

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

August 15, 2009



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2009 Annual Conference update



Embracing Change: New Partnerships for Sustainable Communities

Nov. 8-10
The Homestead

On Aug. 14 VACO mailed to its members registration information on the 2009 Annual Conference. The on-line version of the registration form should soon be available on VACO's Web site.

VACO's staff members are working hard to develop an informative and interesting conference program.

In keeping with the "partnerships" element of this year's conference theme, VACO is hoping to have participation in the conference by key federal and state decision-makers with responsibilities for programs that affect local governments.

Many members of the General Assembly have already agreed to attend and participate in the conference in a number of different capacities.

By early September the schedule of breakout sessions and other features of the conference should be finalized.

For the most up-to-date information about VACO's 75th Annual Conference please check VACO's web site on a regular basis.

DOE releases preliminary rebenchmarking costs for 2011-2012

By Mike Edwards
medwards@vaco.org

The recession has claimed another victim: Rebenchmarking cost increases for direct aid to public education. Every two years the state is required to recalculate or rebenchmark the cost of public education. The recalculation is based on updated spending data. The Virginia Department of Education calculates the new costs while the General Assembly and governor determine funding.

The department released its preliminary or technical rebenchmarking estimates in late July. The estimates apply to the next biennium (Fiscal Years 2011 and 2012). The department estimates an increase over the FY 2010 base year in state funding of only \$60 million in FY 2011 and \$79 million in FY 2012. You may be asking: How can the cost increase be so low when previous re-calculations have resulted in new funding of as much as \$500 million each year?

The new estimates reflect decreased Standards of Quality (SOQ) funding for instructional salaries (by one percent). In addition to slightly lower salaries, inflation, prevailing textbook costs and special education child counts declined.

It is important to note that FY 2011 and FY 2012 rebenchmarking costs would increase by more than \$754 million if the state restores the administrative support positions reduced in the FY 2010 budget. (See the chart on Page 8 for additional information.

The reduced costs also were offset

by rising health insurance premiums (albeit at a slower rate than in recent years), increased numbers of free lunch students, and rising transportation costs.

The net result is a slight increase in SOQ, categorical and incentive fund costs. Final biennial rebenchmarking costs are subject to revised student

population counts, lottery and sales tax projections, local composite index changes and VRS rate costs. VRS rate

costs will significantly increase next year. These increases will be reflected in the rebenchmarking calculations as well as the rates.

The salary data requires closer examination. While "linear weighted average" salaries grew by about 6 percent from the 2006 to 2008 base year calculation, the state did not increase teacher salaries in fiscal years 2009 and 2010. Therefore the funded salary for the next biennium is slightly less than the 2008 "linear weighted average."

As discussed, the new, estimated cost increase is comparatively small. However, the Commonwealth's poor revenue picture suggests that the next governor and General Assembly will struggle to appropriate the required new dollars. State funding for rebenchmarking often equates to new dollars for localities since a significant majority of localities currently "over fund" K-12.



DOE

Continued on page 8

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 Sept. 14, a new course entitled "Making a Governance Difference: The Role of Leadership" will be offered. This comprehensive course with home study and a follow-up session on Nov. 7 is open to all county supervisors. (Registration form on Page 9).

In conducting this interesting course Mike Chandler, Professor Emeritus at the Virginia Tech, along with Extension Specialists for Community Viability at Virginia Tech

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



**Click here
for registration form.**

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

VACo christens new home

Years from now Friday, Aug. 14, 2009, likely will be remembered as a memorable day in the annals of VACo. Last Friday, President Donald L. Hart, Jr. (Accomack) and the Board of Directors inaugurated the new VACo headquarters located at 1207 E. Main Street in Richmond. The ceremony took place during an open house reception.

Built in 1866 after the Civil War fire that destroyed the heart of the city, VACo has restored the certified historic resource in compliance with Leadership in Energy and Environmental Design (LEED) standards.

Gov. Timothy M. Kaine will tour the building and energy efficient "green" roof on Monday, Aug. 17. Kaine promoted green construction during his visit.

