

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

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April 15, 2009



We're Home!

VACo has a home to call its own for the first time since the association moved its headquarters from Charlottesville to Richmond in 1985.

The renovation of 1207 East Main Street took approximately 15 months.

Our new place is about 20,000 square feet. We occupy the third and fourth floors.

There's an elevator. There's a kitchen. There's a conference room big enough for any steering committee meeting.

But perhaps what makes us most proud is the fact our new home will be certified by the Leadership in Energy and Environmental Design. It is one of the greenest buildings in downtown Richmond.

Come visit us as soon as you can. We'll be happy to show you around.

The directions and a map are on our Web site.

See you soon!





Beginning with those seated and moving clockwise: Gov. Timothy M. Kaine; Del. Shannon Valentine; James Campbell, VACo executive director; Marjette Glass, director of Lynchburg Office of Economic Development; and Mark Flynn, VML director of Legal Services.

Campbell witnesses governor signing legislation creating arts and cultural districts in Virginia

On April 8, Gov. Kaine signed into law legislation that grants every jurisdiction in Virginia the opportunity to create an Arts and Cultural District within their communities.

The law has proven to be an important economic development tool used throughout the United States.

According to Del. Shannon Valentine, who patroned the legislation, “Arts and Cultural Districts have been effective in creating jobs, increasing revenue, and encouraging new capital investment, while enhancing the quality of life for all citizens.”

The law gives local government the option to provide tax incentives and regulatory flexibility to new or expanding businesses within the defined districts.

It is a particularly effective revitalization tool and often used in

conjunction with Historic or Main Street and Downtown Development Districts.

Mark Flynn, Director of Legal Services for the Virginia Municipal League, said, “This kind of initiative allows cities and towns to attract visitors and develop Arts and Cultural Districts more easily.”

By clustering businesses such as dance studios, museums, and performing arts centers, Arts and Cultural Districts attract more business, such as retail shops, architectural offices, and restaurants.

“Local governments owe Del. Valentine thanks for shepherding this legislation through the General Assembly,” Flynn said.

“I am so incredibly proud to be a part of this initiative which has real potential to bring more attention to the

arts and act as a magnet for business and cultural development across the Commonwealth,” said Marjette Glass, director of the Lynchburg Office of Economic Development. “The Arts serve as an important economic engine for new investment.”

Jim Campbell of the Virginia Association of Counties said, “These districts provide communities an excellent opportunity to blend their homegrown cultural resources with economic development into a sense of community pride.”

With the legislation in place, all localities in Virginia will be allowed to join the nine localities presently authorized to create the districts without the need to separately approach the General Assembly for approval.



Nester to become Halifax County administrator

George Nester is once again a county

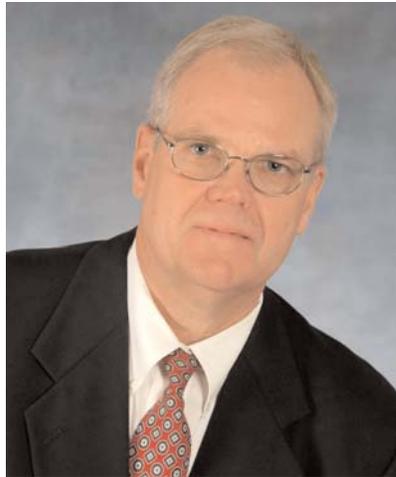
administrator. This time he takes over in Halifax County and will begin his new post on May 18.

“Halifax County is a unique area,” Nester said. “It has made an investment to attract business and the future looks bright. Halifax County also provides a great quality of life. It is the best of both worlds. It’s very rural but at the same time, it is accessible to some urban areas.”

Nester has spent the past two years as Bedford County’s top planning official. His last day as director of community development is May 1.

“I’m a native of Bedford,” said Nester, 58. “This was a very difficult decision to leave. But the appeal to be a county administrator again, especially in a location like Halifax that has invested in technology and its future, was too much to pass up.”

Nester has vast experience in leading a locality. Prior to joining Bedford County, Nester served as Floyd County administrator from 1998-2006. He was the town manager of Vinton from 1983-1990 and city manager of



Covington from 1980-83. He also served as Ashland town manager from 1977-1980.

