

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

August 15, 2008



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## Land use issues remain hot summer topic

By Ted McCormack  
tmccormack@vaco.org

As summer winds down, issues related to land use policy at the state and local level are under consideration by four separate groups.



In addition to the joint subcommittee studying transfer of development rights (HJR 195) mentioned on Page 8, the task force on transportation and land use of the Governor's Commission on Climate Change held its first meeting on Aug. 4.

The overall mission of the task force is to develop land use and transportation goals and strategies in order to reduce greenhouse gas emissions in the Commonwealth by 30 percent by 2025.

Although much of the first meeting of that group focused on transportation issues, it is expected that more attention will be directed toward land use at the next meeting, tentatively scheduled for Sept. 4.

Next, the governor's sub-cabinet on community investment, established by Executive Order 69 is tentatively scheduled to meet on Aug. 18. The sub-cabinet, which is headed by the Secretary of Natural Resources, is tasked with promoting sustainable

Climate Change  
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## Virginia counties recognized for model programs



See Page 3 for a  
description of  
the programs

A panoramic view of Spotsylvania County's Patriot Park, one of 12 winners of the 2008 VACo Achievement Awards.

Photo courtesy of Spotsylvania County

VACo is pleased to announce the recipients of the 2008 Achievement Awards recognizing model local government programs.

The winning counties and program titles are:

- \***Albemarle County:** Public Planning Program and Staff/Management Resources Intranet Site
- \***Bath County:** Free Dental Program
- \***Chesterfield County:** Central Virginia Most Wanted
- \***Cumberland County:** Cooperative and Budget-Minded Approach to an Innovative Countywide Communications System
- \***Fairfax County:** Healthy Women: Healthy Babies
- \***Fauquier County:** Recycling Innovations
- \***Isle of Wight County:** GIS Cemetery Layer for Historic Preservation Best Practices
- \***James City County:** Succession Management Assignments: Preparing the Next Generation of Leaders
- \***Loudoun County:** Career Development Program
- \***New Kent County:** New Kent University
- \***Prince William County:** Mediation Swap
- \***Spotsylvania County:** Patriot Park

VACo received 34 entries for the statewide contest. Tedd Povar, associate director of the Virginia Institute of Government; Wendell Seldon, former Winchester city manager and former director of Virginia's Department of General

Achievement Awards  
Continued on page 3

U.S. Communities

Office Depot gives back(packs)

Many counties, cities, school districts and non-profit agencies learned of the U.S. Communities Government Purchasing Alliance through the Office Depot office and school supplies contract. Local governments that use this competitively bid contract know it offers the best government pricing and high-quality office products delivered the next day (in most locations).

Something many of those same agencies may not know - giving back to the communities that Office Depot serves is a top corporate priority.

National Backpack Program

The National Backpack Program is one of the most meaningful ways in which Office Depot demonstrates its commitment to good corporate citizenship. Since Fall 2001, the Office Depot Foundation has donated backpacks filled with school supplies to help deserving children get ready for school.

On the first day of school, new backpacks are filled with rulers, crayons, glue sticks, a pen, a pencil, a pencil sharpener and an eraser. Designed to meet students' needs in grades K through 5, the colorful backpacks feature two front pockets, a net pocket on the side, and wide padded straps for comfort and support.

In 2008, the Office Depot Foundation and Office Depot's Business Solutions Division will donate 300,000 backpacks to a variety of nonprofit organizations and schools across the U.S. and Canada. The recipients, in turn, will provide the backpacks to the children through their programs or in their classrooms.

This year, the Office Depot Foundation is partnering with national non-profit organizations to distribute backpacks, including:

- \*Community Anti-Drug Coalitions

- of America (CADCA)
\*National Court Appointed Special Advocates (CASA) Association
\*Feed The Children
\*Kids In Need Foundation
\*National Foundation for Women Legislators (NFWL)
\*Nourish America

The donations' impact on needy kids is enormous. If every child who received one of the Foundation's 300,000 backpacks last year was seated at a baseball game, they would fill Yankee Stadium, Fenway Park, Dodger Stadium, Wrigley Field and Shea Stadium.

The National Backpack Program is just one example of Office Depot's commitment to create a positive impact in communities around the world. Its efforts to enhance children's quality of life, encourage local and international economic

development and support disaster recovery make Office Depot a leader in corporate giving.

About the Office Depot Foundation

The Office Depot Foundation is an independent foundation that serves as the primary charitable giving arm of Office Depot. In keeping with its mission statement, Listen Learn Care, the Foundation strives to make a positive impact on many lives in many communities around the world.

For more information about the Office Depot Foundation, visit www.officedepotfoundation.org.

About U.S. Communities

U.S. Communities provides a national purchasing forum for local and state government agencies, school districts (K-12), higher education and non-profits nationwide by pooling the purchasing power of over 87,000 public agencies.

For more information visit www.uscommunities.org.



VACo Notes



The 2008 VACo Annual Conference registration form is now available.

Copies were sent by mail on Aug. 14. You also have the option to register online or print the registration form from www.vaco.org. Click on "meetings."

The renovations of VACo's new building at 1207 East Main Street in Richmond are progressing nicely. The building is scheduled to be completed by late fall.

