

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

September 1, 2009



Gov. Kaine visits  
VACO, highlights  
benefits of green  
roof construction  
... Page 2



Everyone  
will heart  
Heartwood...  
Page 5



Pamela Thompson  
earns top  
assistant/deputy  
administrator  
award... Page 4



Go Green  
counties must  
submit score  
sheets by  
Sept. 30...  
Page 7



## 2009 Annual Conference update



Embracing Change: New Partnerships for  
Sustainable Communities

VACO's 2009 Annual Conference will provide an opportunity for many county achievements and officials to be recognized.

This year, counties scoring at least 100 points in the Go Green Challenge will receive certificates with top performers receiving cash prizes (see Page 7).

For reaching levels of excellence in providing a variety of services, several counties will also be recognized for winning achievement awards. Time will also be allotted to honor graduates of the Supervisor Certification program, a partnership between VACO and Virginia Tech that provides valuable educational opportunities to county supervisors. Individual county supervisors will also be recognized for years of service.

On Aug. 14, VACO mailed to its members registration information on the 2009 Annual Conference. The online version of the registration form is available on VACO's Web site.

Very shortly the schedule of breakout sessions and other features of the conference should be finalized. For the most up-to-date information about the Annual Conference please check VACO's Web site on a regular basis.

## Better Outcomes for Children and Families, Better Government

Inarguably, improving outcomes for Virginia's at-risk children and families is the right thing to do, but when the Transformation of Virginia's Children's Services System began in December 2007, the question for localities loomed, "Can we get it done? What should our results be, and can we afford them?"

To test strategies that are working nationally – such as family team decision making and better recruitment and training for foster care and adoptive parents – the Commonwealth created the Council on Reform (CORE).

CORE is comprised of the thirteen geographically diverse localities that handle approximately 50 percent of the statewide caseload for children in foster care: Henrico, Chesterfield, Richmond, Norfolk, Virginia Beach, Charlottesville, Roanoke City, Roanoke County, Prince William, Fairfax, Dinwiddie, Washington and Newport News.

At the foundation of this change is the Children's Services System Practice Model which sets forth guiding principles and a shared vision for the services that are delivered by all child serving agencies.

"It's central to every decision we make," said Ray Ratke, special advisor for children's services for the Commonwealth. "We represent different agencies and backgrounds, but the Practice Model is the center of our work; it keeps us focused on improving the lives of children and families in our communities."

Ratke credits local leadership and collaboration – sharing resources and risks – with the up ticks in outcomes and optimism across the state.



"Local officials and citizens respond positively to the call for accountability across the spectrum of available services," Ratke said.

Eighteen months later, the results are impressive. More children are remaining with or returning to families in the community, and more are being discharged from foster care to permanent families.

For CORE localities overall, the number of children in group care placements has decreased by 45 percent and has dipped below the national average. Statewide, including non-CORE localities, the number of foster care children is down 10 percent.

The goal of Transformation is to improve how we help all at-risk children in our community and, with this in mind, all child-serving agencies are at the table, especially the State departments of Education, Juvenile Justice, Social Services, and Behavioral

CORE

Continued on page 8

## Gov. Kaine visits VACo and highlights benefits of green roof construction



19 - Office of the Governor of Virginia

Gov. Timothy M. Kaine today toured the renovated, environmentally friendly Virginia Association of Counties headquarters where he highlighted the benefits of green construction and green roofs. The VACo headquarters on Main Street in Richmond was built in 1866 and recently was completely renovated using LEED standards.

“VACo has done a tremendous job of making environmental improvements to this historically important building,” Gov. Kaine said. “Legislation I signed this year will not only further my Renew Virginia initiative but will make it easier for localities to encourage green construction and green roofing. I hope localities look to the example set by VACo to provide incentives for the development and deployment of green roofs across Virginia.”

