

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

November 1, 2008



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2008 Annual Conference Update

Nov. 9-11/The Homestead



2008 conference update: We're almost ready!

As this Conference Update is being prepared, VACo's staff members are buzzing.

We're all energized and hard at work as we try to bring you one of the most successful and interesting conferences ever! We eagerly look forward to another gathering that will allow VACo's members to share knowledge and experiences with their peers in other counties.

With participation by Gov. Timothy M. Kaine, Speaker of the House William J. Howell, NACo President Don Stapley, key legislators, various cabinet secretaries and Ed McMahon, nationally renowned authority on community design and sustainable development, this year's conference promises to be a valuable learning experience.

If you're attending VACo's Annual Conference here are a few helpful suggestions we'd like you to consider.

*When you arrive, please remember that the bellmen and doormen at the Homestead work for tips and are not compensated through any service fees collected by the hotel. These individuals should be rewarded at the guest's discretion for their superior service.

Conference Update

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VDOT to drastically reduce spending and staffing

Economic downturn and falling gas tax revenues
require austere measures



By Mike Edwards and Larry Land
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The poor economy and falling federal and state gas tax revenues require the Commonwealth Transportation Board (CTB) to reduce spending by \$2.1 to \$2.6 billion over the next six years. The CTB made the announcement at its Oct. 15 work session meeting in Richmond.

Construction funding to the primary system as well as to counties, cities and towns will significantly decline over the next few years. As county leaders know, localities experienced a significant decline in road construction prior to the Oct. 15 announcement. State funding for counties and cities dropped by 44 percent from FY 2007 to FY 2008.

VACo will release VDOT's revised county allocations as soon as they are made available.

The CTB's Oct. 15 reductions (over the next six years):

VDOT: (\$1.3 billion)

VDRPT: (\$110 million)

Ports: (\$17.8 million)

Aviation: (\$9.0 million)

Federal transportation revenues: (between \$.588 and \$1 billion)

VACo estimates the state's transportation program will be reduced by more than 40 percent after these new reductions are fully implemented.

Pierce R. Homer, the governor's Secretary of Transportation and chair of the CTB; John R. Layman, the state's leading economist and revenue forecaster; and David S. Ekern, VDOT's commissioner outlined the economic problems and resulting affects for the CTB. Their presentations are available on VACo's Legislative link: www.vaco.org.

VDOT

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Pay periods per year	x 26
Total lunch money saved per year	\$520
Savings over 30 years with inflation	\$29,164^(A)
Invested over 30 years	\$92,015^(B)

Investing involves risk, including possible loss of principal.

^(A) Amount per pay period adjusted for inflation by 4% annually.

^(B) Assumes an average annual return of 8%. Also assumes savings are invested at the end of each month. Total balance of \$92,015 does not reflect deductions for federal or state taxes. Withdrawals are taxed as ordinary income.

This illustration is hypothetical and is not intended to serve as a projection of the investment results of any specific investment. Neither the accumulation or other tax amount takes into consideration fees or expenses associated with any particular investment. Investment return is not guaranteed and will vary depending upon your investments and market experience.

Call 1-877-677-3678 to put a Retirement Specialist from Nationwide on your side or visit NRSFORU.com to learn more about how to invest for your future with deferred compensation.

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VACo Notes



Mike Bollinger/The Recorder

Mike Edwards, VACo deputy director, presented an Achievement Award to the Bath County Board of Supervisors on Oct. 14.

The county was recognized for its free dentistry program. It was the sixth award VACo presented at Board of Supervisor meetings across the state.

"I appreciate Mr. Edwards coming here to present this award and the people here who stepped up to the plate and made this program work," Supervisor Richard Byrd said. He was quoted in The Recorder, a newspaper that serves Highland and Bath counties.

"Sometimes we don't look at dentistry as a medical product that will help kids for the rest of their lives, and some of us older people are paying for that now."

The Rural Health Outreach Consortium was formed to sponsor community wellness programs for Bath County. Through the consortium, the Free Dental Program was started.

The first time the program was offered on Oct. 19-21, 2007, 65 patients were treated.

Dr. Marty Diamond offered his office for the program free of charge. Bath Community Hospital's Becky Armstrong wrote the grant while Janet Bryan of the county administrator's office packaged it.

"I thank you from the bottom of my heart for what you did for Bath County," Supervisor Stuart Hall said.

ATTENTION: Turn in your credentials forms!

