



Connections

The Newsletter of the Virginia Association of Counties

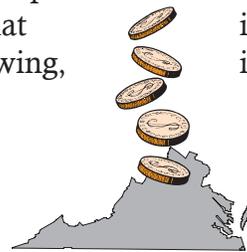
September 1, 2007

In This Edition...

Governor Rolls Out Pre-K Initiative	3
2008 Legislative Process Underway	4
VDOT Schedules Chapter 527 Information Sessions	4
New Highway Access Management Requirements on "Fast Track"	5
EPA Brownfields Grant Proposals Due Oct. 12	5
Mark Your Calendar	6
Annual Conference Registration Open, New Guest Programs Available	7
Apply for an Innovations Award	7
Public Meeting on Biosolids Scheduled	8
Deadline for the next issue: September 11	

Virginia Faces a Budget Shortfall

Gov. Timothy Kaine presented a bleak budget picture Aug. 20 indicating that revenues are still growing, but due to specific economic trends the growth has slowed and may stay slow into the next biennium.



"In addition to the challenge posed by slowing economic growth," Kaine said as he addressed members of the House Finance, House Appropriations and Senate Finance committees in Richmond, "some of the significant cost drivers we identified last year will continue to rise in the foreseeable future, including education and health care costs."

He outlined steps to deal with a revenue shortfall of \$641 million in the current budget and in preparation for the FY 2009 / 2010 biennial budget.

Virginia's Economic Trends

Revenue Projections: In FY 2007, revenues grew 4.9 percent, compared to an anticipated 6.5 percent growth rate. This translated into \$234 million in anticipated revenues that did not materialize.

Housing: The housing sector, which started slowing last fiscal

year, continues to struggle. Metropolitan areas are experiencing significantly slower housing sales and fewer new housing starts. Recordation tax revenues are down 16.1 percent from last year. The cooled housing market contributed to reduced sales tax and corporate income tax growth.

Land Preservation Tax Credits: Slowing income growth, together with increased utilization of the land preservation tax credits, contributed to the 21.6 percent increase in income tax refunds this year.

Revenue Reforecast: Legislation was passed in 2003 requiring revenue reforecasting whenever corporate, individual and sales tax collections are more than one percent below the aggregate amounts forecasted for those sources. Revenues in these three sources were 1.2 percent less than the forecast and therefore the governor was required to develop this new estimate released Aug. 20.

Prior to releasing the new forecast, Gov. Kaine met with his

Continued on page 2

Budget

Continued from page 1

Advisory Board of Economists, Advisory Council on Revenue Estimates and individuals engaged in the housing industry to discuss their outlook for the next few years. All agree that the economy of Virginia remains sound, but the housing sector will take a few years to rebound. Accordingly, the governor adjusted the forecast for FY 2008 and the next biennium.

The revised FY 2008 forecast, combined with the FY 2007 shortfall of \$234 million, leaves Virginia with a revenue shortfall of \$641 million that must be addressed immediately. In addition to compensating for this shortfall, Kaine stated that adjustments to base spending must be made due to the projected slower rate of growth for the foreseeable future. The governor stated that one-time solutions employed this biennium will not be sufficient to place the Commonwealth on the proper course for the 2009 and 2010 budgets.

Virginia's Commitments

The governor outlined significant challenges and commitments that must be met in the next biennial budget. They are as follows.

- The single largest increase in spending will be the costs of re-benchmarking, or updating, the education Standards of Quality. The Board of Education has indicated that routine updates with no changes in policy are

going to cost an additional \$1.1 billion over the next biennium. This is an early estimate, made prior to normal updates in the composite index, as well as other adjustments, which may increase that number. The board will finalize its estimate in the fall.