The interior walls have been erected and are looking great. The HVAC system is in place. As you can see from the photo below, it took a crane to lift the unit to the roof.

Work on the front facade is nearly complete.

The VACo staff is excited that the new building will accomplish several of our objectives--restoring history, creating a modern office environment and conforming to environmental standards.

VACo seeks to have the new building certified by the Leadership in Energy and Environmental Design.



**Achievement Awards**

Continued from page 1

Services; and Brenda Garton, newly appointed Gloucester County administrator; served as judges for this year’s statewide awards program.

“This is more than just an awards program,” said James Campbell, VACo executive director. “These projects represent the very best in innovative ideas that have produced positive results. An added benefit is that the programs can be replicated throughout the state and the country.”

Povar, who has served as judge for several years, commended the quality of the entries. “Since I’ve been a judge, this year was the best because almost every submission was worthy of winning,” Povar said. “The quality of programs throughout the state tells me that we have many talented and skilled county employees in every region of the Commonwealth.”

The Achievement Awards is a competitive program open to local government members of the association. Held annually, it recognizes local government programs in awards criteria that include innovation, collaboration and model practices.

Several environmental-based projects were submitted in 2008, prompting the judges to create a new category. Also, for the first time in recent memory, no county won more than one award.

Representatives from each of the award-winning counties will receive a certificate at an official ceremony during VACo’s 2008 Annual Conference in November.

**Supervisor Certification Course Schedule**



Governance in the 21st Century: The Role of Leadership  
 Sept. 7-8, Charlottesville  
 Closing session- Nov. 8 at The Homestead  
 Each course is \$450 per person.

\*Here are additional courses for the next year.  
 \*Leadership (2): Nov. 8 at the Homestead.

\*Community Planning (1) : Targeted date - Jan. 30, 2009  
 (probably in Charlottesville/specific site not finalized.)

Community Planning (2): Targeted date – March 27, 2009  
 (probably in Charlottesville/specific site not finalized.)

Budgeting (1): Targeted date – April 8, 2009  
 (probably in Charlottesville/specific site not finalized.)

Budgeting (2): Targeted date – June 30, 2009  
 (probably in Charlottesville/specific site not finalized.)

Decision Making/Regional Cooperation (1): Targeted date – Sept. 14, 2009  
 (probably in Charlottesville/specific site not finalized.)

Decision Making/Regional Cooperation (2): Targeted date - Nov. 7, 2009  
 (Homestead).

**VACo 2008 Achievement Award program descriptions**

**Albemarle County: Public Planning Program and Staff/Management Resources Intranet Site (Communications)**

The development of Albemarle County’s public participation planning program by the Community Relations Department began with the recognition that more and more citizens expect to participate in decisions that affect them. The county also recognized that involving citizens would ultimately create a more successful project that better meets community needs.

Officials knew that to build strong relationships with the community members, they would need to assure that their participation was meaningful and that expectations for their participation were clear.

**Bath County: Free Dental Program (Health & Human Services)**

Bath County is a rural, sparsely populated county of 5,073 people, and is nestled in the Allegheny Mountains on the western border of Virginia. As a result, it is often difficult or impossible for some residents to receive the health care and services they need.

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, 65 patients were treated.

**Chesterfield County: Central Virginia Most Wanted (Criminal Justice & Public Safety)**

The program was developed by Chesterfield County personnel and is a partnership effort among area law enforcement, corrections and media professionals. Development of www.centralvirginiamost-wanted.com and regular exposure through local media has increased public awareness and enhanced opportunities for reporting information.

As a result, participating agencies are realizing an increase in information provided by residents regarding the whereabouts of fugitives.

**Cumberland County: Cooperative and Budget-Minded Approach to an Innovative Countywide Communications System (Information Technology)**

Cumberland County deployed a

**Program Descriptions**

Continued on page 9

## Garton hired as CA in Gloucester

The Gloucester Board of Supervisors voted 6-1 on Aug. 5 to hire Brenda G. Garton as its first-ever female county administrator.

Garton previously served as county administrator for Prince George County where she resigned effective April 30. She also was the county administrator for Orange County. In both localities, she was also the first



Photo by Bill Nachman/Gloucester-Mathews Gazette-Journal

female to become county administrator.

Garton started her post immediately although her effective hiring date is Aug. 20. She will work with interim County Administrator Lane Ramsey until her official first day.

The Board announced Garton's hiring following a 30-minute closed session.

She spoke briefly following the announcement of her hiring and said that she is "honored and delighted."

She told the Board that she looked "forward to working with all of you in the general improvement of Gloucester."

## James City's Bill Porter set to retire

With more than 35 years of public service to his credit, William C. "Bill" Porter, Jr. will be missed when he retires as James City County's assistant county administrator effective Sept. 1.



Bill first came to the county in 1977 as planning director and left in 1982 to

accept the assistant county administrator position in Stafford County.

Three years later, he was chosen as Louisa County's county administrator.

In 1996, Porter returned to James City as the assistant county administrator.

"The area holds a special place in my heart because of its proximity to the birthplace of representative government," he said.

Bill and his wife Ann will continue to live in the area.

