's Trust Universe Comparison Service [TUCS] Report, VRS places in the upper three percent of public pension funds in fiscal year 2007 returns. VRS serves more than 582,000 active members, retirees and beneficiaries. ☞

## Exhibit Booths and Sponsorship Opportunities Still Available for VACo's Annual Conference

There is still time to purchase an exhibit booth or a sponsorship for VACo's 2007 Annual Conference Nov. 11-13 at The Homestead.

Trade shows offer an excellent marketing opportunity for potential buyers and sellers to get together, investigate problems, talk about solutions and advance the sales process. VACo's conference has an average attendance of more than 700 elected county supervisors, administrators, speakers, invited dignitaries and guests. Your company or organization can interact directly with officials from Virginia's 95 counties in the premier exhibit hall.

Each year, VACo also offers several sponsorships to provide your company with additional recognition. There's still an opportunity to sponsor a golf hole (\$250) or a refreshment break (\$2,000). For more information contact VACo staff member Carol Huff at (804) 343-2507 or [chuff@vaco.org](mailto:chuff@vaco.org), or visit [www.vaco.org](http://www.vaco.org), click on "meetings." ☞



Robinson, Farmer, Cox Associates joined more than 100 other exhibitors at VACo's 2006 Annual Conference. The company, which also sponsors the President's Reception, will return again this November. pictured left to right: Steve Jacobs and Spencer Elmore

## Broadband Roundtable Announced

A Broadband Roundtable has been created and charged with developing a last-mile telecommunications "blueprint" for advancing Governor Kaine's goal of ensuring broadband access for every Virginia business. Members are composed of highly experienced telecommunications executives and practitioners from academia, industry and the public sector.

Over the next year, members of the roundtable, co-chaired by former Gov. Mark Warner and Virginia Secretary of Technology Aneesh Chopra, will concentrate their efforts on five areas critical to the delivery of low-cost, last-mile service: broadband adoption, technology, innovative applications, business models and community outreach.

The roundtable will conduct meetings throughout the year culminating in a report to the governor by July 2008. ☞

## Public Meetings Set for Six-Year Transportation Plan

Nine public meetings will be held throughout the state this fall so that citizens may review and comment on potential transportation projects and programs to be included in the Commonwealth Transportation Board's (CTB) Six-Year Improvement Program for Fiscal Years 2009-2014. Verbal and written comments will be accepted throughout the meetings. A draft of the new Six-Year Improvement Program will be available next spring, and public hearings will be held before the program is finalized by July 1, 2008.

The meetings begin in early October and run through November. For more information and to find a meeting date and location, go to [www.VirginiaDOT.org](http://www.VirginiaDOT.org) or [www.DRPT.Virginia.gov](http://www.DRPT.Virginia.gov). ☞



## Mark Your Calendar...

### 2007 Virginia Forum for Excellence

Sept. 19-20, Arlington  
Hundreds of local government, education, healthcare and business representatives will gather at this event to hear best practices and continue the learning path toward improved performance excellence and results. For details on the agenda, registration, pre-conference workshops and exhibit opportunities visit [www.spqa-va.org](http://www.spqa-va.org).

### Environmental Management Systems: A Smart Choice for Local Governments

Sept. 20 webcast, 2 p.m.  
First 100 sites free; \$95/site afterwards.  
[www.icma.org/ems-webcast](http://www.icma.org/ems-webcast)

### First NACo County Climate Protection Forum

Sept. 20 - 21, Washington, DC  
[www.naco.org/climateforum](http://www.naco.org/climateforum)

### Composting and Compost Use for Sustainable Low Impact Development

Sept. 19-21, Beltsville, MD  
For utility operators, local government decision-makers, landscape architects, general contractors, environmental engineers, regulators, composters, and other professionals with interest in using compost in low impact development. For more information visit [www.midatlanticcompost.org](http://www.midatlanticcompost.org) or contact John Bouwkamp at (301) 405-4334 or [jbouwkam@umd.edu](mailto:jbouwkam@umd.edu).