- Significant fiscal commitments to Medicaid and programs funded through the Comprehensive Services Act will require increased investment.
- Critical new investments are needed in the coming biennium for mental health and education. Strengthening Virginia's mental health system is imperative. The governor is awaiting the Virginia Tech Panel's report, scheduled for release later this week, as well as recommendations from the chief justice of the Virginia Supreme Court's Commission.
- Preliminary analysis of the Virginia Tech tragedy on April 16 shows that we need to strengthen emergency services and ensure that treatment is available and reliable in the community. The Commonwealth will need to focus on preventing future tragedies by strengthening the children's mental health system.
- Gov. Kaine stated that Virginia has the opportunity to make a critical investment in preparing children for school. Building on the Virginia Preschool Initiative, which began in 1997, and the public-private pre-kindergarten pilots that were approved last year, the governor will propose a targeted expansion in pre-kinder-

garten that allows more at-risk four-year-olds to have access to high-quality education. The expansion will occur through creative partnerships with existing public school programs, Head Start, and the myriad of high quality providers in the Commonwealth. According to the governor, by expanding access to the Virginia Preschool Initiative and building quality in all public and private settings, Virginia effectively will reach nearly two-thirds of all Virginia's four-year-olds.

Proposed Immediate Steps

The governor indicated that he is taking immediate steps to address the shortfall.

- In May, state agencies were asked to curtail discretionary spending and to dedicate the resulting savings toward any potential budget reduction that they might face in FY 2008.
- Kaine is directing agencies to obtain secretarial review and approval before the hiring of new employees (with some required exceptions). He is also directing agencies to seek review and approval from their respective secretary before initiating or renewing any existing contracts for consultants or contract personnel.
- Additionally, the governor is asking all state agencies to meet with cabinet secretaries and the Department of Planning and Budget to explore ways to

Continued on page 3

Governor Rolls Out Pre-K Initiative



Gov. Timothy Kaine rolled out the first of several budget initiatives on Aug. 16 at the Governor's Summit on Early Childhood Education. The initiative, Start Strong, will expand access to high-quality preschool for more of Virginia's four-year-olds. The program will build on the existing network of public and private providers, removing barriers to access such as geography and family income and potentially serving an additional 17,000 at-risk four-year-olds by the year 2012.

The voluntary program will be phased-in over the next two budget cycles. The governor announced that full implementation in 2012 will have a budget impact of \$75 million. Virginia's 17,000 at-risk children will reap the benefits by having a better chance for success throughout their K-12 experience.

"We know a lot more today about a child's brain development than we did 50 years ago," Gov. Kaine said in a statement, "and research tells us that 90 percent of a child's brain development occurs by age five. Increasing access to high-quality preschool programs will mean that more of Virginia's children are ready to learn when they enter kindergarten, giving them a better chance for success throughout their K-12 experience. Start Strong responsibly builds on the strength of existing preschool programs - the Virginia Preschool Initiative for at-risk four-year-olds, Head Start, private and faith-based providers - and gradually creates a voluntary, flexible network that will better prepare Virginia's four-year-olds for success in school - and ultimately in life."

In addition, the proposal includes steps to strengthen the early childhood workforce, and

designates a single office to coordinate the network of preschool programs across the Commonwealth.

"Start Strong will create a coordinated system of training, mentoring and professional development," Gov. Kaine said. "We all know that the competence and enthusiasm of the teacher are powerful ingredients for young people in any classroom, and we will work to build and maintain a strong pool of effective teachers."

The state will encourage enhanced early childhood education programs at community colleges and universities, and will actively seek public and private resources to provide scholarships, enhanced training and mentoring programs to develop a quality workforce that will serve an expanded network of pre-k providers.

VACo staff contact: Dean A. Lynch, CAE ☞

Budget

Continued from page 2

reduce their operating budgets by five percent. This will include a five percent reduction in the Governor's Office operating budget.

- Additionally, the governor has directed that non-state agency grants also be reduced five percent.
- Kaine will consider recommending a withdrawal from the revenue stabilization fund (the rainy day fund) through the caboose budget bill (2008 amendments to the FY 2008 budget). The Rainy Day Fund was set up to help the Commonwealth during times of revenue shortfall. A withdrawal would still leave the fund at near record levels due to the recent contributions made to the fund in 2006 and 2007.
- Gov. Kaine will propose his FY 2009/2010 biennial budget in December. His proposed budget will include steps to address the revenue shortfall and new spending necessary to fund critical services, including re-benchmarking the SOQs. The General Assembly will act on Gov. Kaine's budget during the 2008 legislative session. VACo staff contact: Dean Lynch, CAE ☞

2008 Legislative Process Underway

VACo's 2008 Draft Legislative Program will be released to the membership in early October. The process concludes with the adoption of the new program during the annual business meeting on Nov. 13 in Bath County. The 2007 program remains on the VACo Web site (www.vaco.org).

