

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

A must for supervisors.
Sign up for the VACo
County Supervisors
Forum...Page 2



Visit Orange County
and the arm of
Stonewall
Jackson...Page 5



A message from
VACo President
Phillip Bradshaw
...Page 3



Commission on
Energy &
Environment
approve
recommendations
...Page 8



December 15, 2009



Kaine to release new state budgets on Dec. 18

THE BUDGET



By Mike Edwards
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With a month left in his term, Gov. Timothy M. Kaine will release his proposed FY 2010 - 2012 biennial budget this Friday, Dec. 18, in Richmond. In addition to proposing the new biennial budget, the governor will offer necessary changes to the current FY 2010 budget.

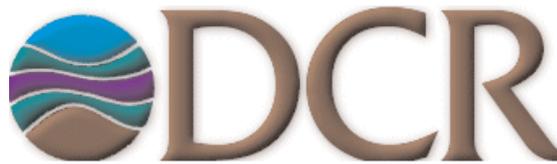
VACo will release a summary of the governor's budget soon after its release.

The new FY 2010 - 2012 biennial shortfall is in the neighborhood of \$3.5 billion. Budget watchers also expect Kaine to address an FY 2010 shortfall of between \$250 and \$300 million. This new current year shortfall is in addition to the FY 2010 reductions that were summarized in VACo's September 15 County Connections that totaled more than \$1.2 billion.

The Commonwealth's biennial

BUDGET
Continued on page 9

New stormwater rule approved with change in phosphorus standard



Virginia Department of Conservation & Recreation

By Larry Land
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On Dec. 9 the Soil and Water Conservation Board voted to give final approval to the Virginia Stormwater Management Permit (VSMP) program regulations.

One change constituting a major departure from earlier versions of the stormwater rule is the establishment of statewide limit of .45 pound per acre per year of phosphorus in stormwater runoff.

The version of the stormwater regulations that received preliminary approval by the Board on Oct. 5 required a ".28" limit for phosphorus in the Chesapeake Bay Watershed and a .45 limit in all other areas of the state.

However, the .45 standard for phosphorus appears to be temporary. In the following paragraph the new stormwater requirements establish a clear link with EPA's current process for developing a Total Maximum Daily Loading (TMDL) for the entire Chesapeake Bay watershed:

"Upon completion of the ... Implementation Plan for the Chesapeake Bay Nutrient and Sediment TMDL (Total Maximum Daily Load) approved by EPA, the (Soil and Water Conservation) Board shall by regulatory

action establish a water quality design criteria for new development activities that is consistent with the pollutant loadings called for in the approved Implementation Plan."

The Baywide "TMDL" is expected to be a series of strict limits of nitrogen, phosphorus, sediments and other pollutants that can enter the Chesapeake Bay or any of its tributaries. EPA is scheduled to complete the Bay-wide TMDL December 2010.

Approximately 60 percent of Virginia's land mass is part of the Chesapeake Bay watershed. To align the state's stormwater management regulations with EPA's process for developing a Bay-wide TMDL, the Soil and Water Conservation Board agreed to establish a new "Regulatory Advisory Panel" (RAP) of stakeholders to consider future changes to the .45 phosphorus standard that would be subsequently be required by EPA.

According to the Department of Conservation and Recreation's (DCR) Director, Joseph Maroon, there should be ample time over the next two years to make anticipated federal requirements (driven by TMDL)

STORMWATER
Continued on page 9

NACo Deferred Compensation Program Update



Recent headlines and the current economic climate highlight the importance of making sure personal and retirement investments are with a financially strong company.

As part of its oversight of its Deferred Compensation Program, NACo hires an independent consultant to evaluate several different program aspects.

These include the creditworthiness of Nationwide Financial, the parent company to our program administrator, Nationwide Retirement Solutions, and the competitiveness of the fixed annuity investment option return to our program participants.

In their analysis of the creditworthiness of Nationwide, the consultants noted that while Nationwide continues as a strong organization, even though in 2008 it was downgraded due in part to the general economic conditions as well as some of those related specifically to the insurance industry.

In some of the indicators against which Nationwide was evaluated, they continued very strong; in others, their position weakened from the prior year. NACo and the NACo Deferred Compensation Advisory Committee will continue to monitor Nationwide as economic conditions change in 2010.

The NACo deferred compensation program, also known as a 457 program, is a voluntary investment program that gives county employees the opportunity to save regularly for their retirement on a pre-tax basis.