President Hart thanked the membership, prior Boards and James D. Campbell, VACo's Executive Director, for undertaking the project. Hart personally thanked and paid particular tribute to former Goochland Supervisor Malvern "Rudy" Butler (Goochland) for initiating the project. In addition to serving as VACo president when the Board approved the project, Butler worked hand-in-hand with Campbell and Richmond officials to foster the reconstruction.

The renovation totaled 15 months. The building contains about 20,000 square feet. VACo occupies the third and fourth floors. Members and guests are encouraged to visit the building or take a virtual tour: The building was host to more than 200 guests during Friday's reception and ceremony. Guests included current and former VACo leaders, members, and staff, reconstruction professionals, a variety of VACo friends and new neighbors.

VACo Notes



Lisa Schaffner

The 2009 Virginia gubernatorial election is a few months away with Bob McDonnell and Creigh Deeds vying for the state's top job.

This election has garnered national attention by the unprecedented funding brought into respective campaigns. Virginia and New Jersey are the only states to elect governors in this off-off-year election - the first statewide elections since President Barack Obama and congressional Democrats consolidated their hold on national level last fall.

VACo has met with both candidates on local government issues and wants to keep county government "front and center" for both candidates. In an attempt to bring the candidates to you, VACo in cooperation with Dominion Virginia Power and Lisa Schaffner, UNOS (United Network of Organ Donors) have put together a video question and answer interview. Both candidates participated in session for VACo and we have it on video (live to tape - with no edits).

Special emphasis for each candidate was the economy - jobs, education - K-12, transportation and public safety. The candidates also shared with us some unique aspects of their life and family.

We will post the videos on our Web site and encouraging county governments to share the link with local school boards, classroom teachers and other interested Virginians, in addition to placing a link of their Web sites.

Arlington County Manager Ron Carlee leaves to join ICMA

Arlington County Manager Ron Carlee recently announced that he will leave his position this fall to join ICMA, the International City/County Management Association.

“After more than 29 wonderful years working for Arlington County, the time has come to move to the next phase of my career this fall,” Carlee wrote in a letter to the Arlington County Board.

“To many people, Ron is known as ‘Mr. Arlington,’ due to his passionate commitment to serving Arlingtonians and creating a quality community in which each person is important,” Arlington County Board Chairman Barbara A. Favola said. “While we can’t ever really replace Ron, we will immediately begin a national recruitment to find his successor.”

In November, Carlee will join ICMA as executive-in-residence and director, Strategic Domestic Initiatives. He also will continue his long-standing relationship with The George Washington University, where he teaches in the Trachtenberg School of



Ron Carlee

Public Policy and Public Administration.

“My goals going forward are to take the lessons I have learned in Arlington and help advance professional local government

management and prepare the next generation of local government leaders,” Carlee said.

Carlee has served as Arlington’s county manager since 2001. He began his career in Arlington in 1980 as a budget analyst. During his career, he headed up the County’s Y2K efforts; served as director of Parks and Recreation; and served as director of the Department of Human Services.

He is widely recognized within professional management for his leadership in Arlington’s response to the terrorist attack on the Pentagon. He has spoken often on the topic of emergency

management and the importance of a team approach, and currently serves as a tri-chair of the National Consortium on Homeland Security.

Carlee has overseen intense redevelopment in Arlington, resulting in the community’s international reputation for smart growth, and an economy that is considered one of the best places to be during the recession.

Carlee will continue to provide day-to-day oversight as county manager through October, while providing consultation to ICMA.

Carlee is originally from Birmingham, Ala., where he began his career in local government as assistant to the mayor.

He has a Doctorate in public administration from The George Mason University, Master’s Degree in urban studies from the University of Alabama in Birmingham, and Bachelor’s Degree in English from the University of Montevallo.

Carlee and his wife Emily Cross are long-time residents of Arlington County.