The benefits of green vegetative roofs include:

- Increased insulation provided by vegetative roofing leads to lower heating and cooling bills for the building.
- Rooftop vegetation provides an urban habitat for various forms of wildlife.
- Vegetative roofs not only absorb heat, but they filter the air running across them – removing particulates and

carbon from the atmosphere.

Gov. Kaine signed a number of bills this year that make it easier for VACo’s members to encourage the replication of this type of effort throughout Virginia.

HB 1975 and SB 1058 from Del. Lee Ware and Sen. Mary Margaret Whipple authorize localities to grant regulatory flexibility and incentives to promote the construction of vegetative roofs and solar roofs on private homes and businesses. The incentives or regulatory flexibility could include a reduction in permit fees when green roofs are used, a streamlined process for the approval of building permits when green roofs are used, or a reduction in any gross receipts tax on green roof contractors as defined by the local ordinance.

HB 1828 from Del. William Fralin allows water authorities to offer rate incentives for vegetative roof construction. The bill also authorizes localities to establish a rate incentive program designed to encourage the use of green roofs in the construction and remodeling of residential and commercial buildings. A locality’s incentives must be based on the percentage of storm water runoff reduction the vegetative roof provides.

## 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.

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 for Organ Donors) have put together video question and answer interviews.

Both candidates participated in the sessions and we recorded 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.

The videos are posted on our Web site and also on VACo’s YouTube Channel. We encourage county governments to share the links with local school boards, classroom teachers and other interested Virginians, in addition to placing links on their Web sites.

And please vote on Nov. 3.

# Kaine to institute significant budget reductions in September; governor forecasts a \$1.5 billion state revenue shortfall

By Mike Edwards and Dean Lynch  
medwards@vaco.org and dlynch@vaco.org

## VACo provides links to Kaine's speech, and revenue report

Gov. Timothy M. Kaine forecasted a \$1.5 billion revenue shortfall on Aug. 19 in Richmond. He intends to begin instituting necessary reductions in early September to close the \$300 million FY 2009 shortfall and the \$1.2 billion FY 2010 shortfall.

The state budget authorizes the governor to introduce administrative reductions of up to 15 percent.

Local governments will not be immune from the governor's September cuts. Kaine stated the following before a joint meeting of the General Assembly's revenue and budget committees:

"We will close this gap, just as we have in past rounds, by relying on expense reductions, reprogramming of unexpended balances, targeted withdrawal of reserve funds, focused use of Federal Recovery Act funds and other reasonable strategies. We will make these decisions carefully, but they will be painful to those who rely on public services in this most challenging time, Kaine said."

The legislature must approve rainy day fund transfers. Subsequent to the governor's talk to the legislative money committees, Finance Sec. Richard D. Brown provided the new economic forecast. Highlights of Brown's report:

## THE BUDGET



### Similar to the Nation, Virginia shed more jobs than expected in FY 2009

In Virginia, job losses accelerated in the second half of the year, led by a pullback in professional and business services and construction.

The Virginia economy shed 53,800 jobs in fiscal year 2009, of which 28,700 or 53 percent were related to housing (construction and financial activities).

### The depression in housing continued to adversely affect Virginia's economic performance in FY 2009

Since peaking in the third quarter of 2005, home sales and average sale prices in Virginia have fallen to levels not seen since early 2002.

Statewide volumes are suggesting a bottom; however, this is a phenomenon driven primarily by Northern Virginia, and more specifically Prince William County, where drastic price declines

have fueled a surge in sales activity.

Sales volume in Hampton Roads and Richmond continues to deteriorate.

### Global Insight's June U.S. Standard Forecast: "The Bottom Is Near - For Output, Not Employment"

Global Insight expects real GDP to begin slowly growing in the second half of the year.

The labor market is expected to gradually improve, with job growth turning positive in the fourth quarter of 2010. The unemployment rate is expected to peak at 10.3 percent.