## NACo's 'green' survey results in

By **Monica Fritz-Manolio**  
NACo Environmental Intern

Two recent NACo surveys, released at the Annual Conference, gauge the level of green government practices in the nation's counties. One survey was conducted by NACo in June, the other was a joint effort with the American Institute of Architects (AIA).

The NACo and AIA survey, Local Leaders in Sustainability: Green Counties, is the third in a series by the AIA investigating green building at the local level. The survey was sent to the 200 most populous American counties.

Findings include:

\*Green programs have quadrupled in the last three years.

\*19.5 percent of sample counties have a green building program in place.

\*25.6 percent of people in the sample population live in counties with green building programs.

\*The eastern region of the county has the most green building programs.

\*85 percent of counties sampled with green building programs have aimed these programs at county-funded construction, and

\*33 percent of counties sampled with green building programs have laws affecting commercial buildings.

The report defines basic green building terminology, examines green building trends and breaks up the data by region.

The NACo County Green Programs Survey received responses from 147 counties in 40 states. Sixty percent of respondents were rural counties (population of 50,000 or less), while 39 percent were urban counties (population of more than 50,000). The survey addressed a variety of green topics such as alternative fuels and fleets, energy efficiency, green building, waste management, water quality and environmentally preferable purchasing.

## COORDINATION OF LONG-TERM CARE SERVICES

### WE NEED YOUR INPUT!

VACo sent county administrators a survey on long-term care services.

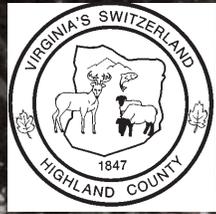
Please complete and return it to Dean Lynch at [dlynch@vaco.org](mailto:dlynch@vaco.org).

If you have any questions on how to complete or return the survey, please contact Gage Harter at 804-343-2502 or [gharter@vaco.org](mailto:gharter@vaco.org).

This is an important survey.

There is recognition of the need to prepare for aging residents' long-term care requirements in the Code of Virginia. However, it is not known how these long-term care services are coordinated locally. The purpose of this brief polling of localities is to obtain information on the current existence and use of local long-term care coordination committees.

Your response to the survey will be appreciated.



For information on how to purchase a brick, visit [www.highlandcova.org](http://www.highlandcova.org) and click on the link at the bottom of the home page.

The Veterans Memorial in Highland County truly enhances the beauty and character of the courthouse. Richard Waybright (insert) expresses his joy during the dedication ceremony on Veterans Day 2007.

Photo courtesy of Highland County

The walk of honor



Photo by Kathy Cobb

Highland County, population 2,400, is a place where military service is an honored tradition. Most, if not all, residents know of someone who has devoted time to defending our country and our liberties.

That was the prevailing feeling when one bright sunny day in January 2007, Richard Waybright peered through a window at the Highland County Courthouse in Monterey. "We need a bench here so people can sit down and look at a memorial that thanks all veterans," he said to himself.

Some would claim Highland County does more than most in respecting its veterans. There are plaques in the courthouse that honor the men and women who served in World War I, World War II, Korea and Vietnam. Waybright's dad, Charles Sr.; his brothers, Charles and Gary; as well as his own name can be found on the plaques.

"It dawned on me that we need to do something to recognize all veterans, not just those who served in wars," said

Brigadier General James Laster speaks during the dedication ceremony. Seated behind from left to right are Rev. Derek Tomek, retired Col. James Cobb (master of ceremonies), Mary Cantrell and County Administrator Roberta Lambert. In the back row are members of the Quantico Color Guard.



Photo by Kathy Cobb

Waybright, who is a native of the western county. "After Vietnam a lot of people served but their names are not mentioned anywhere."

Waybright approached County Administrator Roberta Lambert with his vision. "I thought it was a wonderful idea," said Lambert, who also was born and raised in Highland County. "When he described to me what his plans were, I thought it would be a meaningful tribute to the veterans and an enhancement to the county."

The two received permission from a circuit court judge to proceed and enlisted the expertise of Board of

Supervisors Chairman Jerry Rexrode, who is also a local contractor.

"We probably wouldn't be where we're at without veterans," said Rexrode, who served in Army Aviation. "It's an honor to serve our country. Without veterans, there wouldn't be a United States."

Waybright took the idea to Mill Gap Ruritan Club, where he and Lambert are members. It was decided that other local civic clubs should be involved.

So Blue Grass Ruritan Club, Bolar

Memorial

Continued on page 8

**Mark Your Calendars**

**6th Annual Festival of the Grape**

**Saturday, Oct. 25**  
**11 a.m. - 6 p.m.**  
**Courthouse/Powhatan County**

This will be another great event with 21 wineries expected and Steve Bassett performing again this year. It is our desire to include chamber members as part of the festival by offering booth space for rent at a reduced fee, in a special section devoted just to showcasing the chamber members.



In this section you may advertise business services, or sell your business products. The craft sections of the festival will continue to be just for art/craft vendors.

If you have questions, please contact Susan Ash at 804-598-6969, or by e-mail: [completepicture@verizon.net](mailto:completepicture@verizon.net)

Entry Fee: \$ 50. (\$75 after Sept. 30) for each 10' x 10' space. No more than one space per chamber vendor.

The festival will provide an assigned space.