VACo Board and Steering Committees meet; recession to influence 2010 legislative and policy goals

VACo's eight policy steering committees met for the first time this year on Friday, Aug. 14. Later in the day, but prior to the open house reception to dedicate VACo's new headquarters (see related story on page 2), VACo's Board of Directors also convened.

Each committee as well as the board experienced excellent attendance and participation. The recession and its impact on the state and local budgets dominated the day's work.

The steering committees play a central and critical role in the

development of VACo’s annual legislative program. The committees meet twice between Aug. and Nov. to develop and finalize their concentrated legislative priorities and platforms. VACo members are encouraged to serve on steering committees. The Resolutions Committee is charged with collapsing the eight policy sections into the single



VACo’s Larry Land gives the Board a transportation update. Also pictured are First Vice President Robert Adkins (Wise) and Secretary/Treasurer Catherine Hudgins (Fairfax).

and final legislative program. The membership of the Resolutions Committee includes the chair and vice

Introducing a new associate member

Kajal B. Kapur Energy and Environmental Consulting Firm

8(a) SDB certified Virginia Business

Key to Energy & Environment Solutions

Founded by
Dr. Kajal B.
Kapur in 1999
and located in
Charlottesville,
the firm
provides



Dr. Kajal B. Kapur
www.kkapur.com

consulting services to federal, state and
local clients on economic, policy,
regulatory and environmental issues
associated with the energy industry.
The firm is a Certified Virginia MBE
that offers research, analyses, reports,
training and outreach related to its
capabilities.

Conservation Services

We assist clients with opportunities
for reducing energy and water use in
buildings and identify federal, state and
local incentives for efficiency
improvements.

We conduct economic analyses to
estimate the benefits and determine the
viability of conservation programs. We
assemble a team of economists,
professional engineers, certified energy
managers and LEED Accredited
Professionals to accomplish goals of the
project.

Energy Independence Analyses

We help clients achieve energy
independence by implementing energy
generation technologies. As part of
these services, we evaluate distribution
technologies including combined heat
and power (CHP) systems. We also
study renewable energy technologies
such as solar, wind, biomass. We
determine project payback periods, rates

of return; estimate greenhouse gas
emissions reductions.

Assistance in developing EECS

We can assist local entities in
developing an Energy Efficiency and
Conservation Strategy (EECS). We can
develop a strategic plan that is uniquely
suited to the needs of the local
community and utilizes funds allocated
to the local entity under U.S.
Department of Energy's (DOE) Energy
Efficiency and Conservation Block
Grant (EECBG).

Talented Personnel

Dr. Kapur received a Ph.D. in
Economics from Cornell University and
is the Principal of the firm. Her
company has expertise on energy
planning, clean energy, environmental
compliance, climate change and
regulation topics. We have conducted
economic analyses of small
hydroelectric power plants and the
carbon emission reduction potential of
these plants for a United States Trade
and Development Agency study.

Dr. Kapur has directed settlement
processes for the approval of utility
energy conservation programs. These
processes included the planning, design,
implementation and evaluation of these
options. She has served as a reviewer for
a prestigious international energy
journal on energy efficiency issues and
helped Environmental Protection
Agency (EPA), State and Local
Capacity Branch with reviewer
comments on Clean Energy
Environment Guide to Action.

Our team has analyzed a wide
range of energy generation
technologies, is experienced with clean

Kajal B. Kapur Energy and Environmental Consulting Firm Unique Qualifications

- Energy Efficiency and
Conservation strategy
(EECS) Development
- Energy/Resource planning
- Economic, Policy
Regulatory Analyses
- Climate Change Issues
- Clean Air & Environmental
Compliance

energy markets in Virginia and has a
unique understanding of issues
important for renewable energy
development including site selection,
financial incentives, energy policy and
interconnection.

State and local work

We have analyzed CHP programs at the
local level by utilities. For example, we
have examined favorable CHP actions
by municipal utilities servicing towns,
cities and counties in Connecticut,
Massachusetts, California and
Nebraska.