One of the investment options available to participants is a fixed annuity that offers county employees the opportunity to earn an investment return at a fixed rate that is established quarterly by Nationwide.

In addition, on an annual basis, Nationwide sets an investment rate

minimum (or floor) for the year.

According to the study, the 2008 return on this investment option placed highest among its competitors.

The report was released at the Nov. 4 meeting of NACo's Deferred Compensation Advisory Committee, held in Monterey County, California.

This study has been conducted every year since 1989, and the NACo program has always come out on top.

"Our 29-year partnership with NRS continues to deliver a quality program that helps county employees save for a more comfortable retirement – this is more important than ever in today's economy," said Larry Naake, NACo executive director.

The competitive interest rate test concluded that Nationwide met its contractual requirement to equal or exceed the top one-third of its competitors. This study reviewed the fixed annuity option offered by Nationwide and its nine largest competitors.

The consultants' analyses are only one feature of NACo's deferred compensation program that distinguishes it from others.

As a result of NACo's Deferred Compensation Advisory Committee, the NACo program is the only one in the country that receives oversight and is advised by county participants.

It also benefits from the oversight and endorsement of 41 state associations of counties.

(For further information on NACo's Deferred Compensation program, please contact Lisa Cole at NACo at 202/942-4270 or lcole@naco.org or NRS at 877/677-3678 or www.nrs-foru.com.)

VACo Notes

VACo County Supervisors Forum



January 8-10, 2010

About the Forum: The Virginia Association of Counties offers County Supervisors Forum for supervisors to concentrate on critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more. An overview of county government and the work of county supervisors is covered.

Who should attend: Newly elected and incumbent supervisors, chief county administrative officers and other government managers will come away with information they need to steer their locality forward.

Registration details: The conference registration fee is \$295, which covers conference materials, a Virginia County Supervisors' Manual, Friday dinner, Saturday lunch and Sunday lunch. Spouses and guests who attend may register for \$150, which covers those meals. The conference takes place at the Richmond Marriott. Room rates are \$123 for a single or double room. To reserve a hotel room, call 1-800-228-9290 by Dec. 17 with this code: ("VACo New Supervisors Meeting").

Click here to view the schedule of events.

The President's Message



Fellow Supervisors, County Administrators and Staff, I want to take this opportunity to thank you for allowing me to serve as your President of the Virginia Association of Counties.

It is indeed an honor and privilege to serve you.

I am utilizing this forum as a means to communicate to all counties throughout the Commonwealth. Communication is one of the primary focal points for me this year. As we all know, we have a very difficult budget year ahead of us with falling revenues and reductions in state funding.

As a Supervisor, I urge you to take an active role in VACo by participating in several endeavors.

First, please sign up to be a member of one of the steering committees. Your participation is very important to our Association. Steering committees develop the Legislative Program. Being actively involved in a committee allows you to have a firsthand view of the bills being discussed by the General Assembly, networking opportunities with supervisors and administrators throughout the Commonwealth and, of course, the expertise of our own VACo staff.

Second, I encourage you to take an active role communicating with the members of the General Assembly. Most counties meet with their representatives prior to the convening of the General Assembly. This is a time to discuss the issues not only facing your county but also the concerns of VACo as noted in our Legislative program. During the General Assembly session I ask you to contact members of the Assembly and voice your concerns or interests on specific bills that are being presented to committees that have a direct impact on our Counties. Read the legislative alerts VACo staff sends to you and use this resource to communicate with the members of the Assembly. Hearing your voice is important to legislators and especially to VACo. Take the time by placing a call or sending an e-mail. We must work together for our voices to be heard.

Finally, I ask you to take part in the Supervisors Certification Program. We have one of the best academic programs in the country. This program allows Supervisors an opportunity to broaden their knowledge base in leadership, management, financial, planning and many other areas of responsibility. One of the most enriching aspects of the program is the networking opportunities that are provided among our colleagues where we are able to share experiences, successes and failures.

Again, I am honored to be serving as your president and I look forward to a very successful year. Please feel free to contact me at any time to discuss issues and concerns.

County earns unique award

Prince William was recognized Tuesday as one of only five counties in the nation to have a police force achieve special accreditation status.

"The Tri-Arc Award is given to the governing bodies and agencies that have concurrent CALEA accreditation for their law enforcement, public safety communications and public safety training agencies," according to background documents for the Board of Supervisors.