The Resolutions and steering committees have identified several key statewide issues for 2008 including the re-benchmarking of the K-12 Standards of Quality. The state updates the standards every two years coinciding with the new biennial budget. The standards prescribe the state mandated minimum requirements for learning. Re-benchmarking requires the state and local governments to increase public school funding.

All 95 counties exceed the

mandated minimum requirements and associated costs. VACo estimates the 2009-2010 re-benchmarking will require upwards of \$1.4 billion in new state spending. That equates to an approximate six percent increase on the current base of more than \$11 billion. Re-benchmarking affects every county and therefore is a priority local government issue.

VACo's eight steering committees met in Richmond on Aug. 10. The committees worked through the host of issues raised during the regional courthouse meetings in the spring as well as specific issues raised by member counties and committee members. The annual legislative program includes the recommendations of each steering committee. The Resolutions Committee ratifies the work of the steering com-

mittees before forwarding the document to the general membership. More than 120 VACo members serve on a legislative policy committee. The Steering committees and the Resolutions Committee will complete their work on the Legislative Program during VACo's Annual Conference.

The Aug. 10 Steering Committee meetings in Richmond were subsequent to the half-day VACo-VML Summer Symposium. Attendees received informative and timely expert briefings regarding the Freedom of Information Act, energy conservation savings for local government leaders, and the financial state of the Virginia Retirement System. ☼

VDOT Schedules Chapter 527 Information Sessions

The Virginia Department of Transportation (VDOT) is holding information sessions about new regulations that establish uniform statewide standards for traffic impact analyses of land-use proposals that will substantially impact the state-controlled transportation network. The intent of the regulations is to improve the coordination between land use and transportation planning decisions by providing information to local government officials and citizens.

Implementation of the regulations began July 1 in VDOT's Northern Virginia, Richmond and Salem districts. Implementation in VDOT's Fredericksburg, Culpeper and Staunton districts will start Jan. 1, 2008, and in the Hampton Roads, Lynchburg and Bristol districts on July 1, 2008.

Details about the regulations, the guidelines for traffic impact analysis, and more information can be found at <http://www.virginiadot.org/projects/chapter527/default.asp> and at VDOT Culpeper, Staunton and Fredericksburg district offices - <http://www.virginiadot.org/about/districts.asp>.

Sept. 10 (Culpeper District info session #1) 2 p.m. to 5 p.m. – VDOT Culpeper District Auditorium

Sept. 11 (Culpeper District info session #2) 9 a.m. to noon – Albemarle County Office Building

Sept. 12 (Staunton District info session #1) 2 p.m. to 5 p.m. – Shenandoah University, Fairfax-Cameron Building Room 102

Sept. 13 (Staunton District info session #2) 9 a.m. to noon – Augusta County Government Center

Sept. 20 (Fredericksburg District info session #1) 9 a.m. – noon – VDOT Fredericksburg District Auditorium

Sept. 21 (Fredericksburg District info session #2) 2 p.m. – 5 p.m. – Rappahannock Community College – Glens Campus ☼

New Highway Access Management Requirements on "Fast Track"

The Virginia Department of Transportation has made public the first draft of its new Highway Access Management Regulations and Standards. While these new requirements, which were mandated by the 2007 General Assembly, will impact new businesses in counties, the regulations will also improve the safety and efficiency of state roadways.

The proposed requirements will apply in those counties that do not maintain their own roads to any new entrances to state arterial and collector roads (generally, primary highways and major secondary roads) by commercial development. In addition, the new regulations and standards will also apply when VDOT rebuilds an existing arterial or collector road. Local subdivision streets will not be subject to the new requirements.