Global Insight expects total personal income growth to slow further in fiscal year 2010 and does not expect a robust consumer recovery.

The housing market remains a drag on growth; however, home sales, housing starts, and building permits are showing signs of stabilization and are expected to hit bottom in the second quarter of 2009.

The turmoil in the financial sector and stock markets has subsided; however, some instability remains.

Jim Regimbal, VACo's fiscal affairs consultant, has provided a thorough economic and state budget outlook. The presentation outlines the key budget strategies the governor and General Assembly will address to reduced revenues in FY 2010.

Arrived!  
The new  
www.vaco.org

## **Diane D. Hyatt Named Assistant County Administrator**

Diane D. Hyatt, a 27-year employee of Roanoke County, has been promoted to the position of Assistant County Administrator. Hyatt formerly served as the County's Chief Financial Officer for almost a decade. Prior to that time, she served the County as Director of Finance and Assistant Director of Finance.

As Assistant County Administrator, Hyatt is responsible for overseeing several departments, including Finance, General Services, Libraries, and Real Estate Valuation. Other duties include serving as a liaison with the County's Department of Elections, Treasurer, Commissioner of the Revenue, Roanoke County Public Schools, and Virginia Cooperative Extension.

Hyatt has represented the County on several regional organizations, including the Roanoke Valley Resource Authority and the Western Virginia

Regional Jail Authority.

She also serves on the Board of Directors for the Salem-Roanoke County Chamber of Commerce. Dan O'Donnell, Roanoke County's other Assistant County Administrator, is responsible for oversight of other departments and representative relationships.

The position Hyatt assumes was previously held by John Chambliss, who retired in July. Chambliss's former duties were reallocated between Hyatt and O'Donnell. The Chief Financial Officer position will not be filled.

Before joining the County, Hyatt worked for eight years with the public accounting firm of Deloitte Haskins and Sells, where she audited a large variety of clients. Hyatt is a Certified Public Accountant and is a member of the American Institute of Certified Public Accountants, the Government



**Diane D. Hyatt**

Finance Officers Association, and the Virginia Government Finance Association.

She and her husband Wayne are the parents of two grown sons and just became proud grandparents of a girl born earlier this month.

## **Pamela Thompson earns top assistant/deputy administrator award**

Pamela Thompson, Deputy County Administrator for Prince George County, received the prestigious Marcia Mashaw Outstanding Assistant/Deputy Award from the Virginia Local Government Management Association for 2009.

Thompson has been Deputy County Administrator of Prince George County since June 2006.

She was nominated for the award by Prince George County Administrator John G. Kines Jr.

"She has made exceptional contributions to the County's success and she is a highly motivated and skilled leader who exemplifies the future of the local government management profession," Kines said.

The award was presented Aug. 11 during a Board of Supervisors' Meeting by Virginia Local Government Management Association President, Peter Stephenson.



**Pamela Thompson receives her award from Peter Stephenson, president of the VLGMA.**

It is a statewide award presented annually to a local government management professional who has

demonstrated outstanding service as an Assistant Manager or Deputy County Administrator in Virginia.



## Everyone will heart Heartwood

On Aug. 6, a dedicated group gathered in Southwest Virginia to break ground on a project that was four years in the making. On that same day, Gov. Timothy M. Kaine highlighted the groundbreaking and said the venture will one day be “the symbol of the new economy based on heritage tourism that is emerging in Southwest Virginia.”

The project, which soon every Virginian will know, is called Heartwood and it is a \$16 million and 28,000-square-foot facility that will serve as the gateway to Southwest Virginia, and as a unique destination for travelers seeking the rich cultural, musical and artistic flavor of the region.

“The shock and awe of Heartwood will be so overwhelming, it will be its own attraction,” said State Sen. William C. Wampler, Jr., who represents District 40.