Each vendor is responsible for other needs such as tent (if desired), tables, chairs, etc. Note—tents need to be surface standing - no ground stakes.

Each vendor will receive only one vehicle-parking pass for the day. Additional parking available off-site.

Deadline: While there is no deadline, please keep in mind that the fee increases to \$75 per space on Oct. 1.

Details: Mail application to: Susan Ash, PO Box 357, Powhatan, VA 23139, 804-598-6969

Please enclose check for \$ 50. (\$75 after Sept. 30) per space, made out to Powhatan Chamber of Commerce.

This will be a rain or shine event! No pets (assistance animals allowed)

Wine Tasting Tickets: Each vendor, and your workers, are admitted (with no need to buy a ticket) when arriving at about 7 a.m. This admittance does NOT include wine tasting or a souvenir glass.

(If you want a wine tasting ticket they are \$15 each before Sept. 30, and \$20 thereafter).

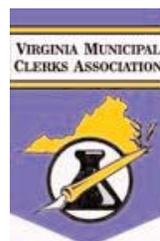
**IIMC Certified Municipal Clerk Institute**

**Oct. 5-10**

**IIMC Master Municipal Clerk Academy**

**Oct. 7-10**

At the Oceanfront:  
Holiday Inn Sunspree Resort  
3900 Atlantic Avenue  
Virginia Beach, VA 23451



Make Hotel reservations as soon as possible: 757-428-1711.  
(Must mention Old Dominion University and IIMC for group discounted rate.)

Please visit us online at [www.execed-odu.com](http://www.execed-odu.com) for updates.

Updates will also be posted at [www.vmca.com](http://www.vmca.com).

**Southwest Virginia  
Solid Waste  
Management  
Association  
Annual Conference**

**Bristol**  
**Sept. 17-19**



Training and continuing professional education credits for operators of solid waste management facilities.

Recycling topics also covered.

Trade show, facility tour, and other activities for members of local government, public works, solid waste authorities, recycling entities, both public and private industries.

**For information visit**

**[www.svswwa.org](http://www.svswwa.org)**  
**or**  
**call 1-800-628-4583, x319.**

**Yorktown Day**

**Sunday, Oct. 19**  
**9 a.m. - 5 p.m.**



Ceremonies, a parade, and tactical demonstrations by the Commander-in-Chief's Guard commemorate the 227th anniversary of America's Revolutionary War victory at Yorktown.

Jointly sponsored by the National Park Service and the Yorktown Day Association. Yorktown Battlefield and Main Street. Free.

**(757) 898-2410/[www.nps.gov/colo](http://www.nps.gov/colo)**

Congratulations

Roanoke and other Virginia counties earn technology distinction

Roanoke County is ranked among the top counties in the nation for using information technology to deliver services to citizens in increasingly innovative ways. That is the finding of the 2008 Digital Counties Survey, which ranked Roanoke County second in the country among counties in its population category.

Fairfax (3rd), Loudoun (1st), Prince William (6th), Gloucester (5th tie) and Albemarle (9th) garnered recognition in their respective population categories.

In April, thousands of U.S. counties were invited to participate in the Digital Counties Survey, an annual study by the Center for Digital Government and the National Association of Counties (NACo).

County officials responded to questions that included more than 100 measurements and data points about online service delivery, infrastructure, architecture, and governance models. Competition within Digital Counties is based upon population categories

derived from metropolitan statistical area (MSA) data. Roanoke County's award is particularly significant because the locality competed against counties with populations between 150,000 and 249,000. The population of Roanoke County is roughly 90,000.

In recent years, Roanoke County's leadership in the use of information technology has been consistently recognized. In 2005 and 2006, Roanoke County placed first in the Digital Counties Survey. In 2007, the county earned the second place spot.

County Chief Information Officer Elaine Carver could not be more proud of the staff. "For the past four years, we've placed among the top ten counties in the nation. This is truly an honor and a testament to the hard work, creativity, and commitment of our employees."



Nation's Top Digital Counties

500,000 or more population:

1st: San Diego County, CA; 2nd: Anne Arundel County, MD (tie); 2nd: Oakland County, MI (tie); **3rd: Fairfax County**; 4th: Westchester County, NY; 5th: King County, WA (tie); 5th: Orange County, FL (tie); 6th: Sacramento County, CA; 7th: Tulsa County, OK; 8th: Montgomery County, MD (tie); 8th: Wake County, NC (tie); 9th: Prince George County, MD; 10th: Orange County, CA

250,000-499,999 population:

**1st: Loudoun County**; 2nd: Richland County, SC; 3rd: Dakota County, MN; 4th: Howard County, MD; 5th: Placer County, CA; **6th: Prince William County**; 7th: Douglas County, CO (tie); 7th: Hamilton County, IN (tie); 8th: Dutchess County, NY; 9th: Washtenaw County, MI; 10th: Utah County, UT

150,000-249,999 population:

1st: Frederick County, MD; **2nd: Roanoke County**; 3rd: Scott County, IA; 4th: Dona Ana County, NM; 5th: Yuma County, AR; 6th: Racine County, WI; 7th: Peoria County, IL; 8th: Cumberland County, PA; 9th: Leon County, FL; 10th: Ottawa County, MI