The award is administered by the Commission on Accreditation for Law Enforcement Agencies, Inc. In 1987, Prince William police received CALEA accreditation for law enforcement and in 2003, for public safety communications.

Just a couple of weeks ago, the

department received its third CALEA accreditation honor, for the county criminal justice academy—and that opened the doors for nomination to the CALEA Tri-Arc Excellence Award.

"This is truly a significant achievement," said Sylvester Daughtry, executive director of CALEA, in a brief presentation to supervisors.

No other jurisdiction in the Washington metropolitan area has received the award; neither has any county in the Commonwealth of Virginia.

"I'd like to commend our staff for the outstanding work they've done," said Prince William police Chief Charlie Deane, naming several colleagues—1st Sgt. Dawn Harman; Jan Judy and Capt. Fred Miller with the

academy and Hazel Colson and Capt. Ted McInteer with communications—for their leadership in achieving the honor.

The award means the county police have maintained national standards in the three areas of accreditation.

On behalf of the board, Chairman Corey Stewart, R-At Large, said the honor was warranted but not unexpected.

"The board is not surprised we have a professional, excellent police force," he said.



VACo earns LEED Gold certification

The Virginia Association of Counties (VACo) is pleased to announce that its headquarters located at 1207 E. Main St. in Richmond has earned the Leadership in Energy and Environmental Design (LEED) Gold certification.

“We are very proud to receive the LEED Gold certification,” VACo Executive Director James D. Campbell said. “When we started the renovation and preservation project at 1207 E. Main St., we wanted to accomplish several objectives—restore history, conform to environmental standards and create a modern office environment. This certification supports our belief that we surpassed each of our objectives.”

The LEED Building Rating System was developed by the U.S. Green Building Council (USGBC). Organizations must score certain minimums to obtain different levels of certification.

Buildings can qualify for four levels

of certification.

- Certified
- Silver
- Gold
- Platinum

The rating system addresses six major areas:

- Sustainable sites
- Water efficiency
- Energy and atmosphere
- Materials and resources
- Indoor environmental quality
- Innovation and design process

Besides the beauty and functionality of the building, 1207 E. Main St. also features a green roof that has drawn visitors from all over the city, including Gov. Timothy M. Kaine. The governor held a press conference on VACo’s green roof to encourage other organizations and businesses to build one of their own.

VACo’s headquarters was built in 1866 and was designated a Virginia Historic Landmark in 1969 and listed

on the National Register of Historic Places in 1970.

“Our greatest challenge was respecting and preserving the rich history of the building while transforming it into one of the greenest buildings in the city,” Campbell said. “To accomplish both makes the project extra special.”

VACo thanks the tireless efforts of Moseley Architects of Richmond, who coordinated the LEED certification process. Some contributors to the renovation and preservation of 1207 E. Main St. include Joseph Yates, architects; Gerald Jolley, consulting engineers; and Century Construction, contractor.

Interesting facts about VACo headquarters.



Gov. Kaine announces \$1 million in recovery funds for Northampton County



Gov. Timothy M. Kaine announced an additional \$1 million grant from the American Recovery and Reinvestment Act

to fund Phase IV of the Eastern Shore of Virginia Broadband Buildout.

The project is projected to create 20 jobs and will be financed by the Community Development Block Grant – Recovery (CDBG-R) program. The Buildout had previously been identified as an alternate project, but funding was made available after portions of the first round of grants went unused.

“We are announcing an important project on Virginia’s Eastern Shore that will not only bring critical broadband infrastructure to the area, but will also

create 20 new jobs as a result of the Recovery Act,” Gov. Kaine said.

The broadband project will create a broadband network to serve the towns of Nassawadox, Exmore, Willis Wharf and Belle Haven. It will allow for new and enhanced medical service through increased connectivity to major health care facilities such as the Shore Memorial Hospital, Shore Cancer Center, Eastern Shore Rural Health, Eastern Shore Community Services Board, and a large number of physicians groups.

Projects funded by the CDBG-R program must meet CDBG requirements in addition to American Recovery and Reinvestment Act (ARRA) objectives such as timeliness and readiness; recovery act objectives; maximizing job creation and economic development benefit; and demonstration of a regional or statewide significance

of the project.

Gov. Kaine has made the expansion of affordable broadband access a key part of his economic development efforts because of its transformative potential, especially in rural Virginia.