### 2007 Virginia GIS Conference

Sept. 24-25, Virginia Beach Convention Center <http://www.hrpdc.org/VAGIS2007/>

### 2007 Brownfield Communities Network Summit: Redeveloping for the Future

Sept. 25-26, Four Points by Sheraton Hotel, Washington, DC  
The Summit will bring together all levels of brownfield practitioners and feature interactive peer-to-peer discussions on pressing issues facing localities, including green redevelopment, redeveloping petroleum sites, sustainable reuse, public health, local-state government connections, and small and rural community redevelopment.  
<http://www.nalgep.org/Registration/Registration2.cfm>

### Local Government Attorneys Fall Conference

Sept. 27-29, Williamsburg Woodlands Hotel/Suites and Conference Center  
Contact: Leisa Steele at (804) 371-0202 or [lrs5c@virginia.edu](mailto:lrs5c@virginia.edu).  
For lodging reservations call 1-800-261-9530

### Business Writing Basics

Oct. 10, 9 am-12 pm, U.Va. Richmond Center  
Sponsored by the Virginia Institute of Government  
This training seminar will focus on the eight basic steps to writing effectively, including organizing your thoughts, analyzing your audience, and enlivening your message using simple, clear language to get the results you want.

\$75 fee, Group discounts.  
Contact: Jessica Smith at (804) 371-0202 or [jessicasmith@virginia.edu](mailto:jessicasmith@virginia.edu), or visit [www.VaInstituteofGovernment.org](http://www.VaInstituteofGovernment.org).

### VML Annual Conference

Oct. 14-16, James City County  
[www.vml.org](http://www.vml.org)

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

Roanoke Valley Regional Fire-EMS Training Center, Salem  
**Friday, Oct. 12-** Maximizing Your EMS Retention Efforts, 8:30 a.m. to 5 p.m.

**Saturday, October 13-** Keeping the Best! How to Use EMS Retention Principles, 8:30 a.m. to 5 p.m.

Both classes designed for career and volunteer fire and EMS leaders and are \$20 each. Registration deadline is Oct. 1. For more information and to register, visit [www.vaems.org/retention](http://www.vaems.org/retention) or email [emstechast@vdh.virginia.gov](mailto:emstechast@vdh.virginia.gov).

### Commonwealth of Virginia Energy and Sustainability Conference

Oct. 16 - 18, Virginia Military Institute - Cocke Hall  
Lexington, [www.covesva.org](http://www.covesva.org)

### VACo's 2007 Annual Conference

Nov. 11-13, The Homestead, Bath County  
Online and print registration is available at [www.vaco.org](http://www.vaco.org). Click on "meetings." ☘

# Congratulations!

**VACo staff member Larry Land** completed the Virginia Beach Half Marathon on Sept. 2. As a member of the Leukemia and Lymphoma Society's Team in Training, he raised more the \$2,200 to support research in combating blood cancers.

On Sept. 10, **VACo staff member Larry Land** was elected to a two-year term on the Virginia Society of Association Executives Board of Directors.

**Richmond County** Administrator William Duncanson has been appointed to the Chesapeake Bay Local Assistance Board.

Courtney L. Raye, **Loudoun County** Contracting Officer, has been accredited as a Certified Professional Public Buyer (CPPB). The National Institute of Governmental Purchasing,

Inc., (NIGP) administers the program under the auspices of the Universal Public Purchasing Certification Council (UPPCC).

**The Local Government Attorneys** have announced it's 2007-2008 board of directors:  
*President:* Jan Proctor, Chesapeake  
*Vice President:* Joseph Howard, Jr., Stafford County  
*Secretary-Treasurer:* Rhysa South, Henrico County  
*Directors At-Large:* Cynthia Hall, Norfolk; Angela Lemmon Horan, Prince William County; Jeffrey Mincks, Chesterfield County; Blair Mitchell, Warren County; Lucy Phillips, Washington County; Steven Rosenberg, Augusta County; Norman Sales, Richmond City; Lawrence Spencer, Jr., Blacksburg; and Jacob Stroman, IV, Spotsylvania County  
*Immediate Past President:* Stuart Katz, Newport News. ☿

## Chesapeake Bay Committee Now Accepting Grant Applications

The Chesapeake Bay Restoration Advisory Committee is accepting grant applications to conduct Chesapeake Bay-related education and restoration activities. The grants are funded with monies from the sale of the special Chesapeake Bay license plate, "Friend of the Chesapeake." This year, a total of \$380,500 will be awarded to eligible applicants.

The deadline to submit a proposal is Oct. 1. Grant funds will be awarded in May-June 2008. Proposals should emphasize environmental education or restoration and conservation of the bay. Applications will be accepted from private non-profit organizations, schools and universities, and government agencies. More information on the fund, including the application, grant guidelines, and a catalogue of past projects can be found at <http://dls.state.va.us/cbr-fac.htm> or call (804) 786-3591. ☿

## 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 County Attorney II (#0016)/Henrico County**  
Starting pay range: \$64,448 - \$74,182. Deadline: Sept. 30. Applications accepted only via Henrico County's online JOSH site at [www.henricojobs.com](http://www.henricojobs.com).