Less than 150,000 population:

1st: Charles County, MD; 2nd: Stearns County, MI; 3rd: Nevada County, CA; 4th: Boone County, MO; 5th: Skagit County, WA (tie); **5th: Gloucester County (tie)**; 6th: Olmsted County, MI; 7th: Geauga County, OH (tie); 7th: Randolph County, NC (tie); 8th: Napa County, CA; **9th: Albemarle County**; 10th: Delaware County, OH (tie); 10th: Sutter County, CA (tie)

news from our associate members



Howard Shockey & Sons, Inc., is pleased to announce that Tom Aldstadt has completed all requirements for certification as a Certified Safety Professional (CSP). This highly respected certification is awarded to individuals who meet academic standards, satisfy professional safety experience requirements, and have passed two rigorous examinations. The examinations cover engineering and the management aspects of safety, applied sciences, legal and regulatory matters, professional affairs, ethics, and other safety-related topics.

Certified Safety Professionals specialize in protecting workers, the public, property, and the environment by identifying, evaluating, and controlling hazards. The CSP manages programs aimed at compliance with safety principles, federal, state, and local laws and regulations.

The Shockey Companies are a consortium of construction companies providing general contracting, design/build, construction management, tilt-up and precast concrete to the mid-Atlantic region. Howard Shockey & Sons, Inc., a 112-year old general contracting and construction management firm provides construction services in Virginia, West Virginia and Maryland with a focus on healthcare, commercial, industrial and public/private partnership opportunities.

Loudoun wins NACPRO

Loudoun County Department of Parks, Recreation and Community Services has received two awards for facility excellence from the National Association of County Parks & Recreation Officials (NACPRO). Claude Moore Recreation Center in Sterling, Virginia was recognized for outstanding efforts in the planning, design, and construction of the facility, as well as its benefits to the community. Carver Center in Purcellville, Virginia was recognized as a uniquely developed facility dedicated to historical preservation and recreation.

The awards were presented during the National Association of Counties (NACo) Annual Conference & Exposition and NACPRO annual banquet in Kansas City, Mo., on July 14.



## Climate Change

Continued from page 1

growth by ensuring that discretionary state funds are directed toward projects that reduce suburban sprawl.

The Secretaries of Administration, Commerce and Trade, Finance, and Transportation are also members of the special sub-cabinet.

Finally, the General Assembly's joint subcommittee to study development and land use tools (SJR 70/HJR 178) has set its first meeting for Sept. 11.

This two-year study has an ambitious agenda to examine and monitor county establishment of Urban Development Areas (UDAs); to see if additional legislation is needed to help transition to UDAs; and to make a comprehensive evaluation of all existing land use planning tools and infrastructure financing options available to local governments.

It is expected that Del. Clay Athey of Warren County, the study resolution's patron in the House, will lead the study.

For info, contact Ted McCormack.

## TDR study underway

A joint subcommittee of the General Assembly established by HJR 195 met on July 15 to begin its study of change needed to the existing transfer of development rights (TDR) legislation to make it more appealing to counties.

At its first meeting, the members elected Del. Matthew Lohr of Rockingham County as chairman and Sen. Mark Obenshain, also of Rockingham County, vice chairman. Other members of the subcommittee are Sen. Patricia Ticer, Del. Daniel Marshall, Del. Edward T. Scott and Del. Charles Caputo, and citizen members Arthur Watson of Albemarle County, David Lee of Rockingham County, and Stella Koch of Fairfax County.

Following a review of the current TDR legislation by General Assembly staff, the subcommittee received initial suggestions for improvements to the state's TDR law from VACo staff member Ted McCormack, the Farm Bureau, and the Homebuilders Association of Virginia.

In his presentation McCormack emphasized that counties have been seeking TDR authority for decades, but that the law passed in 2006 still needed work, mainly the addition of the ability to establish a local TDR bank where development rights could be purchased and held for use at a later time or for larger developments. He also noted that an effective TDR program could be a useful tool to counties in complying with the 2011 urban development areas

mandate. McCormack cautioned, however, that for a TDR program to be successful a number of factors, not all of which are under local government control, have to be present.

The subcommittee also approved a tentative work plan to investigate the four directives contained in the joint resolution – i) the establishment of a bank of TDR credits; ii) incentives to farmers to purchase additional farmland with proceeds from selling development rights; iii) benefits to developers from participating in a TDR program; and iv) the use of a statewide system of development rights. The members also agreed to hold three future meetings with dates and locations to be determined.

Among those speaking to the subcommittee during the public comment period at the end of its meeting was Paul Milde, member of the Stafford County Board of Supervisors, Andrew McRoberts, Goochland County Attorney, as well as representatives from the Virginia Division of Forestry, the Southern Environmental Law Center and the Virginia Municipal League.

The next meeting of the subcommittee will be held on September 5 in Richmond and the members requested that staff try to arrange for presentations on the Maryland and Pennsylvania TDR programs. It was also noted that a Web site will be established where information on the subcommittee's activities and resource documents will be posted.

## Memorial

Continued from page 5

Ruritan Club, Monterey Lion's Club, Stonewall Ruritan Club, American Legion, Veterans of Foreign Wars and Mill Gap nominated one member each to serve on a committee. That group was tasked with raising the \$65,000-\$75,000 needed to complete the project.