Dr. Kapur has provided technical
advice on energy efficiency, and
resource planning issues in 20
proceedings before state regulatory
commissions in Indiana, Michigan,
Kentucky and District of Columbia.



The county seals were such a big hit in the last newsletter that we decided to do it again... right away. In this issue, we listed in alphabetical order the seals we've collected from Amelia to Rockbridge counties--minus the ones we published last time. If you don't see your seal, it means VACo has not received an electronic version of it yet. So please e-mail one in. Enjoy!



Mark Your Calendars

**LEED Green Building Design and
Construction Workshop**



JR GBC
JAMES RIVER GREEN BUILDING COUNCIL

**Sept. 23
Ashland**

Workshop Location
Trane Learning Center
10408 Lakeridge Parkway Suite 100
Ashland, VA 23005

Program Description

The workshop addresses LEED tools and unique aspects of the New Construction rating system. Workshop participants will discuss the roles and responsibilities of key stakeholders in the LEED process, as well as strategies for communicating with team members at various stages of that process.

Sign Up Today!

Early Registration Fees: \$345 National Member and \$445 Non-Member
Late Registration Fees: \$375 National Member and \$495 Non-Member

We would like to thank the Platinum Key sponsors of this workshop, Trane.

**4th Annual Commonwealth of Virginia
Energy Symposium (COVES)**



Oct. 7-8

**Marshall Hall - Center for Leadership and Ethics
Virginia Military Institute**

Join 400-500 energy professionals from the public and private sectors to exchange information and technologies to promote a secure, sustainable, and prosperous energy future.

The symposium mission is to help Virginia position herself so that businesses, governments, and citizens anticipate the energy challenges and opportunities ahead and make wise decisions for a sustainable and prosperous future.

The Symposium will take place Oct. 7-8 at Marshall Hall, Center for Leadership and Ethics, Virginia Military Institute, in Lexington.

[Click here for more information.](#)

Census Workshop



**Aug. 26 & 27
9 a.m.**

Roanoke and Richmond



Sponsored by the Virginia Employment Commission

Aug. 26
9 a.m.

Sheraton Roanoke Hotel & Conference Center
Roanoke, VA

Aug. 27
9 a.m.

Holiday Inn Select - Koger South Conference Center
Richmond, VA

Training and lunch will be provided at no cost to attendees.

The VEC will host two one-day seminars that will provide pertinent information on the 2010 Census. These informational sessions will be conducted by U.S. Census Bureau staff for data users and other interested parties.

To register (deadline is Aug. 21) or to get additional information, please contact Gloria Colvin at 804.786.8225 or gloria.colvin@vec.virginia.gov.

Caroline County hires first Fire-EMS Chief



David E. Layman has been named Caroline County's first Fire-EMS Chief, announced County Administrator Percy C. Ashcraft.

Chief Layman, 45, is a 29-year veteran of fire service and comes to Caroline from the City of Newport News where he has been employed since 1988, and most recently as an Assistant Fire Chief. He will begin his new responsibilities in Caroline County on Aug. 17. His annual salary will be \$102,000.

"After conducting a national search, we are confident we landed the person who is best suited to lead us into a new era of fire and rescue services," commented Ashcraft. "David has a thorough understanding of all phases of the operations. He has experienced high degrees of success at every level of his career."

The Board of Supervisors voted earlier this year to reclassify the position of Director to Fire-EMS Chief. The Board approved a job description in the spring and the search was conducted. Over 70 applications were received from the national search.

The Board of Supervisors will begin consideration at its Aug. 25 meeting of an ordinance that will formally create the Fire-EMS Chief's position and codify the responsibilities. Since the mid 1990's, the Fire and Rescue Department has been led by coordinators and directors.

"The Fire-EMS Chief will be responsible for oversight of all fire and rescue services in Caroline County," Ashcraft added.

Ashcraft noted that the new chief will coordinate daily operations utilizing career and volunteer personnel. He will also be responsible for setting budgets, purchasing, scheduling of personnel to maintain coverage at 24-7

levels and recruitment and retaining of volunteers.