Those counties that have adopted highway access man-

agement requirements (e.g., Amherst, Campbell, Fauquier, Franklin, Gloucester, Goochland, New Kent, Powhatan and Warren) will not be affected by the new requirements unless the VDOT regulations and standards are more stringent than those adopted by the localities. The question remains if counties can adopt access management requirements more stringent than VDOT's after the regulations go into effect on July 1, 2008.

The schedule for implementation of these new requirements calls for them to be finalized by the end of 2007 and go into effect six months later. VDOT has established the following schedule for the receipt of formal public comment on the proposed regulations and standards from local governments and the public. Please note that this a revision from earlier information distributed:

- Publication in The Virginia

Register - Oct. 15

- Official public comment period - Oct. 15-26
- Public hearing in Richmond - Oct. 22 (video conference to district offices)

Please note that while the first drafts of the documents are available for public exposure, both the regulations and standards are still being revised by VDOT and the policy advisory committee. County officials will be advised when the second draft of the documents are available for review.

Copies of the initial draft regulations and the draft engineering access standards can be downloaded at www.vaco.org.

If you would like to comment on the initial drafts of the regulations and standards and wish to have them considered before Oct.15, send them to VACo staff member Ted McCormack as soon as possible. ☞

EPA Brownfields Grant Proposals Due Oct. 12

Each year the Environmental Protection Agency (EPA) awards grants to eligible public and non-profit organizations for brownfields cleanup and assessment. Proposals are due Oct. 12. EPA is accepting proposals for three types of grants:

- 1) Assessment grants to identify and characterize brownfield sites (up to \$200,000)
- 2) Cleanup grants for site-specific environmental remediation activities (up to \$200,000)
- 3) Revolving loan fund (RLF) capitalization grants for brownfields cleanup (up to \$1 million)

You can download the grant proposal guidelines from EPA's web site at <http://www.epa.gov/swerrims/grants-funding.htm#EPA-OSWER-OBCR-07-09>. You can also download Helpful Hints and other tips for preparing a brownfields grant proposal and see proposal examples at www.epa.gov/reg3hwmd/bfs/grants/index.htm. If you have additional questions on how to apply or wish to discuss project eligibility, please contact Tom Stolle, EPA region 3 brownfields coordinator, at (215) 814-3129 or stolle.tom@epa.gov. An application assistance seminar will be held on Sept. 12 in EPA's Pennsylvania office. ☞



Mark Your Calendar...

VACo Supervisor Certification Course

Funding Public Services in the 21st Century: The Role of Budgeting
Sept. 9-10 with a followup session on Nov. 10 at The Homestead, University/Medical Center Courtyard by Marriott in Charlottesville
Visit www.vaco.org for a registration form. Click on "meetings."

Virginia's 2007 Rural Summit

Sept. 9-11
Widening the Road: Revitalizing Rural Virginia
Omni Charlottesville Hotel
www.cfrv.org
www.councilforruralvirginia.org

It's Showtime! Delivering Effective Presentations

Sept. 12, UVA Richmond Center
Sponsored by UVA's Virginia Institute of Government.
Contact jessicasmith@virginia.edu or visit www.vainstituteofgovernment.org.

First Annual Urban Marketplace

Sept. 14, 7:30 a.m. - 4 p.m.
Ronald Reagan Building & International Trade Center, Washington, DC
The Urban Land Institute's one-day conference and expo will highlight local investment opportunities and community development strategies in the District of Columbia, Maryland and Virginia. Registration fees are \$50 for public sector and nonprofit attendees

(<http://www.uli.org/misc/washington0914regform.pdf>).

Systems of Care & Evidence-based Practices Conference

Sept. 16-18, Hotel Roanoke and Conference Center
Please visit the conference Web site at <http://www.cpe.vt.edu/reg/scep/index.html> for more information including registration details.

Lodging Details:

*Hotel Roanoke - \$99 for a single occupancy room or \$119 for double occupancy, (540) 985-5900

*The Wyndham - rooms start at \$76, (540) 563-9300

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.