VACo's annual conference is an event where our members vote to approve VACo's Legislative Program and its new officers. To be eligible to vote at VACo's annual meeting on Tuesday, Nov. 11, your county's voting credential form should be completed and returned VACo's office by Nov. 1.

Details regarding certification process for voting credentials were provided in a memo sent by VACo Executive Director James D. Campbell to County Chief Administrative Officers and board chairs on Sept. 15.

Commission on Climate Change debates consequences of global warming

Larry Land
lland@vaco.org

The Governor's Commission on Climate Change has agreed that global warming could cause increased incidents of such ailments as West Nile Virus and Lyme Disease in Virginia.

The commission also agreed that global warming could cause the sea level to rise and, with warmer water temperatures, there will be a major threat to the existence of such "foundational" species in the Chesapeake Bay as oysters and blue crabs.

While the Commission reached agreement on those and other findings at its Oct. 23 meeting in Richmond, many other matters were disputed and left unresolved.

For example, commission members failed to reach agreement on the question of how severely sea level rise might adversely affect Virginia's coastal areas.

The commission also did not reach a consensus on the question of whether an increase in sea level will be significant enough to permanently inundate military bases in Hampton Roads.

One heated debate involved the question of how seriously Virginians might be affected by malaria, a once-common disease in tropical areas that - in the opinion of some commission members - will become more prevalent in mid-Atlantic states because of the advance of warmer temperatures toward more northerly latitudes that now have temperate climates.

While some members argued that the northward spread of malaria is entirely possible, others opined that the language in the commission's interim report (released last month) is "alarmist" and needs to be moderated. The commission deferred these and other controversial questions to its next meeting on Nov. 13.

Over the next few weeks, the commission will consider whether many of the findings and recommendations currently included in its interim report should survive and be adopted for inclusion in the commission's final report, which is scheduled for release on Dec. 15.

Governor's
**COMMISSION on
CLIMATE CHANGE**



The Governor's Commission on Climate Change is also considering adoption of several significant recommendations that will directly affect local governments.

For example, the commission preliminarily agreed on the desirability of a legislative study to evaluate legal authority local governments should have to respond to threats presented by climate change.

One commission member, Del. David Bulova commented on a possible need to review the way local zoning regulations may restrict the installation

of pumps for such alternative automotive fuel sources (that may be used in the future) as hydrogen or natural gas.

Here are other issues the commission may consider as it makes its final recommendations:

- * Whether the Code of Virginia should be amended requiring local and state government agencies to account for climate change when making infrastructure investments.
- * Whether LEED (Leadership in Energy and Environmental Design) standards be incorporated within the Uniform Statewide Building Code for commercial buildings that are above a certain size.
- * Whether the state should invest in LIDAR (Light Detection and Ranging) to monitor changes in sea level and the effects of these changes are likely to have upon certain communities.
- * Whether mandatory recycling rates applying to local governments should be increased from 25 percent to 35 percent and whether more aggressive strategies should be pursued to divert municipal solid waste (MSW) from landfills. The commission also discussed the need for older landfills to capture methane from decomposing waste for beneficial uses.

The next meeting of the Climate Change Commission is scheduled for Nov. 13 at 10 a.m. in House Room D of the General Assembly Building in Richmond. Additional information on the Commission on Climate Change is available at this web address: www.deq.state.va.us/info/climatechange.html.

Henrico receives statewide award



The Keep Henrico Beautiful (KHB) program has received a statewide award for environmental education kits it developed for use in local elementary schools.

Keep Virginia Beautiful recognized the Henrico program at its annual award ceremony Oct. 22 with a first-place award in the Litter Prevention-Government Agency category.

Keep Virginia Beautiful, a nonprofit organization, encourages individuals statewide to take greater responsibility for improving community environments through volunteer activities.

KHB received the honor for creating and producing an environmentally themed



bulletin board kit that targets students in grades K-2. The kit focuses on five topics - reduce, reuse, recycle, environmental care and litter prevention - and includes a banner, vocabulary words and accompanying graphics.

Designed to complement Virginia's Standards of Learning, the bulletin board kit has been distributed free of charge to every K-2 classroom in Henrico County Public Schools - more than 580 total.

The kit can be viewed online at www.co.henrico.va.us/utility/khbeautiful.

KHB, a division of the county's Department of Public Utilities, promotes litter prevention, recycling and environmental education in Henrico.