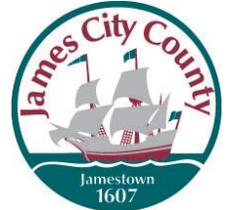
He owned CTG&B, Inc., that provided consulting in community development, planning and grant writing services to local governments during the 1990s.

Nester has a bachelor’s in political science and government from Virginia Tech and a master’s in management from LaSalle University.

He replaces Bryan Foster, who resigned as Halifax County administrator in late 2008.

County wins state recycling award

The James City County “Goes Green” Program has won the Virginia Recycling Association’s (VRA) 2009 Outstanding County Recycling Performance Award.



The County will be recognized as one of the best programs in waste reduction, recycling and litter at the VRA annual conference awards ceremony in Lynchburg, VA scheduled May 5 & 6.

The County “Goes Green” program continues to set the community standard for all individual citizens and corporate citizens. The program is recognized by the VRA for a series of initiatives and goals that have been accomplished during calendar years 2007-08.

Highlights include: Cool Counties Declaration, signed by Board of Supervisors, that pledges the County to reduce greenhouse gas emissions from County operations; County Staff Green Team, an Interdepartmental Advisory Team for Sustainable Initiatives, developed to create best practices and investment strategies to reduce climate change emissions and communicate goals and strategies to departments; Virginia Municipal League (VML) Green Government Challenge Award for local governments received in the inaugural Green Government Challenge; County Office Recycling Program recycles over 229,000 pounds of material per year, which the EPA WasteWise Program reports saves enough energy to power 50 homes for a year; and, Residential Recycling Program, a curbside program that serves approximately 21,000 homes.

The VRA conference draws state and national business leaders, industry experts, government officials and individuals committed to reduction, reuse, recycling, litter prevention and buying recycled products.

Enter the Achievement Awards Program now

Applications for the 2009 Achievement Awards Program are available now at www.vaco.org. County administrators should have also received the application form by mail.

Any county department is eligible to apply! Visit www.vaco.org for this year’s application. Award plaques will be presented at VACo’s Annual Business Meeting on Nov. 10 in Bath County.

The winning entries will be recognized on the VACo Web site and in a news release sent to statewide media outlets.

The competition is divided into five population categories so that projects compete with other localities of comparable size. There are 10 program categories. Entries must be postmarked by June 1.

The judges for the 2009 event are Katherine Hanley, secretary of the Commonwealth and former chairman of the Fairfax County Board of Supervisors; Elmer Hodge, former Roanoke County administrator; and Tedd Povar, associate director, Virginia Institute of Government.

VACo received 34 entries last year and recognized 12 winners.

VACo joins 'Go Green Virginia' initiative



*... Local governments creating
a sustainable future*

2009 Best Practices Regional Forums

These two regional gatherings - designed for local elected officials and professional staff alike - will provide practical help for local governments to begin or to advance their energy saving and sustainability efforts.

The forums also will discuss many of the policies and actions described in the Green Government Challenge that can lead to becoming a certified "Green Government." In addition, those attending will hear the latest on the availability of federal stimulus money for Energy Efficiency and Conservation Block Grants (EECBG).

The \$45 registration fee includes materials and lunch.

Richmond
May 7
Hilton Garden Inn

Roanoke
May 8
Roanoke Plaza Hotel

**For more information on the forum,
visit www.gogreenva.org/?/regional_forums**

By Larry Land
[lland@vaco.org](mailto:liland@vaco.org)

VACo has joined as a partner in the Virginia Municipal League's "Go Green Virginia" initiative, which is based upon a recognition that local governments in Virginia need to take innovative step to improve energy efficiency and promote sustainability.

The initiative has several components. Among them are two educational forums that will be held on Thursday, May 7 in Richmond and Friday, May 8 in Roanoke. Information about these forums can be found at www.vaco.org.

We encourage a representative from your county to register and attend.

Another feature of the program is a friendly competition called the "Green Government Challenge." Information about the "Challenge" was included in a mailing sent out earlier this month by

VACo to county chief administrative officers and board Chairs.

One of the mailing's enclosures was a scorecard designed to encourage implementation of specific policies and practical actions that reduce the carbon emissions generated by the local government and the community.

To participate in the Green Government Challenge, counties need to register online at www.GoGreenVA.org. This web site is structured to make the process as easy for applicants as possible.

Certified "green governments" will be recognized during VACo's Annual Conference between November 8 and 10 at the Homestead.