The aim of Heartwood is to draw 270,000 visitors and generate more than \$10 million of revenue for the region each year. These figures are solid estimates because according to the Virginia Tourism Corporation, five of the 15 localities with the greatest increase in tourism expenditures from 2005-2006 were in Southwest Virginia along The Crooked Road.

There is a long list of counties that will benefit from Heartwood—Bland, Buchanan, Carroll, Dickenson, Floyd, Franklin, Giles, Grayson, Lee, Montgomery, Patrick, Pulaski, Russell, Scott, Smyth, Tazewell, Washington, Wise, and Wythe.

And where there was once an industry of manufacturing, Southwest Virginia is transforming itself into a place where creative economy—music, crafts, agriculture, performance arts and downtown revitalization—can create new prosperity.

“It’s really going to be a beautiful facility,” said Mark Reeter, Washington County administrator. “It sits on a hillside on property owned by Virginia Highlands Community College. It’s extremely unusual for a state community college to grant anybody a piece of property. But in this case, the state community college system felt so strongly about Heartwood and its educational benefits. There are plans to develop programs for student with interest in the arts.”

Heartwood is located off of I-81 in Abingdon on eight acres. It is designed by Spectrum Design of Roanoke and is expected to be a LEED Certified building that features artisan galleries, a top-notch food court with locally supplied food and beverages and information to the region’s best places to explore, to view artisan exhibits and to listen to musical performances.



**Mark Your Calendars**

**LEED Green Building Design and  
Construction Workshop**



**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 properous 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.

**2009 FOIA  
WORKSHOPS  
ARE COMING  
TO A LOCATION  
NEAR YOU**



<b>Monday, Sept. 14</b>	<b>Richmond</b>
<b>Monday, Sept. 28</b>	<b>Staunton</b>
<b>Tuesday, Sept. 29</b>	<b>Abingdon</b>
<b>Tuesday, Oct. 6</b>	<b>Suffok</b>
<b>Tuesday, Oct. 27</b>	<b>Manassas</b>
<b>Monday, Nov. 2</b>	<b>Richmond</b>

\*Check the FOIA Council Web site  
[foiacouncil.dls.virginia.gov](http://foiacouncil.dls.virginia.gov)  
for registration information  
or call Darlene Jordan  
at 866-448-4100 or 804-786-3591

**2009 Virginia  
Rural Summit**



**Sept. 14-15**  
**Kirkley Hotel & Conference  
Center**  
**2900 Candler Mountain Road  
Lynchburg**

**Glen C. Sink**, Executive Director  
[Glen.Sink@cfvr.org](mailto:Glen.Sink@cfvr.org), 804-371-7141

**Thelma Burris**, Director  
Southwest & Summit Coordinator  
[tburris@vcom.vt.edu](mailto:tburris@vcom.vt.edu)  
540-231-8222--Blacksburg/VCOM  
276-223-4805--Wytheville/WCC

# VACo comments on stormwater rule

By Larry Land  
lland@vaco.org

On Aug. 21 VACo submitted a letter to the Department of Conservation and Recreation (DCR) commenting on the proposed Virginia Stormwater Management Program (VSMP) Permit regulations.

In those comments VACo requested a one-year delay in the adoption of "Part 2" of the proposed rule. Part 2 is the section of the proposed rule that contains a series of technical requirements likely to have major impacts on local governments.

One requirement imposes a significant reduction in the amount of phosphorus in stormwater that can be discharged from construction sites.

Part 2 also requires total phosphorus in discharges from redevelopment to be 20 percent lower than in run-off from "predevelopment conditions."

Many local officials have commented that this requirement will discourage

redevelopment and encourage sprawl. DCR has received over 3,000 comments in response to the proposed stormwater rule. To address as many stakeholder concerns as possible, DCR is holding a series of meetings that involve participation by VACo, the Virginia Municipal League, the Home Builders Association of Virginia, and several environmental organizations.