For more information, call 501-4502.

Transportation

Continued from page 1

Commissioner Ekern concisely summarized VDOT's required organizational changes, which include:

- *Reducing residencies by approximately 30 percent
- *Eliminating 1,800 vacant positions
- *Reducing classified staff by 900 (from 8,400 to 7,500); reduce wage and temporary staff by 700 (from 1,200 to 500); reduce Field and Senior Management by 20 percent; and reduced Central Office by 300 (from 1,300 to 1,000)

Commissioner Ekern has indicated a desire to initially achieve the personnel savings through attrition and retirements.

VDOT continues to transfer construction funds to support maintenance activities. As part of the Oct. 15 announcement, VDOT will increase federal funds to maintenance projects rather than construction projects.

As VACo reported in the Oct. 1 edition of County Connections, State and federal transportation revenues falling (page 3):

VDOT continues to transfer road construction dollars to the maintenance fund in order to close the state's annual road maintenance funding shortfall. In accordance with state law, VDOT must fulfill its annual maintenance activities before spending dollars on new construction. The annual transfer of construction funding to support maintenance activities reduces available dollars to the Commonwealth as well as counties, cities and towns.

VDOT is transferring \$385 million in the current year from construction to maintenance.

Fifty percent of VDOT's operating and maintenance budget is supported by gas tax receipts. More fuel-efficient vehicles mean less gallons of purchased gas. Virginia's gas tax of 17.5 cents per gallon, unlike a sales and use tax, does not expand when fuel prices rise. The federal government's gas tax of 18.4 per gallon was designed to support the Federal Highway Trust Fund but also does not grow with increased fuel prices.

In other words, federal transportation funding is falling as fast as state funding, or as Secretary Homer stated on Oct. 15: "Federal funding is increasingly unpredictable."

Conference Update

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- * Valet parking is included in the 15 percent daily charge that is automatically added to room rates.
- * Check-in time for your room is 4 p.m. or later and checkout time is before noon. Express checkout is available and you may settle your room account by using your credit card.
- * Seating for dinner reservations is available in the dining room between 6:30 p.m. and 9 p.m. The Grill is available from 6 p.m. until 9 p.m. and Sam Snead's (casual attire) is open from 5:30 p.m. until 9:30 p.m. You may want to also try the dinner buffet in the Commonwealth Room between 6 p.m. and 9 p.m.
- * You may want to try the Casino, which will be open on Friday, Saturday



and Monday nights from 6:30 p.m. to 9 p.m.

Reservations are required for all restaurants. You must provide the names of all individuals in your party. In addition, a credit card is needed for reservations of more than eight people. Please do not double book reservations so others may have the opportunity to make arrangements.

Turkey Capital of the World



Photo courtesy of Rockingham County

A beautiful farm on a lake in Rockingham County, which is the largest agriculture county in the Commonwealth.

The turkey statues on Route 11 that welcome visitors to Rockingham County, which dubs itself the "Turkey Capital of the World." Rockingham County is second in the nation for turkey production.

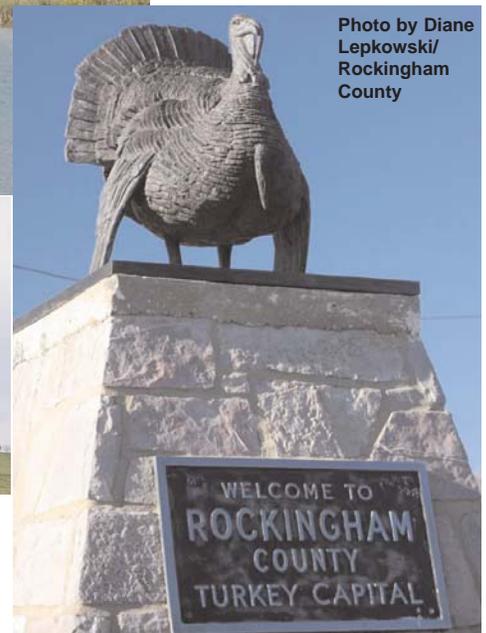


Photo by Diane Lepkowski/ Rockingham County



We're rounding the corner to the holiday season, and more than likely, we'll celebrate the time with a feast that includes a bird Ben Franklin wanted as our national symbol.

Statistics show that 95 percent of Americans eat turkey for Thanksgiving and that 15 percent of all turkeys consumed in a year, are done so during the November holiday.