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

First NACo County Climate Protection Forum

Sept. 20 - 21, Washington, DC
www.naco.org/climateforum

Composting and Compost Use for Sustainable Low Impact Development

Sept. 19-21, Beltsville, MD
The conference is intended to provide useful information to 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 or contact John Bouwkamp at (301) 405-4334 or jbouwkam@umd.edu.

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

Continued on page 7

Annual Conference Registration Open, Two New Guest Programs Available

Conference registration for VACo's Annual Conference Nov. 11-13 is now open (www.vaco.org). This year, two additional guest programs will be offered.

A tour of the Greenbrier bunker will take place Nov. 10 between 12:30 and 5 p.m. The bunker is a massive 112,544 square foot facility constructed during the darkest days of the Cold War for the purpose of housing and protecting hundreds of top U.S. Government officials in case of a nuclear attack.

Construction on the bunker began in 1958 and was completed in 1961. For more than three decades, the bunker's location

remained a secret. In 1995, after the U.S. Government ended its lease agreement with the Greenbrier, the resort began to provide tours of the facility. The



Virginia
Where Local
Government Began



bunker can accommodate more than 1,100 people and contains a hospital, power plant, laboratory and multimedia room.

The size of tour groups is limited to 28 people. At a \$60 registration fee, participation will be offered on a first-come, first-serve basis.

Additionally, a Falconry Demonstration will take place on Nov. 12 at 1:30 p.m. This event will allow participants to interact with majestic birds of prey. A minimum of 21 participants is required for this event. ☼

Apply for an Innovations Award

Harvard University invites you to apply for an Innovations in American Government Award.

Administered by the Ash Institute for Democratic Governance and Innovation at the John F. Kennedy School of Government, the Innovations Award is heralded as the premier public-sector award in the nation. It is given annually to programs that serve as examples of creative and effective government at its best.

All units of government--federal, state, local, tribal and territorial--are eligible to apply. Each of the winners of the 2008 Innovations Award will receive a \$100,000 grant to support replication and dissemination activities.

Applications and additional information are available at www.innovationsaward.harvard.edu < <http://www.innovation-saward.harvard.edu> >. Applications are due Oct. 15. ☼

Calendar

Continued from page 6

Contact: Leisa Steele at (804) 371-0202 or lrs5c@virginia.edu. For lodging reservations call 1-800-261-9530

VML Annual Conference

Oct. 14-16, James City County
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 or email emstechast@vdh.virginia.gov.

VACo's 2007 Annual Conference

Nov. 11-13, The Homestead, Bath County

Online and print registration is available at www.vaco.org. Click on "meetings." ☼

Congratulations!

Henrico County Manager Virgil R. Hazelett, P.E., announces the appointment of Edwin Smith as fire chief. Smith, who has worked more than 33 years with Henrico's Division of Fire, served most recently as division chief. He succeeds former Chief Ronald Mastin.

Virginia Department of Transportation (VDOT) Commissioner David S. Ekern has tapped Reta Busher, director of finance for **Henrico County** for the past five years, as VDOT's new chief financial officer effective Sept. 10. Busher brings to VDOT 27 years of corporate and local government financial experience to her new position. She will oversee the agency's \$4 billion budget as well as several financial planning and administrative services functions.

Aerial Machine and Tool Corp. will invest more than \$600,000 to expand its produc-

tion capacity in **Patrick County**. The facility manufactures precision-sewn and machined products for the U.S. Departments of Defense and Homeland Security, as well as for other military contractors. The expansion and remodeling project will help facilitate Aerial's current and future growth, which they expect will create 75 new jobs.

Draper Aden Associates is pleased to announce the addition of Nate Mathews, E.I.T., to its environmental team in the Richmond office. Mathews is a 2005 graduate of Old Dominion University with a B.S. in Civil Engineering Technology.