Under Gov. Kaine, the Commonwealth convened the Broadband Roundtable to develop a “last-mile” telecommunications blueprint for advancing his goal of ensuring broadband access for every Virginia business. During his term, the Commonwealth also released the state’s first broadband availability map to give policy makers, local government leaders, and service providers a more detailed picture of broadband coverage in Virginia as they work to provide “last-mile” broadband in their communities.

More info: www.dhcd.virginia.gov.



'He has lost his left arm; but I have lost my right arm.'

—General Robert E. Lee

Visit Orange County

Excerpt from Wikipedia.

As Jackson and his staff were returning to camp on May 2, they were mistaken for a Union cavalry force by a Confederate North Carolina regiment who shouted, "Halt, who goes there?," but fired before evaluating the reply. Frantic shouts by Jackson's staff identifying the party were replied to by a Major Barry with the retort, "It's a damn Yankee trick! Fire!"

A second volley was fired in response; in all, Jackson was hit by three bullets, two in the left arm and one in the right hand. Several other men in his staff were killed in addition to many horses. Darkness and confusion prevented Jackson from getting immediate care. He was dropped from his stretcher while being evacuated because of incoming artillery rounds. Because of his injuries, Jackson's left arm had to be amputated by Dr. Hunter McGuire[30]. Jackson was moved to Thomas C. Chandler's 740 acres plantation named "Fairfield."

He was offered Chandler's home for recovery, but Jackson refused and suggested using Chandler's plantation office building instead. He was thought to be out of harm's way, but unknown to the doctors, he already had classic symptoms of pneumonia, complaining of a sore chest. This soreness was mistakenly thought to be the result of his rough handling in the battlefield evacuation. Lee wrote to Jackson after learning of his injuries, stating "Could I have directed events, I would have chosen for the good of the country to be disabled in your stead."

Jackson died of complications from pneumonia on May 10, 1863. On his death bed, though he became weaker, he remained spiritually strong. Jackson's words were "It is the Lord's Day; my wish is fulfilled. I have always desired to die on Sunday."

His arm was buried separately by Jackson's chaplain, at the J. Horace Lacy house, "Ellwood," in the wilderness of Orange County, near the field hospital.



Mark Your Calendars

VACo Upcoming Events

New Supervisors' Forum

Jan. 8-10, Richmond Marriott
Registration Form
Register online



VACo Executive Committee Meeting

Jan. 13, Richmond

Rural Caucus Reception and Dinner

Feb. 10, Richmond Marriott
Registration Form
Register online



VACo Board of Directors Meeting

Feb. 11, Richmond Marriott

VACo/VML Legislative Day

Feb. 11, Richmond Marriott
Registration Form
Register online

Chairpersons' Institute

Feb. 11-13, Richmond Marriott
Registration Form
Register online

2010

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VACo Committee Interest Form



VACo seeks county supervisors and chief administrative officers interested in serving on steering and operational committees. The steering committees consider proposals from member counties for inclusion in VACo's annual legislative program.

They also provide direction to the VACo staff on policy issues arising from legislative and state agency studies. Steering committee members are selected from each of VACo's 13 regions.

Committees also include several members appointed at-large. The operational and ad hoc committees are responsible for helping direct the staff in the activities, programs and functions of VACo.

County officials who serve on committees need to submit this linked form by Dec. 15 to be reappointed to a committee in 2010.

Virginia Cooperative Extension

A partnership of Virginia Tech and Virginia State University www.ext.vt.edu



VIRGINIA STATE UNIVERSITY

Collaborative Governance and Decision Making

Friday, Jan. 8
Richmond Marriott
10 a.m. - 4:30 p.m.

Friday, March 5
Charlottesville
9:45 a.m. - 4:30 p.m.

Cost: \$350 per person, includes books, materials, lunch

Supervisor Certification program ready to start new class

The Certified County Supervisor Educational program helps elected officials become more effective civic leaders. Through a series of courses offered in a relaxed and interactive manner, county supervisors learn how to become more effectively involved on such important aspects of county government as budgeting, land use planning, and building relationships within the community.

The program provides an overview of basic issues, responsibilities and expectations associated with serving as a county supervisor. On Jan. 8, a new course entitled "Collaborative Governance and Decision Making" will be offered. This comprehensive course with home study and a follow-up session on March 5 is open to all county supervisors.