With that in mind, did you know that Virginia proudly ranks fourth in the nation and Rockingham County second in the country for turkey production?

It's true.

Rockingham County boasts more than 170 turkey farms and has a proud tradition that dates back to the Roarin' 20s.

"The modern turkey industry has its roots in Rockingham County," said Hobe Bauhan, president of Virginia poultry federation. "Back in the 1920s, a man named Charles Wampler, Sr., experimented with incubating turkey eggs and raising turkeys in confinement. He was successful and that was really the genesis of the modern turkey industry."

The industry grew in Rockingham, so much so that in the 1950s, the county adopted the moniker, "Turkey Capital of the World."

Enter the locality on Route 11 from the north or south and you'll see beautiful bronze statues of turkeys that were erected in the 1950s.

"We're the largest agriculture county in Virginia by far and a large part of that is due to the poultry industry," said Joseph S. Paxton, county administrator. Other top producing farm counties are Washington, Augusta, Pittsylvania and Scott, all of which accounted for one-fifth of the state's agriculture employment in 2006.

According to the Virginia Department of Agriculture and Consumer Services, broilers (chicken) rank No. 1 in the state's farm commodities. Cattle are No. 2 and milk No. 3. Turkeys are fourth on the list with cash receipts of more than \$298 million.

Agriculture is the Commonwealth's largest industry with an



economic impact of \$55 billion and provides more than 350,000 jobs. This figure includes production agriculture, which employs 60,000 farmers and workers and generates approximately \$3 billion in total output.

With those positive numbers, Rockingham has forged itself a place as one of the state's most important counties.

"We're proud of our agriculture industry and heritage," Paxton said. "Certainly the industry has evolved, but we've been able to maintain pace with the changes."

Most turkey farms are independently owned and operated by families. They raise the turkeys that are processed in the county. Two companies, Cargill and Virginia Poultry Growers Cooperative, process turkeys raised in the county and employ a couple thousand workers. Dozens and dozens of other local businesses provide goods and services to the industry, spurring the local economy.

Cargill's plant in Dayton processes more turkey per day than any other plant in the world.

"There's no doubt that the poultry industry has a major economic impact in Rockingham County," Bauhan said.

So this Thanksgiving, when you choose the leg over the wing or the dark over the white, maybe think for a second that the turkey you're eating probably came from down the road in Rockingham County. And that a person in California or Texas or Michigan might be eating a Rockingham County turkey as well.

That's another reason to have pride in our counties.

Mark Your Calendars

PanFlu Exercise

Nov. 20-21



The Virginia Department of Health will sponsor an exercise on Nov. 20 -21 designed to challenge the state on issues surrounding a flu pandemic.

This exercise, FluEx '08, will provide the framework for government agencies and non-governmental organizations to participate in an interactive, function-based learning opportunity addressing a pandemic influenza scenario.

FluEx '08 will focus on preparation, response and recovery actions and will involve coordination among health, hospital, emergency management, law enforcement and critical infrastructure/key resources compromised by widespread illness, while simultaneously maintaining continuity of government, of private and public sector operations and supply chain management.

ArcGIS Workshop

Nov. 7-8

Virginia Commonwealth University
Hibbs Building, Room 407
Park Avenue & Shafer Street
Richmond



Virginia Commonwealth University's Wilder School of Government and Public Affairs with the Performance Management Group is offering a two-day comprehensive ArcGIS Workshop on Nov. 7-8.

This workshop is offered to anyone interested in gaining experience with ArcGIS software.

In addition, 12 APA-AICP credits will be provided for participants. The workshop will be held at the Hibbs Building on the VCU campus.

38th Annual Holiday Arts, Crafts & More Extravaganza

Nov. 1-2
Bedford County



Area artisans, crafters, authors, and musical artists offer their wares for the perfect holiday shopping experience. Sponsored by the GFWC Bedford Woman's and Jr. Woman's Clubs. Portion of the proceeds from admission will benefit the local organizations.

540-586-8669

groups.msn.com/bedfordartscraftsfair

County Forum on Energy Independence

Dec. 10-11
Baltimore, MD

Join NACo for an educational forum on the role of counties in shaping our energy independent future and how it can help secure our nation's economy and natural environment.

Due to the structure of this forum, which will include several breakout sessions with special training opportunities on tools and resources, counties are encouraged to send both elected officials and county staff, such as energy and environmental managers, engineers, and economic development officials.