"I very much appreciate being given the opportunity to become the first Fire-EMS Chief for Caroline County. I am grateful for the overwhelming support and confidence of the Board of Supervisors and the County Administrator," commented Layman. "I am honored to accept this position, and look forward to working together with both career and volunteer staff. It will be my goal to ensure that we work together to build upon the organizational foundation already established, while focusing on the future emergency services needs of the community."

Chief Layman has served in both field operations and administrative management capacities. He entered the fire service in 1980 as a volunteer firefighter with the Kilmarnock Volunteer Fire Department in Lancaster County. His first career position was with the York County Department of Fire and Rescue as a Firefighter/Medic.

At Newport News, Chief Layman was instrumental in the development and implementation of the City and Regional Technical Rescue Program. He has a strong background in instructional methodology and has presented fire service courses on local, state, and national levels.

He has been an Adjunct Instructor with the Virginia Department of Fire Programs (VDFFP) since the late 1980's. He is also an active member of the VDFFP Heavy and Tactical Rescue Team and served a two-year term as Team Captain.

He has served as Vice President/Partner with PRISM Incorporated of Virginia, a private instructional firm offering fire, rescue, and emergency medical training to both



the municipal and private sectors.

As a member with the FEMA Urban Search and Rescue Virginia Task Force II, Chief Layman served as a Rescue Team Manager. He has been deployed on a variety of large scale incidents, such as the Oklahoma City Bombing, Pentagon attack, and numerous natural disasters.

Chief Layman holds an Associates of Applied Science in Fire Science from Tidewater Community College, a Bachelor of Science in Fire Administration from Hampton University, and a Master's Degree in Public Administration from Troy State University.

He is also a graduate of the National Fire Academy's Executive Fire Officer Program. In 2005, Chief Layman received the designation of "Chief Fire Officer" by the Center of Public Safety Excellence.

He is a native of Virginia, and has been married to his wife, Wanda, for 14 years. They have two sons.

A public reception was held on Aug. 12 to welcome Chief Layman and his family to the community.

DOE

Continued from page 1

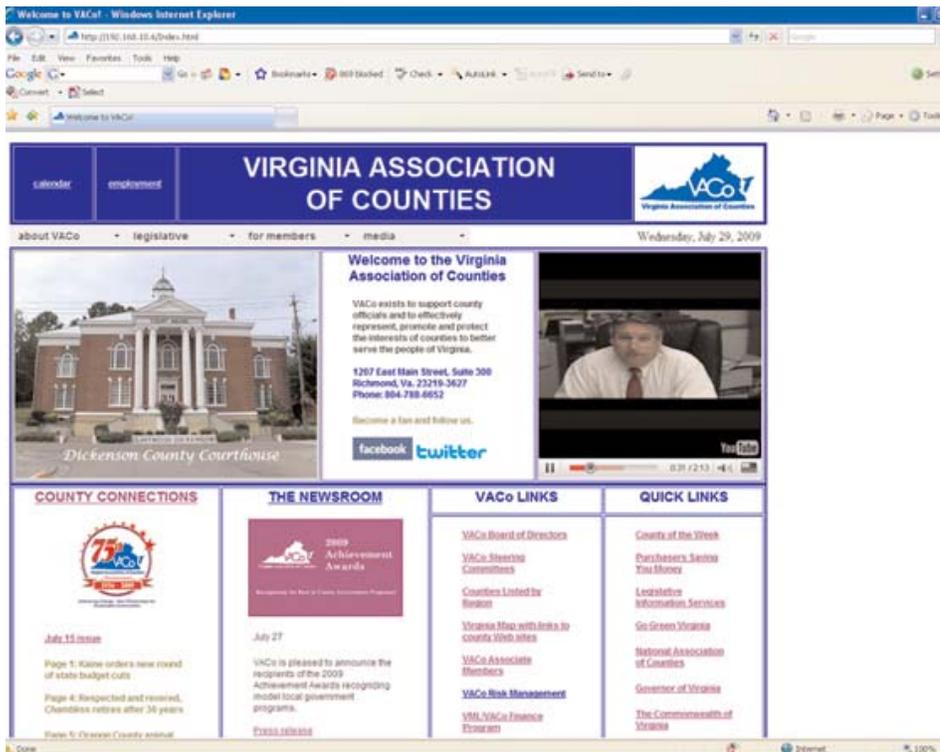
VACo members are encouraged to review the Virginia Department of Education's preliminary re-benchmarking estimate: <http://www.doe.virginia.gov/boe/quality/index.shtml>.