Questions about VACo's participation in the Go Green initiative may be directed to Larry Land.

Governor reviews green accomplishments

By Larry Land
[lland@vaco.org](mailto:liland@vaco.org)

Three years ago, Gov. Timothy M. Kaine announced his administration's goal of preserving 400,000 acres of open space before the completion of his term in office. As of the end of last February, nearly 330,000 acres are preserved. He's almost there.

In a keynote address at the start of the 20th Annual "Environment Virginia" symposium, he assured an audience of 650 that securing the final 70,000 acres should be finished with relative ease before his term ends next January.

In addition to his land conservation goals, the governor also cited accomplishments in other areas relating to natural resource protection. Among them are requirements for new state buildings to be constructed to LEED standards, the millions of dollars invested during his term to reduce nutrient loadings from wastewater treatment plants, and taking steps to better coordinate land use and transportation planning.

While much hard work has been done during his term, Gov. Kaine also acknowledged that progress is badly needed in many areas. Specifically, he said that major advancements must be made to reduce nutrient and sediment loadings into Virginia's lakes and rivers from non point sources in rural and urban areas. Virginia will also need to concentrate on efforts to improve energy efficiency and reduce greenhouse gas emissions.

Gov. Kaine was joined by dozens of other speakers and presenters at the 2009 Environment Virginia Symposium held at the Post of the Virginia Military Institute in Lexington on March 31 through April 2.

Next year's Environment Virginia Symposium is scheduled between April 6 and 8 at VMI.



Eighteen months ago, Peter Hill set out to answer a deceptively simple question: How did Arlington

County – the smallest county in the Metropolitan Region – end up with the most Metrorail stops outside of Washington, D.C.?

That question launched a fascinating journey through 50 years of development and planning for Hill, a producer for the County's AVN (Arlington Virginia Network) cable

television station, and Mary Curtius, a former reporter who is now the County's Media Relations Manager. The result is "Arlington's Smart Growth Journey," a 53-minute documentary that tells the story of how Arlington leveraged Metro to transform itself from a declining inner suburb to a national model of transit-oriented development.

"You look around Arlington – see the skyscrapers of the Metro corridors – the urban villages of Clarendon, Ballston and Shirlington, and ask yourself: was this a happy accident or did it happen by design," Hill said. "What we learned is that Smart Growth here was the product of a community-wide effort, led by visionary officials, to remake Arlington into a County where

it is possible to live, work and play without depending on a car."

County Board members enthusiastically backed the project, believing that Arlington's story both needed to be preserved – and told – to communities across the nation that are searching for alternatives to urban and suburban sprawl. They wanted to explain how Arlington was able to double its population while keeping traffic levels on main arteries to 1970s levels, and how the County's two Metro corridors – 11 percent of its land – produce more than half its revenues.

The documentary premiered in

ARLINGTON
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Mark Your Calendars

For more information on Mark Your Calendars listings, visit www.vaco.org

**Virginia Transit
Association
2009 Annual
Conference**

**June 8 – 9
Fredericksburg**

This two-day conference will be held at the Fredericksburg Expo and Conference Center in Fredericksburg, June 8–9. Open to all transportation professionals interested in learning more about sustainability, new federal legislation including re-authorization and ARRA and alternative fuel vehicles. Additional details can be found on the VTA Web site: www.vatransit.com

**2009 Virginia
Tourism Summit**

**April 20-22
Wintergreen Resort
Hosted by Nelson County**



Industry leaders from the state's destination marketing organizations, hotels, resorts, attractions, restaurants and retail outlets meet to learn about issues and current events facing the travel industry.

Registration fee includes two breakfasts, two lunches, two receptions and dinners, and all workshops. A separate per person registration fee applies to the Field Study. Attendees are welcome to bring their families to Wintergreen Resort.

**VACSB
Development and
Training
Conference**

**May 4-5
Sheraton Richmond West Hotel**



This 2-day conference is designed for CSB/BHA board members and staff, consumers and providers in leadership, research, clinical treatment, education, and service delivery fields related to mental health, intellectual disabilities, and substance use disorders.

**Virginia Forum
on Age Wave
Planning**

**May 20
Piedmont Virginia
Community College
Charlottesville**



There aren't many social crises you can see bearing down on you five to 15 years before they arrive, but the age wave is one of them.