Several other important meetings have been scheduled for the purpose of focusing on the proposed stormwater regulations. Among them is one to be held by the Joint Commission on Administrative Rules (JCAR) on Sept. 16 at 10 a.m. in the General Assembly Building in Richmond.

JCAR is a legislative commission chaired by Senator Frank Wagner that was established several years ago to evaluate and review the impacts of state agency regulations.

VACo and VML have been asked to testify about the proposed stormwater regulations at the JCAR meeting. On



the following day (Sept. 17), the Soil and Water Conservation Board will hold a meeting in Richmond to review public comments and consider possible amendments to the proposed regulation. Final adoption of the stormwater regulations by the Soil and Water Conservation Board is scheduled for Oct. 6.

Under HB 1991 (Bulova), passed by the 2009 General Assembly, the proposed stormwater regulations may not go into effect until July 1, 2010, following adjournment of the next session of the General Assembly. This will provide at least one session for the proposed regulations to receive legislative review.

VACo's comment letter on the proposed VSMP Permit regulations may be reviewed at VACo's web site.

# Go Green counties must submit score sheets by Sept. 30

By Larry Land  
lland@vaco.org

It's still not too late to sign up to participate in the Go Green Government Challenge. Twenty-two counties from many different regions.

They are the counties of Accomack, Arlington, Campbell, Caroline, Carroll, Charlotte, Chesterfield, Clarke, Fairfax, Franklin, Frederick, Gloucester, Hanover, Henrico, Loudoun, Northampton, Powhatan, Prince William, Roanoke, Scott, Stafford and York.

The Go Green Challenge is a friendly competition encouraging counties to take steps toward improving energy efficiency and reducing the carbon footprints from local government operations.

By Sept. 30, local governments participating in the Go Green challenge must submit their score sheets online.

This will allow enough time for score sheets to be reviewed and awards to be prepared for presentation during VACo annual conference in November.

To be awarded a certificate, counties must compile a total of 100 "green points."

In addition, this year there will be silver, gold and platinum certification levels. A silver certificate will be earned by counties compiling a score between 125 and 149 points. Gold certification will be earned by counties scoring between 150 and 174 points. And platinum certification is earned by counties reaching a total of at least 175 points.

The Go Green Challenge also provides an opportunity for counties to win cash prizes.

Moseley Architects has teamed up with Trane to offer cash awards of \$3,000, \$2,000, and \$1,000 respectively to counties ranking first, second and third within their assigned population



brackets.

There will be three population brackets.

The first bracket is for counties with populations of at least 50,000 or more. The second bracket consists of counties with populations between 15,000 and 49,999. The third bracket will be for counties with populations of less than 15,000.

More detailed information about the Go Green Challenge is available at [www.gogreenva.org](http://www.gogreenva.org).

**CORE**

Continued from page 1



Health & Developmental Services. All utilize funding from the Virginia Comprehensive Services Act for At Risk Youth and Families (CSA).

For sixteen years, CSA costs have increased by double digit figures annually – but, new numbers signal a reverse in that trend.

According to the State Executive Council’s Pool Fund Expenditure Summary comparing figures from June 30, 2008 to June 30, 2009:

- The category that includes residential care decreased by 13.42 percent. Community based care spending has increased by 62 percent.
- Overall expenditures decreased by 1.48 percent

Charlotte McNulty, executive director of the Office of Comprehensive Services, said: “2009 is the first year in more than a decade where an increase in CSA funding is not predicted, and that’s worth celebrating.”

While the faltering economy can not be thanked for much, McNulty credits it to some degree for the dip in CSA costs.

“I think the economy has helped motivate people to make improvements in practice to achieve better results within existing resources. While saving CSA dollars is not the goal of Transformation, many localities are demonstrating that it is possible to get better outcomes for kids and families while at the same time making the most efficient use of CSA funds,” she added.

Dean Lynch, VACo’s director of governmental affairs and CORE member sums it up this way: “When we can achieve better outcomes for children and families and reduce costs, that’s good government.”