Special thanks to Jim Regimbal, Fiscal Analytics

2011-12 Preliminary Rebenchmarking Summary

Update: 2010-12 Total

Nonpersonal Inflation Factors	(\$113,299,147)
Prevailing Textbook Per Pupil Amount	(\$50,468,005)
SOQ Funded Instructional Salaries	(\$35,025,405)
Special Education Child Count	(\$30,714,680)
Support Position Cap	(\$25,338,363)
Support Personal Costs	\$46,737,500
Health Care Premium	\$70,837,284
Support Non-personal Costs	\$74,188,009
Per Pupil Transportation Costs	\$80,540,063
ADM Counts	\$89,660,979
All Other	\$31,526,173
Total 2010-12 Preliminary Rebenchmarking	\$138,644,408
Remove Support Position Funding Cap	\$754,301,683



Arrived!

The new www.vaco.org

BOARD

Continued from page 3

chair of each steering committee. The six members of VACo's Executive Committee also serve on Resolutions. VACo's First Vice President Robert R. Adkins (Wise) chairs the 2010 committee.

The membership adopts the new program during the annual business meeting in Bath County. The Steering Committees and Resolutions Committee will report the 2010 document to the membership prior to the annual business meeting during the 2010 conference, Nov. 8-10 in Bath County.

The Board received a timely economic report from James J. Regimbal, Jr. of Fiscal Analytics, Ltd. Regimbal is VACo's economic consultant; he presented a similar analysis earlier in the day to the Education and Finance Steering Committees.

His talk summarized the impact of the economy on state and local revenues and outlined key strategic policy decisions the next governor and General Assembly will consider.

In other business, the Board recognized Director Teresa L. Altemus (Gloucester), a past VACo President, for her recent election as President-elect of NACo.

The election occurred during NACo's recent annual meeting in Nashville, Tn. The VACo Board also elected Director Harrison M. Moody (Dinwiddie) to the NACo board. Moody will join Altemus, Director Gerry W. Hyland (Fairfax) and Marilyn Blake (Hanover assistant county administrator) on the national board. Hyland is a former VACo President.

The Board reviewed VACo's new Web site. The site was developed internally by Gage Harter, Director of Communications, and John Kandris, Director of Technical Services.

The Board also previewed VACo's soon to be released video interviews of the Commonwealth's gubernatorial candidates (see related story on Page 2).



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



VIRGINIA STATE UNIVERSITY

Making a Governance Difference: The Role of Leadership

Monday, September 14, Charlottesville 9:30 a.m. - 4:30 p.m.
Sat., November 7, Hot Springs (The Homestead) 9:30 a.m. - 4:30 p.m.

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

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 Extension Specialists for Community Viability with Virginia Tech will lead the course, utilizing examples and calling on practitioners from around Virginia. There is an eight-week home study segment following the September segment.

REGISTRATION FOR: Making a Governance Difference: The Role of Leadership
Fee: \$350

Name: _____

Home Address: _____

Phone # _____ Fax # _____ E-mail _____ @ _____

Title or Position: _____ County: _____

Please complete this section if paying with credit card:

Credit Card # _____ Exp. Date ____/____/____ Type _____

Name as it appears on Credit Card: _____

Signature Authorizing Payment: _____

Meeting Location: Room 226 – McIntire Building, Albemarle County Office Building, McIntire Rd./Preston Ave.