In conducting this interesting course Mike Chandler, Professor Emeritus at the Virginia Tech, along with Extension Specialists for Community Viability at Virginia Tech will utilize examples and call on practitioners from all around Virginia.

Supervisors who complete this program receive certification endorsed by the Virginia Association of Counties and Virginia Tech.

Certification is earned upon the completion of five core course and three electives. The core course topics are:

- Leadership Development
- Duties and Responsibilities of Public Officials
- Community Planning
- Local Government Finance
- Governance 21: Policies and Practices for the 21st Century

Elective course topics may include Dispute Resolution, Team Building, Technology in Local Government, Decision Making, Intergovernmental Relations, and others.

Supervisor certification registration form.

Virginia's Commission on Energy & Environment approve legislative recommendations

By Larry Land
lland@vaco.org

At its Nov. 30 meeting the Commission on Energy and the Environment (Chaired by Senator Mary Margaret Whipple) approved a series of legislative recommendations that would:

-Require the Commission on Energy and Environment to review the Climate Change Action Plan, with a special focus on the "inter-relationship between energy (policy) and environmental impacts." Virginia's Climate Change Action Plan was released in December, 2008 by the Governor's Commission on Climate Change.

-Require state agencies, in their procurement policies, to prefer fuels with minimum biodiesel content if price differential does not exceed 5 percent of other fuels.

-Require state buildings (NOT LOCAL GOVERNMENT BUILDINGS!) to be built to LEED or Green Globes standards.

-Require driver education programs to teach "energy conservation" methods of driving.

-Allow SCC to approve use of "block rates" and "dynamic rate structures" when approving utilities' energy rates.

The Commission considered but rejected legislative recommendations that would:

-Establish a mandatory Renewable Portfolio Standard.

-Require the removal of "rate recovery options for energy efficiency programs." This is a complex issue that bears some relationship to decoupling, and allowing utilities to recover costs from employing practices that are meant to reduce energy use.

-Allow the state to provide financial incentives to attract "Clean Energy" manufacturers. This was very controversial, and received criticism because it put the state in the position of choosing "winners and losers."

There is a possibility the Commission may hold another meeting before the legislative session to consider recommendations that were not endorsed during the Nov. 30 meeting.

The Commission on Energy and



the Environment was created in 2008 General Assembly (SB 464 Whipple). One of the 15 member Commission's chief tasks is to make recommendations for implementing the Virginia Energy Plan released in 2007.

In addition to Senator Whipple, other legislative members of the Commission are Delegates Charles Poindexter (Commission Vice Chair), Samuel Nixon, Clarke Hogan, Joseph Johnson and Mark Sickles.

The Senate members of the Commission are Chap Peterson and Richard Stuart. There are also five citizen members and two ex-officio members. The ex-officio members are Davie Paylor (Director, Department of Environmental Quality) and Steve Walz representing the Department of Mines, Minerals and Energy.

Are you a county board chair or vice chair?



If so, VACo's Chairpersons' Institute is for you. It will be held at the Richmond Marriott between Feb. 11-13. The Institute offers a professional learning experience that is carefully tailored to the needs of county board chairs.

These uncertain times require county leaders who are prepared for every eventuality, and balancing a tight budget is only the beginning. To succeed, board chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

The Chairpersons' Institute was developed with the cooperation of an ad hoc committee of county board chairs. The Institute gives chairs a chance to learn practical strategies in critical areas including the duties, powers and responsibilities of board chairs.

This program provides details on the structure and functions of county government, active leadership, communications, meeting management, decision making, working strategically to achieve important goals, building partnerships with local staff, board colleagues, the media and other governments.

Click here for a registration form with hotel information, or register online.



VACo will conduct a Webinar at noon on Jan. 20. The subject is the collective bargaining agreement of public employees.

Federal legislation may soon pass regarding public safety employees that might require Virginia to recognize the unionization of public workers.

Keep checking County Connections for more info.

STORMWATER

Continued from page 1

consistent with the Virginia's stormwater requirements.

Also, under HB 1991 (Bulova) passed by the 2009 General Assembly, the VSMP regulations may not go into effect prior to July 10, 2010.

Another provision of HB 1991 is to allow local governments with as much as 21 months (after July 10) to develop their local stormwater management programs. If deemed necessary, the Soil and Water Conservation Board may grant localities an additional twelve months (beyond the initial 21 months) to develop complete programs.