**Virginia Children’s Services System Transformation: Better Outcomes for Virginia Youth and Families and More Efficient use of Taxpayer Dollars**

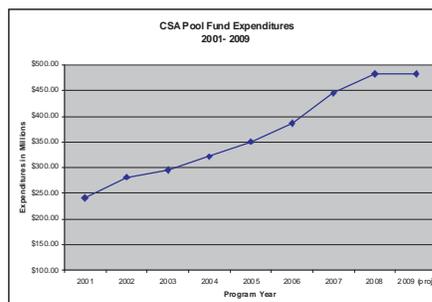
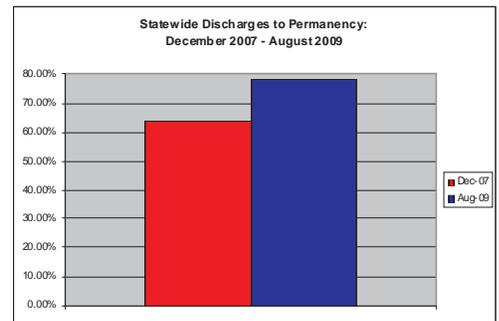
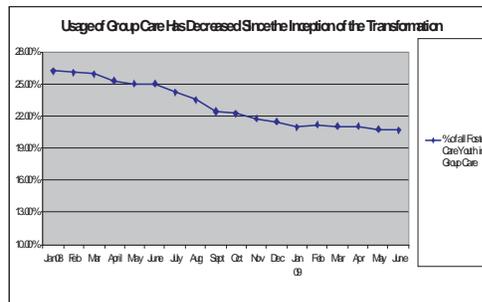
Since December 2007, Virginia’s child-serving agencies have worked to increase our effectiveness in helping at-risk children and their families succeed through strengthening: safety measures for children and families; family-based placements; and lifelong family connections.

The Transformation work began with thirteen targeted localities from across Virginia. Our collaborations have focused on the development of a shared vision for children who are in (or at risk of being placed in) foster care, and the implementation of proven best practices.

Since the beginning of the 2009, we have been working to spread the initiative across the Commonwealth.

The Children’s Services System Transformation has produced better outcomes for children and families while saving taxpayer dollars.

- The total number of youth in foster care in Virginia has **decreased by 10 percent**
- Group care placements have **decreased by 30 percent**
- After years of double digit increases, CSA spending in FY 2009 has **decreased 1.5 percent from FY 2008**
- CSA funds used to serve children in family-based settings has **increased by 62 percent**
- The number of youth that are placed in family like settings has **increased by 6 percent**
- More youth are exiting foster care to permanent placements; **in July 81 percent of all discharges from foster care were to permanency**, compared to 75 percent at this time last year.
- **Foster parents are receiving increased reimbursement rates** to help support the youth in their homes



HEARTWOOD

Continued from page 5

Martin Brothers Construction of Roanoke bid \$8 million for the construction contract, which is a tremendous savings considering the estimated building cost of Heartwood is \$12 million. The facility is expected to open in early 2011.

Heartwood received a major financial boost from the Virginia Tobacco Indemnification and Community Revitalization Commission, which will fund \$10.3 million toward the project.

Other funding includes awards from the Virginia Department of Housing and Community Development, the Virginia General Assembly, the Appalachian Regional Commission, Department of Housing and Urban Development, the Town of Abingdon and Washington County.

“The feedback from the public has been very positive,” Reeter said. “I’m sure as construction starts and more of the structure goes up, there will be more inquiries. One thing I want to emphasize is the online presence of Heartwood. Sen. Wampler, who is the chairman of the Southwest Virginia Cultural Heritage Commission, was adamant that Heartwood was more than just a brick and mortar destination. He wanted to include a significant online presence.”