"We looked at brick to match the courthouse and because we wanted to build something that would look nice and be there a long time," Rexrode said. "We came up with a design that combined granite and brick."

As the vision became a reality, Waybright and the committee were concerned they would run out of money. The idea of selling bricks with the names of veterans helped make up the difference. The bricks form the walkway leading up to a wall that honors all branches of the military.

The Veterans Memorial was completed in time for a ceremony last Nov. 11. Though it snowed the day before, the weather cooperated for the special event. Marines from Quantico participated and more than 700 people attended. "It was a beautiful service," Waybright said.

Currently, about 700 bricks have been dedicated. They do not show a soldier's rank, only the name, branch of the military and years of service.

"Everyone is equal," Rexrode said.

There are a few bricks from the Civil War and one that pays respect to a soldier from the French and Indian War. Bricks are not limited to Highland County residents, but are available to anybody who wants to honor Americans who have served.

Waybright likes to tell a story about a gentleman from Georgia.

"He came to visit the county and saw the memorial," Waybright said. "He was so inspired that he bought a brick for his son."

On occasional quiet days, Waybright sits on a bench and looks at the memorial. He gets a warm feeling.

"You see people with their heads bowed as they read the bricks," Waybright said. "It's a great tribute to the county."

**Program Descriptions**

Continued from page 3

comprehensive countywide IP-based communications system. The project took two years to complete but was a collaboration of volunteer first responders, state and federal agencies, county administration and Board of Supervisors.

The project budget required a mere 10 percent out-of-pocket cost to the county. Fiscal prudence and forethought reduced the budget of the system to an estimated one quarter of the cost for a comparable system.

**Fairfax County: Healthy Women: Healthy Babies (Health & Human Services)**

In the spring of 2007, the Fairfax County Health Department responded to the “Request for Results” made by the Virginia Department of Health (VDH) to reduce the number of babies who die in the first year of life.

Fairfax County was awarded \$100,000 by the VDH to implement the Saving Babies Initiative as part of a statewide campaign to reduce infant mortality. In 2005, approximately 8 percent of Virginia’s infant deaths occurred in Fairfax County. Based on that figure, Fairfax County is dedicated to saving seven of the Commonwealth’s goal of 80 prevented infant deaths.

The Saving Babies Initiative is an excellent example of how local government can bring together a diverse community of providers and citizens, with little resources, and create a lasting impact.

**Fauquier County: Recycling Innovations (Environmental)**

In 2005, Fauquier County was faced with the twin dilemmas of potentially losing several million dollars of annual revenue in the near term and the loss of locally available landfill capacity within several years.

Today, the county has truly outstanding processing facilities in place to allow cost effective diversion of recyclable materials from the landfill waste stream. Future programs and services will be designed to take advantage of these new systems to maximize material diversion.

**Isle of Wight County: GIS Cemetery Layer for Historic Preservation Best Practices (Information Technology)**

Isle of Wight County developed a Geographic Information System (GIS) layer and corresponding database for the identification of gravesite locations and features within the county.

This innovative model for tackling the difficult issue of identifying historic cemeteries using the county’s technological system stands out in light of one of the most pressing problems facing Virginia’s historic resources today—the loss of cemeteries through neglect or endangerment by land development.

**James City County: Succession Management Assignments: Preparing the Next Generation of Leaders (Organizational Development)**

While temporary assignments may be commonplace, succession management assignments are distinctive due to the frequency, regularity, duration and level of authority attached to them.

They are annual, six-month assignments providing hands-on, real-time experience in key, top-level positions such as assistant county administrator, budget director, community services director and public information officer. Twenty-five employees have completed assignments since its implementation in 2003.

**Loudoun County: Career Development Program (Organizational Development)**

The evolution of this professional career development plan contributes to the success of the county’s overall mission. Developed in response to individual career goals and expectations, the program answers a variety of county needs while using minimal resources.

This program has allowed the Office of the County Assessor to streamline the career development process of each employee by establishing a framework for succession planning, developing a reputation as a continuous learning organization and delivering exemplary service to internal departments as well as the entire county.

**New Kent County: New Kent University (Communications)**

New Kent University (NKU), a citizen education program, is designed to give participants a first-hand look and in-depth understanding of how county government functions in New Kent.

The free program explains services provided by New Kent, how its governing process works and how citizens can participate in that process. Through hands-on activities and lectures, participants have learned how local government affects quality of life.

**Prince William County: Mediation Swap (Customer Service)**

Prince William County and Alexandria City Human Rights Commission (HRC) began a mediation swap in October 2005. The purpose of the swap was to maintain a firewall between mediation and charge investigations, a new contractual requirement by the Equal Employment Opportunity Commission (EEOC).

The program has allowed both agencies to meet the EEOC requirements with little or no cost.

It has fostered a closer working relationship between the two offices. This successful program can easily be duplicated.

**Spotsylvania County: Patriot Park (Environmental)**

Patriot Park is a 134-acre facility featuring two basketball courts, 12 baseball, softball and multipurpose fields that are surfaced with Patriot Bermuda Grass as well as other areas that are surfaced with 5.9 acres of Fescue sod. The entire construction process took 10 months at a cost of less than \$7 million.