Make checks payable to VACo. Send all registrations to:

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

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

Refund Policy - Requests for registration refunds are honored if received by Sept. 7, 2009; however, substitutions are accepted at any time. For questions about registration, call VACo at (804) 788-6652.

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.

NACBHDD Executive Director

The National Association of County Behavioral Health and Developmental Disability Directors (NACBHDD), which is a small, dynamic, nationally-based behavioral health care advocacy association and affiliate of the National Association of Counties, is seeking an Executive Director to serve as the face and voice of the organization.

Qualified candidates must have outstanding written and oral communication skills, legislative, regulatory and/or advocacy experience, demonstrated execution of tasks and deliverables, and be a self-starter. Knowledge of and experience with local government, behavioral health and/or developmental disabilities public policy issues also highly desired. Eligible candidates must possess a master's degree or higher level of academic achievement in a relevant field. Salary Range: \$95,000 - \$105,000. Excellent benefits package. Submission Deadline: Sept. 1. To apply, please send a one-page cover letter and brief resume via email to: mgilmore@nacbhd.org Attention: Leon Evans, NACBHDD Board President

**Deputy County Administrator/
Chesterfield County**

Chesterfield County, (Richmond-Metro Area), a recognized leader and award winning local government, is seeking individuals with strong leadership qualities and management experience to provide strategic direction, oversee operations and policy implementation and ensure desired outcomes are achieved for the County. Due to a potential reorganization, the county will consider applicants who have experience in any of the major

divisions. Please visit www.chesterfield.gov to view the recruitment profile for the Deputy County Administrator position. This recruitment will remain open until filled with a first review of resumes beginning Sept. 14. Interested applicants should submit a confidential resume with cover letter and salary requirements to:

Karla J. Gerner, Director
Chesterfield County Human Resource Management
P.O. Box 40
Chesterfield, VA 23832
Email: executivesearch@chesterfield.gov

Senior Planner/Fluvanna County

Fluvanna County is accepting applications for a full-time Senior Planner. The Senior Planner will provide leadership and expertise on subdivision and zoning ordinances, the Comprehensive Plan and other County land use policies. Bachelor's degree in Planning or closely related field and 3 yrs of progressively responsible professional planner experience. Master's degree, AICP, CZO/A, or some combination thereof, preferred. Working knowledge & experience with GIS is encouraged. Hiring salary: \$40,300. Please submit your resume and a County application (go to www.fluvannacounty.org) by 5 p.m. on Sept. 4 to Barbara Wall-Magee, Fluvanna County Human Resources, PO Box 540, Palmyra, VA 22963. This position will remain open until filled.

Executive Director (#9999)/HRRSA

Salary DOQ with excellent benefits. The Harrisonburg-Rockingham Regional Sewer Authority (HRRSA), located in the heart of the Shenandoah Valley of Virginia is seeking to fill the position of Executive Director. In order to be considered for this position you must submit a City of Harrisonburg Application Form by Aug. 27. Applications will be accepted online only. You may complete and submit an application at City's Web site: agency.governmentjobs.com/harrison-

burg/default.cfm

Additionally, a resume, cover letter, salary history document and 3 professional references are required for consideration for this position. Successful applicants for this position will be subject to a DMV Motor Vehicle check and must complete a satisfactory credit history and criminal background check.

**Director of Public Utilities/City of
Portsmouth**

A progressive City government, along the beautiful Elizabeth River, is seeking an innovative dynamic and forward thinking leader in the role of Director of Public Utilities to serve a population of approximately 100,000 citizens. Education/Experience: Bachelor's Degree in Civil Engineering or a closely related field. Professional engineering license preferred; 6 to 9 years of progressively responsible experience in water and wastewater treatment operations, planning and managing resources, including 3 to 5 years of responsible supervisory experience; or any equivalent combination of training and experience which provides the required knowledge, skills and abilities. 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 Resource Management, 801 Crawford Street, Portsmouth, VA 23704. www.portsmouthva.gov/hr

**Financial Services Division Chief/
Fauquier County**

Position is responsible for administering County Government and Schools consolidated Finance Department activities involving accounting and financial reporting. Duties include managing internal/external audit processes,

EMPLOYMENT

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directing preparation of various reports including the Comprehensive Annual Financial Report, performing debt management functions, providing technical expertise on accounting issues, supervising and training assigned staff, performing/supervising a variety of general accounting functions, implementing new standards and ensuring compliance with principles outlined by the Government Accounting Standards Board.