Topics will include: Energy Efficiency and Renewable Energies; Alternative Fuels and Vehicles; Economic Development and Job Growth; Energy Infrastructure Development; Emissions reductions and environmental benefits

Registration fee: \$100

Due to anticipated high demand, at this time NACo is confirming registrations received from county and corporate members/sponsors only. A maximum of three individuals may register from each county or organization at this time. Additional individuals will be placed on a wait list. Register by Nov. 21 at www.greencounties.org/energyindependence.



spotlight on...

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Associate Members

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Thompson + Litton

Ronald Helton, President
PO Box 1307, Wise, VA 24293
276-328-2161 www.t-l.com

Associate Members

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Associate Members

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Thompson & McMullan PC

John Gibney, Attorney
100 Shockoe Slip, Richmond, VA 23219
804-649-7545 www.t-mlaw.com

Timmons Group

Robert Roop, Senior Vice President
1001 Boulders Parkway Suite 300, Richmond, VA 23225
804-200-6368 www.timmons.com

Trane

Dave Pierson, General Manager – Virginia District
2343 Highland Farm Rd., Roanoke, VA 24017
540563-2828 www.trane.com

Troutman Sanders Strategies

Clark Lewis, President
PO Box 1122, Richmond, VA 23218
804-697-1200 www.troutmansanderspag.com

Troutman Sanders, LLP

Thomas Fauls, Managing Partner
1001 Haxall Point, Richmond, VA 23218-1122
804-697-1200 www.troutmansanderspag.com

URS Corporation

Bill Cashman, Office Manager
5540 Falmouth St. Suite 203, Richmond, VA 23230-1817
804-282-5302 www.urscorp.com

Utility Service Co., Inc.

Cameron Alkharaji, Marketing Manager
PO Box 1350, Perry, GA 31069-1350
478-987-0303 www.utilityservice.com

Vanir Construction Management, Inc.

William E. Carden, Vice President
14112 Chiasso Terrace, Chesterfield, VA 23838
804-467-6301 www.vanir.com

Virginia Association of Community Services Boards

Mary Ann Bergeron, Executive Director
10128 West Broad St., Suite B, Glen Allen, VA 23060
804-330-3141 www.vacsb.org

Virginia Association of Governmental Purchasing, Inc.

Donald Rainey, President
638 Independence Pkwy, Suite 100, Chesapeake, VA 23320
757-473-8701 www.vagp.org

Virginia Assn of Local Constitutional Officers

Barbara Carraway, Treasurer
c/o PO Box 16495, Chesapeake, VA 23328-6495
757-382-6625

Virginia Cable Telecommunications Association

Rich Schollman, President
1001 E. Broad St. Suite 210, Richmond, VA 23219
804-780-1776

Virginia Housing Development Authority

Richard Taylor, Government Relations Manager
601 S Belvidere St., Richmond, VA 23220
804-343-5620 www.VHDA.com

Virginia Local Government Management Association

Denise Thompson, Executive Secretary
c/o PO Box 12164, Richmond, VA 23241
804-649-8571 www.institute.virginia.edu/vlgma

Virginia Md. Del. Assoc. of Electric Coops.

Susan Rubin, Assist. V.P. of Governmental Affairs
PO Box 2340, Glen Allen, VA 23058
804-968-4094 www.odec.com

Virginia Resources Authority

Bill O'Brien, Chairman
1111 E. Main St., Suite 1920, Richmond, VA 23219
804-644-3331 www.virginiareources.org

Virginia Retirement System

Marie Daniels, Employer Representative
PO Box 2500, Richmond, VA 23218
804-344-3197 www.varetire.org

Virginia Rural Water Associates

Myrica Keiser, Assistant Director
2138 Sycamore Ave., Buena Vista, VA 24416
540-261-7178 www.vrwa.org

Verizon Virginia

John Knapp, Director-Government Affairs
600 E. Main St. Suite 1100, Richmond, VA 23219
804-772-1550 www.verizon.com

Voter Registrars Association of Virginia

Ray Davis, Registrar of Voters
PO Box 301, Stafford, VA 22555-0301
540-658-4000 www.registrar@co.stafford.va.us

Wilbur Smith Associates

Randall Harris, Associate in Charge
2108 W. Laburnum Ave., Suite 210, Richmond, VA 23227
804-377-2300 www.wilbursmith.com

Wiley & Wilson

J. Armstrong, Chairman and CEO
2310 Langhorne Rd., Lynchburg, VA 24501-1547
434-947-1901 www.wileywilson.com

Wingate and Associates, Ltd

Harold Wingate, President
PO Box 6014, Roanoke, VA 24017
540-986-0420

Employment Opportunities

Employment ads are edited due to space considerations.