We know that the over-65 population will double in Virginia to 1.8 million citizens by 2030, and we know that Baby Boomers have very different expectations of aging than members of the Silent Generation do.

We also know that many local governments and community services organizations aren't prepared for what's coming.

Acting on the premise that being forewarned is being forearmed, the Older Dominion Partnership is partnering with other aging-related groups to host the "Virginia Forum on Age Wave Planning," on May 20, at Piedmont Virginia Community College in Charlottesville.

The elderly have many special needs. Their transportation options are curtailed. They have complex medical issues. They often have difficulty living independently, and they suffer disproportionately from a lack of social interaction.

While the number of elderly in Virginia will swell as Baby Boomers advance in age, the number of trained caretakers will shrink as Boomers in the workforce are replaced by the smaller Generation X.

The forum is designed to educate elected officials, municipal administrators, regional planners, local foundations, United Ways, Chambers of Commerce and other leading civic groups.

Latest report on local fiscal stress published



VIRGINIA DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT
Partners for Better Communities

By **Ted McCormack**
tmccormack@vaco.org

The Commission on Local Government recently posted on its Web site the most recent analysis of the fiscal condition of local governments in the Commonwealth, the Report on the Comparative Revenue Capacity, Revenue Effort, and Fiscal Stress of Virginia's Counties and Cities, 2006/2007.

The report, which has been published for the past 21 years, measures the comparative fiscal stress of any given locality through a summary statistic that combines data on the revenue capacity per capita, revenue effort, and median adjusted

gross income of the state's 134 jurisdictions.

The analysis uses local fiscal information for FY 2006/07.

With respect to the state's counties and cities overall, the localities in Southwest Virginia (Planning Districts 1, 2 and 3), Southside Virginia (PDs 13, 14 and 19) and the Southern Piedmont-Valley Industrial Zone (PDs 4, 5, 11 and 12) recorded the highest level of fiscal stress during 2006/07.

While the 17 of the 22 localities classified in the report as having "High Stress" were cities, that group also included Buchanan, Dickenson, Greensville, Sussex, and Wise counties.

The 23 "Low Stress" jurisdictions included the counties of Albemarle,

Arlington, Bath, Clarke, Fairfax, Fauquier, Goochland, Hanover, James City, King George, Lancaster, Loudoun, Mathews, Middlesex, New Kent, Northumberland, Powhatan, Rappahannock, and Stafford.

Although some state agencies use fiscal stress or its components as one factor in grant or loan programs, those measures are one of a series of data that can be employed to analyze local fiscal condition.

One important thing to remember about the current report is that it covers a period (2006/07 Fiscal Year) before the current economic downturn.

Visit www.dhcd.virginia.gov/CommissiononLocalGovernment/PDFs07f.pdf to review the report.

Getting a Jump Start on Budgeting in Difficult Times

The newspaper headlines and television news reporters repeat the now familiar refrain. Government at all levels--federal, state and local--are in trouble. People are losing their jobs, businesses are closing and revenue, the lifeblood of government at every level, is declining.

Counties across Virginia have been and will continue to be impacted by the fiscal earthquake that still rumbles ominously.

What can a county governing body do in response? How much will be cut from the budget? How many layoffs will be required? Will taxes and fees need to be raised?

The VACo and Virginia Tech sponsored Virginia Certified County Supervisors Program has some answers that members of county boards of supervisors might find useful.

"Funding Public Services in the 21st Century: The Role of Budgeting" is one of the five core courses featured in the Certified County Supervisor Program. It is serendipitous that this course will begin May 15 in Charlottesville and will conclude in Mr. Jefferson's fair community on June 30. The course is open to all sitting board members representing Virginia's 95 counties. Several supervisors already enrolled in the certification program will be present. Newcomers are welcomed. The registration form for the class can be accessed by going to the VACo website and clicking on the calendar link. It is also on Page 8 of the newsletter.

The fee for the Budgeting class will be \$350, which is \$100 less than the last time the class was offered. The fee covers all materials as well as both sessions. Travel and transportation costs are not included. The course learning objectives center on principles of smart budgeting, accountability and budgeting for outcomes rather than costs or line items. Questions regarding this course or the certified county supervisor program can be directed to Larry Land at VACo.

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





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



Funding Public Services in the 21st Century: The Role of Budgeting

Friday, May 15, 2009, Charlottesville
Tuesday, June 30, 2009, Charlottesville

9:30 a.m. - 4:30 p.m.
9:30 a.m. - 4:30 p.m.