Qualified applicants must possess a combination of education and experience equivalent to Bachelor's Degree in Accounting, Public Finance or related field and have extensive government finance experience. CPA certification is preferred. Accomplished candidate will have supervisory experience, the ability to encourage team work/cooperation to accomplish organizational goals and a talent for communicating technical/operational ideas with clarity. Salary range is \$66,436 - \$86,385 with excellent benefits.

Contact Information: Submit online application at apply.fauquiercounty.gov

Real Estate Assessor/Campbell County

The Campbell County Department of Management Services is seeking a forward-thinking, organized and motivated Assessor with excellent interpersonal skills to direct, plan and organize the Real Estate Office as well as the appraisal and assessment of real property in the County. The primary duties of the County Assessor include but are not limited to: managing and participating in reassessing all real estate in the County on a schedule prescribed by the Board of Supervisors; overseeing the development, preparation, and maintenance of the residential and commercial appraisal systems within the CAMA system; and acting as the County's representative to the Board of Equalization and overseeing coordination of Board of Equalization processes. Salary Range:

Dependent upon qualifications and experience. An excellent benefit package is provided.

Application procedure: Please submit a Campbell County application along with a resume stating your salary requirements. Applications are available online at www.co.campbell.va.us.

County Administrator/New Kent County

New Kent County, home to over 18,000 residents and the 63rd fastest growing county in the United States, seeks to appoint a County Administrator to serve at the pleasure of a five-member Board of Supervisors. Strategically located along Interstate 64 between Richmond and Hampton Roads, New Kent County employs 160 full-time government employees and currently operates within a \$90 million dollar budget. The salary range is \$95,000 to \$115,000 with a competitive benefits package. Additional information about the position and the New Kent community can be found by accessing the "County Administrator Job Opportunity" link from the New Kent County Web site at www.co.newkent.va.us. Upon acceptance of the position, county residency is required. Qualified interested applicants should submit a cover letter and resume minimally including three professional references via e-mail to humanresources@co.newkent.state.va.us or via mail to Human Resources, Post Office Box 50, New Kent, VA 23124 by 4:30 p.m. Wednesday, Sept. 30. Applicants selected for interview by the Board of Supervisors will be subject to a criminal history/credit/driver's license check prior to the interview. EOE

Crisis Assistance Bureau Chief/Arlington County Government

Salary Negotiable
Visionary leader and change agent needed to guide staff in developing and implementing high quality systems for providing human service programs to residents of Arlington County.
HOW TO APPLY: Open until filled. Apply early to ensure consideration. Click here to go to the required Internet Employment Application and full job

announcement. You may also use your browser to go to www.arlingtonva.us/pers (click on "County Jobs" on the right of the screen). You may attach your resume to the Internet Employment Application if you wish.

Director of Finance/Brunswick County

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. Requires five (5) years professional experience in budgeting and finance, preferably in local government, some of which shall have been performed in a supervisory capacity. 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, Virginia 23868. Position open until filled. Telephone 434-848-3107 or toll-free 1-800-848-3199.

Director of Fire, EMS and Emergency Services/Prince George County

The position will be responsible for planning, organizing and directing the overall operation of the fire departments, emergency medical services and emergency services for the County; coordinating emergency planning for all man-made and natural disasters; managing the County Fire, EMS and Emergency Services; coordinating disaster and hazardous materials responses. To apply online please visit our Web site at www.prince-georgeva.org. Please attach all appropriate certifications, as listed above, with application. Faxed or emailed applications not accepted. Open until filled. Salary negotiable, with competitive benefit package. For more information, please call (804)722-8669.



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