By statute (Section 10.1-603.3 of the Code of Virginia) all localities subject to the Chesapeake Bay Preservation Act (CBPA) or any locality "partially or wholly designated as an MS4" (a locality with Municipal Separate Storm Sewer System) are required to develop stormwater management programs under the new regulations.

All other localities may adopt stormwater management programs upon their own option. In localities choosing not to adopt programs, managerial responsibility for stormwater permit programs would be

assumed by DCR.

When the VSMP regulations received preliminary approval on Oct. 5, many important (and positive) changes to address local government concerns were made in areas relating to redevelopment, Urban Development Areas, local inspection and enforcement programs, local fee schedules and grandfathering.

For the most part, the changes made by the Board on Oct. 5 remain intact. For example, localities have more flexibility if developing their own fee schedules to meet administrative costs.

Localities would not be required to inspect on a routine basis decentralized stormwater facilities on individual lots. Additional flexibility would be allowed for controlling runoff in redevelopment situations.

More analysis on the provisions relating to fees, redevelopment and inspections will be forthcoming in future issues of County Connections.

Another significant component of the final VSMP regulations is a section that provides for offsite compliance options when limits on pollutants from stormwater runoff cannot be achieved through on-site measures.

These options include utilization of a pro rata fee, utilization of a nutrient

off-site program as authorized in Section 10.1-603:8.2 of the Code or a "buy down" program that would be managed by DCR.

The new stormwater regulations approved by the Board will now be sent to Governor Kaine for approval after they undergo additional administrative review. The final stormwater regulations can be viewed at: www.dcr.virginia.gov/lr2d.shtml.

Note: Over the next few months VACo will be closely monitoring all developments associated with both the stormwater regulations and EPA's process for developing a TMDL for the entire Chesapeake Bay watershed.

For example, on Dec. 17 the first meeting of a special TMDL stakeholder group convened by Virginia's Secretary of Natural Resources will take place in the Capitol Building in Richmond.

VACo staff member Larry Land has been named as a member of that group.



BUDGET

Continued from page 1

budget process is "quirky" during a gubernatorial transition.

While the outgoing governor proposes the new budget, the new governor traditionally offers amendments to it soon after assuming office. Gov.-Elect Robert F. McDonnell's budget amendments likely will reflect his election priorities as well as disagreements with Gov. Kaine's initiatives.

For example, McDonnell has signaled that he will oppose specific Kaine proposals to increase state revenues through tax increases.

While not divulging his final budget proposals, Kaine has indicated that new revenues may be in the mix. The legislature is scheduled to convene on Wednesday, Jan. 13, and Gov.-Elect

McDonnell is scheduled to be inaugurated on Saturday, Jan. 16. In addition to adopting the new biennial budget, the General Assembly must adopt amendments to the FY 2010 budget. The legislature is scheduled to adjourn on Saturday, March 13.

The Senate Finance Committee staff recently and succinctly summarized the Commonwealth's revenue challenges: "Uncertainty surrounds the national economic outlook and the revenue forecast for Virginia for the remainder of FY 2010, and, at a minimum, the next two fiscal years. Even with some modest revenue growth in the next two fiscal years, revenues are not sufficient to cover the current services budget. Spending pressures - including almost \$2.0 billion to support the state's Medicaid program - total about \$2.9 billion. As a result, the

total projected budget shortfall for the 2010-2012 biennium could approach \$3.5 billion. Balancing the budget through across-the-board reductions to central state agencies and higher education will not be sufficient to close the gap. Reductions to state aid programs that impact localities are likely."

Additional resources:

-Jim Regimbal's 2009 VACo Conference presentation (Regimbal is VACo's economic consultant): State Policies Will Affect Local Funding Decisions

-After its release, the governor's budget typically is posted on the legislature's Web site

-After its release, the Virginia Department of Planning and Budget typically posts a summary of the governor's key budget proposals: dpb.virginia.gov.

Employment Opportunities

Employment ads are edited due to space considerations.

To view the full versions, visit www.vaco.org and click on the employment link on the top left corner.