Visitors to Heartwood’s Web site will be able to view artists’ work on video, audio and photography. There will be interviews with artisans and special events will be recorded. Currently, there is a virtual tour of the proposed facility.

“We believe the online capability of Heartwood will just be as important as the physical attraction,” Sen. Wampler said.

The Southwest Virginia Cultural Heritage Commission studied many similar models and believes it has designed a place where travelers will be enticed to visit for more than one day.

“It’s going to be an iconic center,” Reeter said. “It really will put Southwest Virginia’s cultural heritage in the forefront of tourism. Heartwood will be the latest and greatest in the state’s tourism venue destinations.”



State Senator William C. Wampler, Jr., who represents District 40, celebrates the groundbreaking of Heartwood in Southwest Virginia.



A map of Southwest Virginia that pinpoints Heartwood’s location.



An artist rendering of Heartwood.

**Employment Opportunities**

Employment ads are edited due to space considerations.

To view the full versions, visit [www.vaco.org](http://www.vaco.org) and click on the employment link on the top left corner.

**County Executive Officer/Prince William County**

PWC's FY 2010 total budget is \$2,204,300,598 of which 51.5 percent is allocated to County Schools. PWC employs 3,570 non-school employees. Please visit Prince William County at [www.pwcgov.org](http://www.pwcgov.org).

Qualifications include a Bachelor's degree (Masters preferred) combined with significant successful executive level management experience gained in a large, complex local government comparable to PWC. Must fully understand public finance and budgeting; must be an effective communicator and have proven Board relations skills as well as effective staff leadership and performance-based management abilities.

The Board is committed to providing a highly competitive salary and benefits package. The details will be negotiated and included in a comprehensive employment agreement.

Please send your confidential resume with cover letter and current salary by Oct. 16.

Robert E. Slavin, President  
SLAVIN MANAGEMENT  
CONSULTANTS

3040 Holcomb Bridge Road, Suite A-1  
Norcross, Georgia 30071  
Phone: (770) 449-4656  
Fax: (770) 416-0848  
e-mail [slavin@bellsouth.net](mailto:slavin@bellsouth.net)  
[www.slavinweb.com](http://www.slavinweb.com)

**Assistant Police Chief/City of Portsmouth**

A progressive city government seeks an innovative, motivated leader to professionally assist in the planning, directing and coordinating of activities in the Police Department and is responsible for the supervision of Police personnel. Salary: \$62,193 - \$83,961.

Special Requirements: Candidate must

successfully complete a background investigation, pre-employment polygraph examination, and physical examination and drug screen by the City's Medical Provider. Candidate must also obtain a Virginia Division of Criminal Justice Services Law Enforcement Certification within one year of hire; possess a valid Commonwealth of Virginia driver's license within 30 days of hire; and complete 40 hours of training biannually.

Closing Date: Sept. 18.

Please apply to: City of Portsmouth, Department of Human Resource Management, 801 Crawford Street, Portsmouth, VA 23704. Resumes are accepted along with a City of Portsmouth application available from the Department of Human Resource Management, phone (757) 393-8622, FAX (757) 393-8697, Web site, or any Virginia Employment Commission. EOE. [www.portsmouthva.gov](http://www.portsmouthva.gov)

**Deputy Clerk-Board of Supervisors/Prince George County**

This position will be responsible for conducting field data collection and less-complex appraisal work; creating and maintaining computerized files and records; assisting the public with real estate appraisal questions.

Qualification Requirements: Successful candidate must have general knowledge of the practices of real estate appraising for assessment purposes; some knowledge of building and land values; some knowledge of the State laws, charter provisions and County ordinances relating to real property assessing; ability to analyze factors which tend to influence the value of property and to exercise judgment in the determination of property values; ability to write concise reports; ability to deal effectively with the general public and associates. Special Requirements: Possession of an appropriate driver's license valid in the Commonwealth of Virginia. Pre-employment drug testing and criminal background check, to include fingerprinting, required.