Cost: \$350, includes books, materials, refreshments, meals

This comprehensive program with home study and a follow-up session is open to all County Supervisors. It is one of the five core courses in the Virginia Certified County Supervisor Program, a joint effort of Virginia Tech and the Virginia Association of Counties.

Mike Chandler, Professor Emeritus at Virginia Tech, and Scott Tate, Community Viability Specialist, with Virginia Cooperative Extension, will lead the course, utilizing examples and calling on practitioners from around Virginia. There is an eight-week home study segment following the May session.

REGISTRATION FOR: Funding Public Services in the 21st Century: The Role of Budgeting

Friday, May 15, Charlottesville 9:30 a.m. - 4:30 p.m.
Tuesday, June 30, Charlottesville 9:30 a.m. - 4:30 p.m.

Name: _____

Home Address _____

Phone # _____ Fax # _____ E-mail _____

Title or Position: _____

Credit Card # _____ Exp. Date _____ Type _____

Name as it appears on Credit Card _____

Signature Authorizing Payment _____

Meeting Location: Albemarle Satellite County Office Building, Fifth Street, Room A

Registration Information: Make checks payable to VACo. Send all registrations to:

Virginia Association of Counties
1207 E. Main Street, Suite 300
Richmond, VA 23219-3627

You can also FAX this form with credit card information to: (804) 788-0083.

Refund Policy - Requests for registration refunds are honored if received by **May 8, 2009**; however, substitutions are accepted at any time. For questions about registration, call VACo at (804) 788-6652.



The Arlington County skyline. Notice the blend of highrises and traditional residential areas. The development of Arlington was the subject of the county's documentary "Arlington Smart Growth Journey." Also in the distance, you can see the Washington Monument.

ARLINGTON

Continued from page 5

March before the Committee of 100 – an influential civic organization. Many in the audience were longtime residents and civic activists, but others were relative newcomers. "What is great about this documentary," said a three-year resident who was in the audience, "is that it gave me a context for all that I see in Arlington. It explained the community to me."

"Arlington's Smart Growth Journey" now is airing on the County's cable channel, and is posted on the County's Web site at ww.arlingtonva.us.

Smart Growth organizations, regional organizations and others have requested copies of the DVDs.

"The timing for this documentary could not have been better," said Diana Sun, Arlington's Director of Communications. "We think that many communities out there that are seeking a different development model will be inspired by Arlington's experience. 'Arlington's Smart Growth Journey' argues that you can practice Smart Growth principles even if you don't have a subway by concentrating homes, offices and retail in clusters with good access to public transportation." The County is building a Web page around the documentary that will be up in early May. It will include extended footage from the dozens of interviews Hill and Curtius conducted with former County Board members, staffers and

citizen activists and offer residents an opportunity to share their own memories in a chat forum. DVDs of the documentary will be made available to civic organizations, business groups, churches and other community groups – as well as Arlington Public Schools. County planners intend to use it when telling Arlington's story to the many groups that now routinely tour the County to learn about Arlington's development choices.

But Arlington sees the documentary, first and foremost, as an essential primer for current and future residents.

"Many Arlingtonians don't know the history of the community," said Susan Bell, Director of Community Planning, Housing and Development for the County. "That's why this project was so important. It explains that sometimes, it pays to be bold and to take political risks. Arlington has managed to grow in a sustainable way while it has preserved the single family neighborhoods that are the heart and soul of our community. This documentary explains how that happened."

Curtius spent many hours in the County Library, tracking down the people who made the decisions in the 1950s, 60s and 70s that fundamentally changed Arlington. She cajoled many of the visionaries – many of whom are now frail and in poor health – to participate.

"These are fascinating people, who

taught me that the building of the Pentagon in the 1940s changed everything for Arlington," Curtius said. "Thousands of highly educated, often politically progressive men and women from all over the country came to Arlington to participate in the war effort. They threw themselves into improving what was then still a sleepy southern bedroom community."

Curtius said one of her favorite moments in the documentary comes when she asks former Board Chairman Tom Richards what made the County think it could persuade commuters in the 1960s to get out of their cars and switch to public transit.

"We had just won World War II," Richards explained. "We had beat the Japanese and the Germans. We thought we could do anything, and we did."