Patriot Park’s answer to irrigating the facility and potential water restrictions came as an innovative idea that changed the design of the irrigation process and its components.

The park uses 100 percent recycled and natural water to irrigate its 12 athletic fields, making it a facility that incorporates modern and environmentally friendly measures.

**NACo**

Continued from page 4

Some findings from the survey show that:

- \*58 percent of respondents have programs in place to encourage green practices.
- \*60 percent are working on energy

efficiency issues.

- \*12 percent have a green programs coordinator; 69 percent of these said the county can adopt building codes and of these, only 19 percent have codes to encourage energy efficiency or green building.
- \*7 percent promote or require a green building standard.

These surveys help show the green efforts that are taking place in counties across the country. Many have chosen to take measures in order to protect the environment and improve the operations in their counties.

**To access these survey results, visit [www.naco.org/greencounties](http://www.naco.org/greencounties).**

**Employment Opportunities**

Employment ads are edited due to space considerations.

To view the full versions, visit [www.vaco.org](http://www.vaco.org).

**Assistant Director of Finance/  
Brunswick County**

Assists the Director of Finance plan, organize, and direct operations of human resources, budget and financial management. Qualifications include a Bachelor's degree in accounting or related field. Salary range for the position is \$41,570-\$60,560, plus County benefits. A

complete job description is available at the Office of the County Administrator. Submit resume' to the Office of the County Administrator, 102 Tobacco Street, Lawrenceville, VA 23868. Telephone 434-848-3107. Position open until filled. Brunswick County is an Equal Opportunity Employer.

**IT Systems Administrator/Dinwiddie County**

Salary: \$47,708.

Dinwiddie County seeks a Windows Systems Administrator to join an ever growing IT department. Candidate will need to have the ability to work in a high speed environment and be well rounded in the IT field.

Possession of an appropriate driver's license valid in the Commonwealth of Virginia. Applications available at [www.dinwiddieva.us](http://www.dinwiddieva.us) or at the Dinwiddie County HR Dept., 14016 Boydton Plank Road, P.O. Drawer 70, Dinwiddie, VA 23841 or by calling 804-469-4500 ext 145. Open until filled.

**Marketing-Administrative  
Assistant/Dinwiddie County**

Salary range starts at \$33,905.

Possession of an appropriate driver's license valid in the Commonwealth of Virginia. Applications available at [www.dinwiddieva.us](http://www.dinwiddieva.us) or at the Dinwiddie County HR Dept., 14016 Boydton Plank Road, P.O. Drawer 70, Dinwiddie, VA 23841 or by calling 804-469-4500 ext 145. Closing date to receive applications is Aug. 29.

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

\$41,000-\$52,000

TO BE CONSIDERED FOR THIS POSITION, YOU MUST COMPLETE A STATE APPLICATION THROUGH THE ONLINE EMPLOYMENT SYSTEM [jobs.agencies.virginia.gov](http://jobs.agencies.virginia.gov) BY AUG. 22 at p.m.

For additional information please contact our Human Resource Office at 804-371-7000.

**Senior Accountant/Town of Leesburg**

\$60,153-\$100,963 plus excellent benefits  
CLOSING DATE: Sept. 8 at 5 p.m.

Required: BA/BS in accounting; minimum of two years of professional accounting experience; CPA; computerized accounting systems experience. Preferred: Municipal government experience; grants accounting experience.

TO APPLY: See [www.leesburgva.gov](http://www.leesburgva.gov) or request an application from the HR Dept. at 703-737-7177. Mail application and resume in confidence to: Town of Leesburg, HR Dept., 25 W. Market St., P. O. Box 88, Leesburg, VA 20178. Applications may be faxed to the HR Dept. at 703-737-7190. Resumes may be submitted as supplemental only.

**Aging and Disability Services Division  
Chief/Arlington County**

Salary negotiable up to low \$120K

Open Until Filled

Submit our easy Internet employment application at [www.arlingtonva.us/pers](http://www.arlingtonva.us/pers). Click on COUNTY JOBS, scroll down past the check boxes and click on the job title. You will see the full job announcement and the link to the required Internet application.

Questions? Call 703-228-3500 and press "4." We have staff who will be happy to assist you.

**Director of Parks and  
Recreation/Powhatan County**

Submit completed County application, letter of application, detailed resume, salary history and work related references to: John A. Anzivino, Sr. VP,

Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail

[Richmond@springsted.com](mailto:Richmond@springsted.com) by Sept. 1. For further information visit [www.springsted.com](http://www.springsted.com). Official Powhatan County applications can be downloaded and printed from the County's Web site at [www.powhatanva.gov](http://www.powhatanva.gov).

**Director of Planning & Zoning/  
Mathews County**

Minimum starting salary is \$55,000+, depending upon qualifications.

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 or call 804-725-7172. Position remains open until filled.