**Business Retention Manager/Town of Leesburg**  
Salary Range: \$48,575-\$81,531 plus excellent benefits  
Closing Date: Sept. 28 at 5 pm  
TO APPLY: See [www.leesburg-va.gov](http://www.leesburg-va.gov). To request an application call (703) 737-7177.

**Collections Clerk/Isle of Wight County**  
Starting salary \$26,237. Submit an application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA 23397 visit [www.iwus.net](http://www.iwus.net) or call (757) 365-6304 for information. Position open until filled.

**County Administrator/Charles City County**  
Submit application, resume and salary history to: Office of the County Administrator, ATTN: Jacqueline Wallace, Charles City County, P. O. Box 128, 10900 Courthouse Road, Charles City, VA 23030. For more information, call (804)

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**Employment**

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652-4701 or visit [co.charles-city.va.us](http://co.charles-city.va.us). Application deadline: Sept. 20.

**County Attorney/Scott County**  
Salary is DOQ. Submit a cover letter, detailed resume, salary history, and list of references in a sealed envelope marked "Confidential" to: Chairman, Board of Supervisors, County of Scott, 336 Water Street, Suite 1, Gate City, VA 24251. Position is open until filled. Deadline: Oct. 1 at 5 p.m.

**Deputy County Administrator for Management Services/Chesterfield County**  
Deadline: Oct. 4. Submit a confidential resume with cover letter and salary requirements to: Karla J. Gerner, Director, Chesterfield County Human Resource Management, P.O. Box 40, Chesterfield, VA 23832, Email: [executivesearch@chesterfield.gov](mailto:executivesearch@chesterfield.gov)

**Director of Parks and Recreation (#1446)/Stafford County**  
Salary Range: \$93,662 - \$124,092 Closing Date: October 5. Apply on-line @ [www.co.stafford.va.us](http://www.co.stafford.va.us). A resume will not be accepted in lieu of a County application.

**Director of Public Utilities/Caroline County**  
Starting salary up to \$108,782. 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. Position is open until filled. [www.visitcaroline.com](http://www.visitcaroline.com)

**Executive Director/Northern Shenandoah Valley Regional Commission**  
Please submit a letter of application, a detailed resume with salary history and work related references to: Shelley Owens, Interim Executive Director, 103 East 6th Street, Front Royal, VA 22630 or email [sowens@shen-tel.net](mailto:sowens@shen-tel.net).

**Halifax County Service Authority/Executive Director**  
Salary range \$76,000 to \$131,755. Send resume and application marked "Confidential" by Sept. 28 to HCSA Board of Directors Attention: Search Committee, P.O. Box 699, Halifax, VA 24558. Phone (434) 476-3300 or (434) 575-4200. E-mail: [tdaniel@southbostonva.us](mailto:tdaniel@southbostonva.us) for application and more information.

**Library Director/Gloucester County**  
Salary: \$52,374 -\$65,467 or higher. To Apply: Submit Gloucester County application w/cover letter and resume by 4:30 p.m., Oct. 31 to Human Resources Department. [www.gloucester-va.info](http://www.gloucester-va.info), (804)693-5690

**Planner I/Gloucester County**  
**Minimum Starting Salary:** \$32,860/yr. Deadline: 4:30 p.m., Sept. 28. To request an application contact the Gloucester

County Human Resource Department, 6467 Main St., Gloucester, VA 23061 or phone (804) 693-5690 or visit our website: [www.gloucestervera.info/hr/hrhome.htm](http://www.gloucestervera.info/hr/hrhome.htm)

**Prospective County Attorney/Culpeper County**  
Position # A21-1 01 02-004. For more information, call (540) 727-3407. Deadline: Sept. 21. Tel: (540) 727-3422 Fax: (540) 727-3482 Email: [jobs@culpeper-county.gov](mailto:jobs@culpeper-county.gov); Web site: [www.culpepercounty.gov](http://www.culpepercounty.gov)

**Transportation Engineer/Roanoke County**  
For more information and to apply, visit [www.RoanokeCountyVA.gov/jobs](http://www.RoanokeCountyVA.gov/jobs). Deadline: Open Until Filled. Starting salary range: \$41,430 - \$45,573, Roanoke County application required. (540) 772-2018

**Town Manager/Kenbridge**  
SALARY: Negotiable DOQ/DOE (+) benefits. Send resume, salary history & references to: Mayor Richard W. Harris, P. O. Box 478, Kenbridge, VA 23944. Deadline Sept. 30. ☼

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



### **Executive Committee**

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**Administrative Assistant:** Pamela A. Haskins

**VACo Risk Management Programs:** Wayne A. Faddis, ARM,  
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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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