To view the full versions, visit www.vaco.org and click the man at the typewriter on the right rail of the page.

Government Relations Officer/The Washington Metropolitan Area Transit Authority

Reference: 081065 Union Code NRP

Salary Range: \$80,120 - \$120,237

FLSA Exempt

Opening Date: Oct. 28

Qualifications: Graduation from an accredited college or university with a Bachelor's Degree in Government, Political Science, Law, Engineering, City Planning, Communications, Environmental Science. A minimum of eight (8) years of progressively responsible experience in government and/or government relations work.

Please apply before: Nov. 28

The Metro career site can be directly accessed via careers.wmata.com/psp/careers/EMPLOYEE/HRMS/c/ROLE_APPLICATIONER_APPLICATION_HOME.GBL?NAVSTACK=Clear

Building Official/City of Portsmouth

SALARY RANGE: \$71,996-\$97,195

Bachelor's Degree in Engineering Technology, Construction

Management, Physics or Math; 3 to 5 years progressively responsible work experience in building inspection, engineering, construction or a related field; or any related experience which provides the required knowledge skills and abilities. Must be able to obtain certification, or become a building official within six months. Submit City of Portsmouth application and resume to City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. www.portsmouthva.gov. Open Until Filled.

Environmental Codes Compliance Officer/King and Queen County

BS in Environmental Science or related field with a minimum of two years experience and DCR E&S certification

required within six months of hire.

Salary: DOQ with excellent benefits.

Please send letter of interest, resume and three professional references (no emails, faxes, or phone calls, please) to: Thomas J. Swartzwelder, Esq.

County Attorney

11817 Canon Blvd., Suite 408

Newport News, VA 23606

Position is open until filled.

Director of Utilities/Gloucester County

(Please note revised qualifications)

Salary: DOQ/DOE + excellent benefits package.

Gloucester County is a rural community of 35,000+ residents centrally located on the Eastern Seaboard with easy access to the Chesapeake Bay, Virginia's Historic Triangle, and major cities. Visit us online at www.gloucester-va.info to review complete job description and download employment application. Position is open until filled. To apply submit Gloucester County application with cover letter and resume to Gloucester County Human Resources, 6467 Main St., Gloucester VA 23061.

Executive Director/Pittsylvania County

Start date is by end of year 2008

Responsibilities and qualifications:

Supervise day to day activities of Service Authority, conduct engineering studies necessary to support the operation, and justify future distribution of additional facilities.

Salary is negotiable based on individual qualifications and prior experience.

Serious and interested persons should send a complete resume to the Address below by Nov. 28:

B. Gene Atkinson
1012 Countryside Drive
Ringgold, VA 24586

Senior Planner/City of Portsmouth

Bachelor's Degree in Urban Planning or a closely related field; 3 to 5 years of experience in planning; or any equivalent combination of training and

experience which provides the required knowledge, skills, and abilities.

Salary: \$40,090.

Closing Date: Nov. 14. Please submit a City of Portsmouth application and resume to: City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. www.portsmouthva.gov.

Economic Development Director/Prince George County

Bachelor's degree in business administration, marketing, public administration, economics, economic development, or related field required; Master's Degree in related field is desirable. Extensive professional experience in economic development, preferably in local, state, or regional government. Pre-employment physical/drug testing and criminal background check, to include fingerprinting, required. For more details, complete job description, and to apply online, please visit the County's Web site at www.princegeorgeva.org. For additional information, call 804-722-8669. Open until filled.

Director of Tourism/Town of Appomattox

SALARY: DOQ/DOE (+) benefits.

Responsible for planning, organizing, directing, developing and implementing short and long range goals and strategies to promote the Town area as a travel destination, to provide positive impressions and experiences for area visitors and to raise awareness of and coordinate community hospitality efforts. Town application required. Call 434-352-8268, e-mail fguill@appomattoxva.gov. Submit application, along with resume and cover letter to: David T. Garrett, Jr., Town Manager, P. O. Box 705, Appomattox, VA. Open until filled.