**Director of Library Services/
Gloucester County**

Gloucester County seeks a dynamic team orientated leader with excellent leadership, communication, and interpersonal skills. Qualifications: Requires MLS from ALA-accredited school; intermediate computer skills; and valid Virginia driver's license. Also requires 6 to 8 years of progressively responsible public library experience including 3 years in a supervisory or management position; or any equivalent combination of training and experience which provides the required knowledge, skills, and abilities. Salary Range: \$53,788 - \$80,682. Excellent benefits package. To Apply: Submit Gloucester County application w/cover letter and resume by 4:30 pm, Jan. 14, to Human Resources Department. Download application from our Web site, www.gloucesterva.jobs or contact the Gloucester County HR Dept., 6467 Main St., Gloucester, VA 23061; phone (804)693-5690.

**Director of Community
Development/Augusta County**

The County of Augusta is accepting applications for the position of Director of Community Development. The County of Augusta is centrally located in the historic and scenic Shenandoah Valley at the juncture of I-81 and I-64. The County has a population of 71,586. The community is rural/suburban with a high quality of life. Excellent medical, recreation and public school facilities are available. County residency is required (negotiable if currently residing within Greater Augusta). The salary range is from \$69,347 to \$97,986; salary is negotiable depending upon qualifications. Benefits are excellent. Recruitment profile and county application can be downloaded from our Web

site at www.co.augusta.va.us. Send inquires, county application and resumes to Augusta County Personnel Office, Attention: Faith Souder, Personnel Director, County of Augusta, P. O. Box 590, Verona, VA 24482-0590, Tel: 540-245-5617; Fax: 540-245-5175, no later than Friday, Jan. 8.

**Executive Director/Keep Virginia
Beautiful**

Closing Date: Dec. 18
The Position: Manage and lead the rebuilding of statewide non-profit in implementing a three-year strategic plan. Residency in Virginia is required. Minimum Qualifications: Bachelor's degree (Master's preferred) and minimum of five years of marketing, non-profit management, fundraising and advocacy training experience. Proven experience in fundraising, development, business management, budgeting and fiscal management. Excellent written and oral communication skills. Demonstrated experience in web based social marketing. For a detailed Job Description: www.greenquestllc.com. How to Apply: Submit a professional resume with at least three professional references to: Keep Virginia Beautiful, c/o: GreenQuest, LLC, 135 Dupont Circle, Norfolk, VA 23509. Electronic Mail preferred: jdeuel2012@gmail.com. Phone: (757) 284-7041.

**Director of Finance/Brunswick
County**

This full-time position works under the general supervision of the County Administrator. The duties of this position include planning, organizing and directing operations of human resources, budget and financial management. Plans and directs the County's budget development process. Serves as liaison for various fiscal agencies, working with state and local authorities to ensure fiscal responsibility. Master's degree in accounting, budget and finance field, CPA Certification preferred. A complete job description is available at the Office of the County

Administrator or at www.brunswickco.com. Submit resume' to the Office of the County Administrator, 102 Tobacco Street, Lawrenceville, VA 23868. Position open until filled. Telephone 434-848-3107 or toll-free 1-800-848-3199.

**Senior Transportation Planner
#1639/Stafford County**

SALARY: \$55,224-\$65,478/yr. DOQ
CLOSING DATE: Dec. 11, 2009
Apply online @ www.co.stafford.va.us
A resume will not be considered in lieu of a County Application. Performs difficult professional work in the handling of a variety of transportation assignments in the Public Works Department; does related work as required. Work is performed under the supervision of the Transportation Administrator. Supervision may be exercised over subordinate technical and clerical personnel. EDUCATION AND EXPERIENCE: Any combination of education and experience equivalent to graduation from an accredited college or university with a Master's Degree in transportation planning, civil engineering or a related field, and considerable experience in professional transportation planning work. Possession of a valid appropriate driver's license valid in the Commonwealth of Virginia, (copy of current DMV record, dated within 30 days, must be provided before the employment start date). Apply online @ www.co.stafford.va.us
A resume will not be considered in lieu of a County Application.

**Network Support Technician/Orange
County**

Orange County is accepting applications for a full-time Network Support Technician in the Information Technology Department. Illustrative duties: Perform server administration for Exchange Server, Web servers, File/Print Server, Symantec Backup Exec 11D, AS400, and Blackberry

EMPLOYMENT

Continued from page 10

Enterprise Server. 24/7 operation support, with rotating weekends
Hiring range is \$36,693-\$47,700.
Excellent benefits.