What they did, Curtius noted, amounted to a revolution in Arlington.

"When Metro was being planned, other suburban communities saw it as a threat – something that would bring urban ills into their communities," Curtius said. "But Arlington jumped on the opportunity. It fought for 11 Metro stations. It insisted that a Metro line tunnel directly under its decaying commercial corridor. And then County leaders engaged in an intensive discussion with residents – convincing them that Arlington's best hope for sustainable growth lay in allowing a huge increase in development in the Metro corridors while strengthening the single-family neighborhoods."

Employment Opportunities

Employment ads are edited due to space considerations.

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

Fire-EMS Chief/Caroline County

The successful candidate must possess excellent leadership ability, management skills, communication skills and the ability to foster success in a combined system.

Must hold and maintain various emergency services related certifications. For further information visit www.visitcaroline.com/employment.html.

Salary negotiable, based on qualifications and experience. Excellent benefit package includes participation in the Virginia Retirement System (LEOS), vacation and sick leave, group life insurance, medical insurance, professional dues and conference expenses. Submit completed county application, detailed resume, copies of relevant fire and EMS certifications, copy of driving record, salary history and work related references to County Administrator Percy Ashcraft, P.O. Box 447, Bowling Green, Virginia 22427, (804) 633-5380 or e-mail at pashcraft@co.caroline.va.us. Position open until filled with interviews expected in June. Official Caroline County applications can be downloaded and printed from the County's Web site at www.visitcaroline.com/employment.html.

Director of General Services/Fauquier County

Primary functions/responsibilities:

- Oversee management of general services facilities, maintenance work, construction projects and operations
- Administer the fleet maintenance program
- Administer Adult Detention Center Trustee Program
- Instruct, direct, evaluate and supervise assigned staff
- Administer and direct the department budget
- Manage the assessment for quality

control and compliance with government mandates and regulations
Qualifications/Application process: Proven field, supervisory, budget and construction project management experience required. For complete job description/qualifications and to apply online, visit www.fauquiercounty.gov.

County Attorney/Prince George County

Salary negotiable, with competitive benefit package. Position serves at the pleasure of the Board of Supervisors, attending board meetings and advising County Administration and the Board of Supervisors on legal matters. Must be eligible to practice law in the Commonwealth of Virginia and possess a degree from an accredited law school. To apply, please visit the County Web site at www.princegeorgeva.org. Open until filled. For additional information, please call 804-722-8669.

Director of Community Development/City of Bristol

Salary is negotiable, within a hiring range of the low \$50's to low \$60's dependent upon the candidate's prior accomplishments, education and experience. The City provides excellent benefits that include fully paid retirement, City vehicle, life insurance, employee medical and dental insurance, deferred compensation, professional dues and conference expenses. Moving expenses will be reimbursed by the City subject to negotiation with the City Manager. Submit letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228-2360; Fax 804-726-9752 or e-mail Richmond@springsted.com by May 15. For further information visit www.springsted.com.

PSA Engineer/Carroll County

The Carroll County Public Service Authority is accepting applications from qualified individuals for the full-time

position of PSA Engineer.

The PSA Engineer will report directly to the Executive Director of the PSA. A valid VA Drivers License is required. Review of the applications will begin on April 17. All candidates must provide a completed Va. State Application to the Carroll County Administrator's Office at 605-1 Pine Street, Hillsville, Va 24343. A full position description is located at: www.CarrollCountyVA.org/Employment. The position will remain open until filled.

Town Clerk/Town of Vienna

Responsible for preparing all agendas, minutes and legal notices for the meetings of Vienna Town Council. Attends two council and one work session meetings plus any special sessions each month, maintains the Town Code, oversees record retention programs, supervises deputy clerk, oversees content on Web site and responds to inquiries from the public. Appointed annually and serves at the pleasure of the Vienna Town Council. FT with outstanding benefits, \$50,000-\$75,000 DOQ. Complete job description online at www.viennava.gov. Closing Date: April 29. Send resumes only to: jobs5@viennava.gov.