Employment

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Employment

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Director of Finance/Hanover County

Bachelor's degree in finance, accounting or related field, supplemented by 8 years of progressively responsible experience, 3 of which in a supervisory capacity. Local government experience is preferred. Master's Degree, CPA or CGFO desired. Ability to deal effectively with department heads, staff, officials, and the public required. Salary range \$98,424-\$132,875 plus excellent benefits. For more information or to apply for this position, please visit our career site at www.hanovercountytjobs.com (804)365-6075, (TDD# 365-6140)

County Engineer/Louisa County

If you have a Bachelor's degree in Civil Engineering from a four-year college or university, enjoy working in a fast paced, challenging environment and want to be part of a County that is experiencing unprecedented growth, please visit our Web site at www.louisacounty.com for complete details or call 540-967-0401. The position will remain open until filled. Salary commensurate with experience.

County Administrator/King & Queen County

COUNTY ADMINISTRATOR
The successful candidate will be a capable manager and supervisor, with a proven track record of progressively responsible experience in state or local government. Applicants for the position must undergo a thorough background investigation including a pre-employment drug screen and a criminal background check. To apply, mail resumes (no emails, faxes, or phone calls, please) to:

Thomas J. Swartzwelder, Esq.
County Attorney
11817 Canon Boulevard, Suite 408
Newport News, VA 23606
Do not submit a photograph with your resume.

Public Works Engineer/Gloucester County

In this position, you will be part of our

top notch Engineering Division in a growing community that offers challenging and rewarding opportunities to provide construction project oversight and management services and assistance for County projects. Salary \$47,872/yr or higher DOQ. With an excellent, benefit package. Open Until Filled. Details along with an application for employment may be obtained online at www.gloucesterva.info. Gloucester County Human Resource Department 6467 Main St. Gloucester, VA 23061. 804-693-5690.

Plans Examiner/Isle of Wight County

\$36,862-\$46,000
Requires a Bachelors Degree or equivalent, and 3-5 years of related experience. Must possess, or be able to obtain within 18 months of employment, state certifications as a One and Two Family Combination Inspector, Building Plan Review, Electrical Plan Review, Mechanical Plan Review, and Plumbing Plan Review. Position is open until filled. 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 757-365-6263.

Engineer II/York County

Base salary \$51,887 or higher commensurate with experience, qualifications; excellent benefits. A York County application is required and may be obtained from the Human Resources Office, 120 Alexander Hamilton Boulevard, Second Floor, Yorktown, VA; from the County's Web site www.yorkcounty.gov; or by calling 757-890-3690. Hearing impaired only call TDD 757-890-3300. Applications will be accepted until position is filled.

Administrative Officer-Budget

Analyst/Arlington County
\$49,816 - \$82,388
Requires analytical problem solvers with a breadth of budgeting, finance and administrative systems expertise needed to help the Department of Human Services (DHS) execute its mission to "make a real difference in people's lives

by meeting them where they are, wherever they come in." HOW TO APPLY: Go to www.arlingtonva.us/pers (click on "County Jobs" on the right of the screen). You may attach your resume to the Internet Employment Application if you wish. E-mail any questions to pers@arlingtonva.us (no resumes to this address, please).

Public Health Division Financial and Administrative Support Services Chief/Arlington County

\$53,040 - \$87,672
Successful applicants will model the department's values of excellence, dignity, integrity and accountability. HOW TO APPLY: Go to www.arlingtonva.us/pers (click on "County Jobs" on the right of the screen). You may attach your resume to the Internet Employment Application if you wish. E-mail any questions to pers@arlingtonva.us (no resumes to this address, please).

Director of Planning & Zoning/Mathews County

Director will supervise staff of four persons. Salary Negotiable. A county employment application, along with resume and cover letter, is required. To obtain an application and complete job description, contact the County Administrator's office, P.O. Box 839, Mathews, VA 23109, call 804-725-7172 or go to www.co.mathews.va.us. Position remains open until filled.

Attorney/Orange County

The County of Orange is soliciting applicants for County Attorney. Applicants must have: (1) a degree from an accredited law school and Virginia State Bar membership; (2) a minimum of three years experience in local government representation; and (3) experience or demonstrated competency in conducting civil litigation. County residency within one year of employment is required. Salary: \$85,000-\$105,000, depending on experience. Deadline for Submissions: Nov. 14. Mail a resume, with salary history, to: County of Orange, Human Resources Department, P.O. Box 111, Orange, VA 22960.



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

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