Additional Information: To apply,

please visit the County Web site at [www.princegeorgeva.org](http://www.princegeorgeva.org). Open until filled. First considerations for interview will begin on Sept. For additional information, please call (804)722-8669.

**Deputy Clerk-Board of Supervisors/Charles City County**

This position is responsible for providing professional and administrative support to the County Administrator and the Board of Supervisors. Prior experience as an executive assistant is required. The successful candidate will have excellent written and oral communication skills and knowledge of Microsoft Word & Excel.

Knowledge and experience working with municipal and state codes is desired. The candidate will possess or obtain a Municipal Clerk Certification from the International Institute of Municipal Clerks within five years of assuming position. This position requires attending some night meetings. Salary depending on qualifications.

To apply submit an application and resume to: County Administrator, P. O. Box 128, 10900 Courthouse Road, Charles City, VA. 23030 no later than Sept. 9.

An application may be secured via the County Web site at [co.charles-city.va.us](http://co.charles-city.va.us) or call 804-652-4701. Charles City County is an Equal Opportunity Employer.

**County Manager/Arlington County**

Salary in the \$200,000s based on experience & qualifications

Arlington offers an exceptional opportunity for a seasoned, innovative and results-driven professional to lead a diverse and progressive organization in a vibrant, urban community adjacent to the Nation's Capital. Arlington is seeking an individual who is deeply committed to professional, ethical, transparent good government, based on the values of social equity, environmental sustainability, fiscal stewardship, and par-

**EMPLOYMENT**

Continued from page 10

ticipatory democracy.

Candidates will submit their application materials through a search firm that the County Board will soon name. This is an open recruitment, but preference will be given to applications received before Sept. 25. It is anticipated that interviews will be conducted in October. The preferred start date for the new Manager is Jan. 1 or earlier.

For additional information click here.

For confidential inquiries from today through Aug. 28 contact Laura Chalkley, Acting Director of Human Resources (703-228-3505)

lchalk@arlingtonva.us. After Aug. 28 please direct inquiries to Marcy Foster, Director of Human Resources (703-228-3443) or mfoste@arlingtonva.us.

**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](http://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](mailto: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](http://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/harrisonburg/default.cfm](http://agency.governmentjobs.com/harrisonburg/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](http://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, 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](http://apply.fauquiercounty.gov)



#### **Executive Committee**

**President:** Donald L. Hart, Jr., Accomack County  
**President-Elect:** Phillip A. Bradshaw, Isle of Wight County  
**1st Vice President:** Robert R. Adkins, Wise County  
**2nd Vice President:** Barbara A. Favola, Arlington County  
**Secretary Treasurer:** Catherine M. Hudgins, Fairfax County  
**Immediate Past President:** William B. Kyger, Jr., Rockingham County

#### **Staff**

**Executive Director:** James D. Campbell, AICP, CAE  
**General Counsel:** Phyllis A. Errico, Esq., CAE  
**Deputy Director for Legislative Affairs:** Michael L. Edwards  
**Director of Policy Development:** Larry J. Land, CAE  
**Director of Intergovernmental Affairs:** Dean A. Lynch, CAE  
**Director of Governmental Affairs:** Ted McCormack, AICP  
**Director of Administration:** Vicky D. Steinruck, CPA  
**Director of Technical Services:** John N. Kandris, A+, ACT, CCA  
**Director of Member Services:** Carol I. Cameron  
**Director of Communications:** Gage Harter  
**Administrative Assistant:** Pricilla Wallace  
**VACo Risk Management Programs:** Chris Carey, Administrator,  
(888) 822-6772

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

1207 East Main Street  
Suite 300  
Richmond, VA 23219-3627  
(804) 788-6652  
Fax: (804) 788-0083  
[www.vaco.org](http://www.vaco.org)

County Connections is a semimonthly publication.

Editor: Gage Harter  
(804) 343-2502