Director of Public Utilities-Works/City of Portsmouth

The candidate will serve under the general direction of the City Manager and is responsible for performing complex professional and administrative work coordinating and supervising operations of a water treatment, wastewater collection, and water distribution system. Salary Range: \$71,996 - \$97,195 (depending upon qualifications) plus competitive fringe benefits. Closing Date: Position will close upon receipt of sufficient qualified applicants. Please submit a City of Portsmouth application and resume to: City of Portsmouth, Department of Human

EMPLOYMENT

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Resource Management, 801 Crawford Street, Portsmouth, VA 23704.
www.portsmouthva.gov/hr

County Administrator/Bland County

The Board of Supervisors of Bland County seeks a dynamic person with strong leadership skills for the position of County Administrator. Salary- DOQ. Please submit current resume, state application (VA), and professional references to the Bland County Board of Supervisors, P.O. Box 510; Bland, VA, 24315, no later than 4 p.m. on Friday, May 1. For more information, please visit our Web site at www.bland.org.

Assistant County Attorney II/Henrico County

The Henrico County Attorney's Office is seeking to hire a full-time attorney with a strong academic background, litigation experience, and excellent research and writing skills to assist in providing a full range of legal services to County agencies, departments, boards and officials. Applicants must have a Juris Doctor degree, be a member of the Virginia State Bar, have at least two years of experience in the practice of law, and be proficient in the use of Windows software. The pay range for this position is \$68,642-\$120,486. Actual starting salary will depend on the qualifications of the successful applicant. Deadline for completion of an online Henrico County application form is April 19. Applications accepted only via Henrico County's online JOSH site at www.henricojobs.com.

Chief of Fire and Emergency Medical Services/Powhatan County

Salary negotiable, based on qualifications and experience. Excellent benefit package includes participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical insurance, professional dues and conference expenses. Relocation allowance

negotiable. Submit completed county application, detailed resume, salary history and work related references to: John A. Anzivino, Senior VP, Springsted, Incorporated. 1564 East Parham Road, Richmond, VA 23228; Fax (804)726-9752 or e-mail Richmond@springsted.com by May 1. For further information visit www.powhatanva.gov or www.springsted.com. Official Powhatan County applications can be downloaded and printed from the County's Web site at www.powhatanva.gov.

Emergency Management Coordinator/Gloucester County

The ideal candidate will have extensive knowledge and experience in emergency management and an excellent record of delivery during disaster situations. Minimum requirements include a Bachelors degree in emergency management, public safety, or a related field, and 3 to 5 years of progressively responsible public sector disaster or emergency management experience to include grant writing and supervision, 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. The application deadline is April 24. To be considered, please submit an official Gloucester County application, cover letter, and resume to: Gloucester County Human Resource Department, 6467 Main Street, Gloucester, VA 23061. (804)693-5690. For Additional information please visit our Web site www.gloucesterva.jobs.

Public Works Director/Lincoln County, N.C.

Must have skill in planning, programming, and estimating costs; skill in the supervision of personnel; skill in contract administration and project management, skill in oral and written communication, and with a strong commitment to customer service. Graduation from a four-year college or university with major course work in Public Administration, civil engineer-

ing, urban and regional planning, or a related field, and three to five years of progressively responsible experience in water, wastewater treatment operations, including one or two years of responsible supervisory experience, or any equivalent combination of training and experience which provides the required skills, knowledge and abilities. Licensed professional engineer preferred. Based on Qualifications and Experience Position Open Until Filled. Applications available online at www.lincolncounty.org or send application to Lincoln County Human Resources, 115 West Main Street, Lincolnton, N.C. 28092.

Emergency Services Training Coordinator/Carroll County

Job Type: Full-Time
Hours of Work: Flexible hours required
Salary: Negotiable
Testing: Must Pass Mandatory Drug Test Before Hire, Background Check, DMV Driving Record Check, Other
Job Summary: Performs duties under the Supervision of Director of Emergency Services. Performs administrative and technical work overseeing methods, practices and techniques of emergency services operations training. The ES Training Coordinator develops, implements, conducts and/or coordinates emergency services educations classes for volunteer and paid agencies, and the community, and serves as the assistant liaison between the County's Volunteer emergency and medical service organizations and County. The ES Training Coordinator also acts as the County's Narcotics Officer, providing emergency medical service drugs to County and volunteer emergency agencies.
Job Open Date: March 25
Job Close Date: Open until filled
All candidates for this position must provide a completed Virginia State Application to the Carroll County Human Resources Office at 605-1 Pine Street, Hillsville, VA 24343. An online position description may be found at www.CarrollCountyVa.org/employment.



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