Hayes, Seay, Mattern & Mattern, Inc., an AECOM company, is proud to announce the promotion of Barbara Egnor, SPHR, to senior vice president. Ms. Egnor, director of HSMM corporate human resources since 2001, oversees all HR efforts in the 21 offices of the firm's five divisions. ☞

Public Meeting on Biosolids Scheduled

Under House Joint Resolution 694, the secretary of natural resources and the secretary of health and human resources are convening a panel of experts to study the impact of land application of biosolids on human health and the environment. The panel's first meeting is scheduled for 1 p.m. on Sept. 18 in House Room C of the General Assembly Building in Richmond. Part of this meeting will be devoted to hearing comments from the public. For more information contact Jeff Corbin, assistant secretary of natural resources, at SONRADMIN@governor.virginia.gov, or by phone at (804) 786-0044. ☞

Employment Opportunities

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

Agricultural Development Director/Pittsylvania County
Salary range: \$48,803-\$55,000
The deadline for applications is 5 p.m., Sept. 14. www.pittgov.org

Animal Shelter Manager/King William County
Hiring salary: \$30,000. Send county application form and/or resume including three (3) professional references and salary history to King William County Administrator, P.O. Box 215, King William, VA 23086. Position is opened until filled. www.kingwilliamcounty.us

Business Retention Manager/Town of Leesburg
Salary Range: \$48,575-\$81,531
Closing Date: Sept. 28 at 5 p.m.
To request an application from the HR Department, call (703) 737-7177. www.leesburgva.gov

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

Continued on page 9

Employment

Continued from page 8

**Chief Technology Officer/
Montgomery County**

Salary begins at \$88,555/yr.
County application required.
Deadline: Sept. 14
For more information contact
Human Resources at (540) 394-
2007; TTY/Voice (1-800-828-
1120 or 1-800-828-1140);
County Job Line: (540) 394-
2010 or visit <http://www.mont-va.com/jobs.php>

Controller/City of Richmond

Salary \$66,028-\$119,157
Submit resume, letter of interest
and salary history by Sept. 14
to: Bill Hawkins, The Hawkins
Company, 600 Corporate
Pointe, #1120, Culver City, CA.
90230; bill@thehawkinscompany.com.
Call (310) 348-8800
x14 for more information.
www.thehawkinscompany.com

**County Administrator/Charles
City County**

Submit a Charles City County
employment application along
with 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.
Application deadline: Sept. 20.
(804) 652-4701, co.charles-city.va.us

**County Engineer/Washington
County**

Professional licensure required.
Salary range \$60,000 - \$63,500.
Position is open until filled.

www.washcova.com.

**Development Administrator
(Planner I)/Louisa County**

Salary range DOQ. Open until
filled. Send to County of
Louisa, Human Resources
Director, P. O. Box 160, 1
Woolfolk Avenue, Louisa, VA
23093. For more information
contact Human Resources, (540)
967-0401, TDD (540) 961-1100.

**Executive Director/Northern
Shenandoah Valley Regional
Commission**

Please submit a letter of applica-
tion, 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.

**Halifax County Service
Authority/Executive Director**

Salary range \$76,000 - \$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.
Email tdaniel@southbostonva.us
for application and more infor-
mation. Phone (434) 476-3300
or (434) 575-4200

**Library Director/Gloucester
County**

Salary: \$52,374 -\$65,467 or high-
er. To Apply: Submit Gloucester
County application w/cover let-
ter and resume by 4:30 p.m., Oct.
31 to Human Resources
Department. Download applica-
tion from www.gloucesterva.info
or contact Gloucester County
HR Department at (804) 693-
5690.

**Project Engineer/Isle of Wight
County**

Salary \$41,286-\$51,607
Interested candidates should
submit an application and
resume to: HR, P.O. Box 80, Isle
of Wight, VA 23397. Visit our
Web site at www.iwus.net or
call us at (757) 365-6304.
Position open until filled.

**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; Web site:
www.culpepercounty.gov

**Transportation Engineer/
Roanoke County**

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

Town Manager/Kenbridge

Salary DOQ. Bachelor's degree
and/or experience desired.
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: Kay H. Sheets

Administrative Assistant: Pamela A. Haskins

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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