**County Planner & Zoning  
Administrator/King and Queen  
County**

To be considered: applicants should possess a Bachelors' Degree in planning or a related field with a minimum of five years experience. The ideal candidate would possess a Master's Degree in Planning or a related field with AICP certification. The successful candidate will be required to become AICP certified within 24 months of appointment. Salary is DOQ with excellent benefits. Please submit letter of interest, resume and five professional references to: County Administrator, P.O. Box 177, King and Queen CH, VA 23085 or by e-mail to [gsteckman@kingandqueen-co.net](mailto:gsteckman@kingandqueen-co.net) by Sept. 12.

**Assistant Division Administrator/  
VDOT**

Position #21612

Salary Range: \$53,510-\$109,818

The Programming Division seeks a recognized manager that strives for results and meets challenges head on. Open

**Employment**

Continued on page 11

**Employment**

Continued from page 10

Until Filled. Salaries are negotiable. Generous benefit package including retirement, deferred compensation plan w/employer match, health insurance, and comprehensive leave programs. Online application required. For further information or to apply, visit [www.VDOT.jobs](http://www.VDOT.jobs).

**Deputy Director of Planning & Community Development/Franklin County**

Salary \$50k+ DOQ, with excellent benefits. An application and complete job description may be obtained in the County Administration Office, 40 E Court Street, Rocky Mount, VA 24151 or online at [www.franklincountyva.org](http://www.franklincountyva.org). Position is open until filled; initial application review will begin Aug. 29.

**Environmental Codes Compliance Officer/King and Queen County**

Position requirements: 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 to: County Administrator, P. O. Box 177, King and Queen C.H., VA 23805 or by e-mail to [gsteckman@kingandqueenco.net](mailto:gsteckman@kingandqueenco.net) no later than Aug. 29.

**Principal Planner/City of Portsmouth**

Education: Bachelor's Degree in Urban or Regional Planning, or a closely related field, Master's Degree preferred; and 5 to 9 years of progressively responsible experience in comprehensive planning; or any equivalent combination of training and experience which provide the required knowledge, skills and abilities. AICP certification is preferred. Salary: \$46,409 Closing Date: Aug. 22. Please submit a City of Portsmouth application to: City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. [www.portsmouthva.gov](http://www.portsmouthva.gov).

**Director of Finance/Montgomery County, N.C.**

The salary for the position is negotiable, based on qualifications and experience. Relocation allowance negotiable. A letter of interest and resume including employment and salary history, relevant experience related to the position, academic background and at least three job-related references must be submitted by Aug. 22 to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228, phone: 804-726-9750, fax: 804-726-9752, [richmond@springsted.com](mailto:richmond@springsted.com).

**Deputy County Attorney/Stafford County**

\$93,662-\$145,163/DOQ OPEN UNTIL FILLED Apply online @[www.co.stafford.va.us](http://www.co.stafford.va.us). A Resume will not be accepted in lieu of County application. Performs difficult professional and responsible administrative work in rendering of legal services to the County; does related work as required. Work is performed under the general supervision of the County Attorney. Candidate selected will be required to successfully complete a criminal history and fingerprint check and will be required to satisfactorily complete a post-offer, pre-employment medical exam, alcohol and controlled substance tests at the County's expense unless this requirement has been completed for current County position.

**Assistant County Attorney/Stafford County**

\$76,086-\$117,956/DOQ OPEN UNTIL FILLED Apply online at [www.co.stafford.va.us](http://www.co.stafford.va.us). A Resume will not be accepted in lieu of County application. Performs difficult professional work in rendering of legal services to the County; does related work as required. Candidate selected will be required to successfully complete a criminal history and fingerprint check and will be required to satisfactorily complete a post-offer, pre-employment medical exam, alcohol and controlled substance tests at the County's expense unless this

requirement has been completed for current County position.

**Recreation Director/Highland County**

This is a full-time position requiring variable day, night, and weekend hours. A job description and salary and benefit package is available from the Office of the County Administrator, Roberta Lambert at 540-468-2347. Resumes will be accepted by mail until Aug. 15 at PO Box 428, Monterey, VA 24465.

**Utilities Director/Gloucester County**

Competitive salary based on qualifications with an excellent benefits package. Visit us online at [www.gloucesterva.info](http://www.gloucesterva.info) to review complete job description and download employment application. Submit Gloucester County application with cover letter and resume by 4:30 p.m., Aug. 29 to Gloucester County Human Resources, 6467 Main St., Gloucester VA 23061.

**Executive Director/Thomas Jefferson Planning District Commission**

Salary range between \$90,000 - \$120,000, DOQ plus excellent benefits. Submit letter of application, detailed resume with employment and salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail [Richmond@Springsted.com](mailto:Richmond@Springsted.com) by Aug. 23.

For a full profile describing the region and the position, please visit [www.springsted.com](http://www.springsted.com).

**Director of Real Property/Henrico County**

Position number 0116-0001. Plans and supervises the administration of real estate (acquisition and disposal) of the County of Henrico, including general government and schools and directs the operations of the Real Property Department. For a more specific description of duties and qualifications and to apply, visit our Job Opportunity Source for Henrico (JOSH) on the Internet at [www.henricojobs.com](http://www.henricojobs.com). Deadline Aug. 17.



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

#### **Executive Committee**

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**VACo Risk Management Programs:** Chris Carey, Interim 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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County Connections is a semimonthly publication.

Editor: Gage Harter  
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