The successful candidate must have a Bachelor's degree in Computer Information Systems or closely related field, supplemented by three to five years previous experience and/or training that includes computer, network and wireless operations. Interested applicants should visit orangecountyva.gov or pick up an application package from 8 a.m.– 5 p.m. at the Orange County Administrator's Office, 112 W. Main St., Orange, VA 22960; (540)672-3313 Open until filled.

Airport Manager/Orange County

Orange County is looking for a full-time Airport Manager to oversee day to day operations at the county's general aviation airport. Duties include, but are not limited to: Manages day-to-day airport operations; ensures that the airfield remains in compliance with federal aviation and Virginia aviation regulations. Special Requirements: Aircraft/Airport /Fuel Safety training. Radio Communication training. Emergency Procedures training. Fuel testing training. License preferred, but not required. Applications will be received in the County Administrators Office until position is filled. Satisfactory results on a criminal history background check are required. Interested applicants should visit our website orangecountyva.gov; or pick up an application package from 8:30 a.m. – 5 p.m. at the County Administrator's Office, 112 W. Main St., P.O. Box 111, Orange, VA 22960; (540)672-3313. Hiring range: \$38,527-\$50,085

Director of Economic Development/Bedford County

Bedford County (population 66,274; 754 square miles) seeks an experienced professional to serve as the Director of Economic Development. Candidate should have a comprehensive knowledge of modern principles and practices of economic development; comprehen-

sive knowledge of the principles and practices of public and business administration; ability to attract industry and business for the municipality; ability to plan, assign and coordinate the work programs of office and technical staff. Application, recruitment package, and job description are available at www.co.bedford.va.us and are also available from the Bedford County Human Resources Office, Bedford County Administration Building, 122 East Main Street, 2nd Floor, Bedford, VA 24523, (540) 586-7601, ext. 1221. Applications will be accepted until position is filled. Annual salary is competitive DOQ.

Economic Development Program Director/Clarke County

Clarke County seeks a qualified, experienced individual to direct and coordinate economic development and tax-base expansion activities. The position entails professional economic development, marketing, and managerial skill and responsibility and will be tasked with developing and implementing a plan to enhance the retail, commercial, industrial and service economies in Clarke County and to expand the local tax base. This position is not currently occupied or classified. The hours or work and compensation and benefits package are negotiable within budgetary and personnel policy limitations. The County is willing to work with the desired applicant to craft a compensation package acceptable to both. Interested persons should submit a cover letter and resume to: David Ash, County Administrator; 101 Chalmers Court, Suite B; Berryville, VA 22611. This position will be open until filled. Inquiries to the County Administrator's office at (540) 955-5175.

County Engineer/Washington County

The County of Washington seeks applications for the position of County Engineer. Under the direction of the County Administrator, provides professional civil engineering services to County departments, agencies and functions. Acts as County Building Official responsible for administration of the building and related codes. Serves as

head of County Department of Building & Development Services. Salary range \$65,000 - \$80,000+, DOQ, DOE with benefits. A complete Position Description along with Application for Employment may be obtained through the County Department of Accounting, County of Washington, 205 Academy Drive, Abingdon, VA 24210 or through www.washcova.com. Applications will be accepted until position filled.

Superintendent/Middle Peninsula Regional Security Center

The Middle Peninsula Regional Security Center is soliciting applications/resumes for candidates for the position of Superintendent. The jail, located in Saluda, serves five (5) largely rural, waterfront counties with an estimated 2008 population of 53,127. Salary is DOQ. Benefits include Virginia Retirement System, group health insurance program and paid holidays. This position is open until filled. Send applications/resumes to: Frank A. Pleva, Chairman, Middle Regional Jail Board, c/o King William County Administrator's Office, P. O. Box 215, King William, Virginia 23086. Applications/resumes also may be submitted by facsimile to (804) 769-4964 or by pdf at fpleva@kingwilliamcounty.us. Copies of the application form can be obtained by contacting the jail board chairman at (804) 769-4927 or at the aforementioned e-mail address.

Network Engineer/Campbell County

The Campbell County Information Technology Department seeks an organized and skilled Network Engineer. This position requires knowledge of network communication hardware, network security, and wireless technology. This position requires a Bachelor's degree and five (5) years of related experience. Starting Salary Range: \$43,588 – \$48,565 depending upon qualifications and experience plus an excellent benefits package. Candidates are to submit a completed Campbell County application. For a County application call (434) 332-9818 or visit our Web site at www.campbellcountyva.gov.



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VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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