

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

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December 15, 2010



Co-op purchasing can save schools on health insurance

By Ted McCormack
tmccormack@vaco.org



In its recently-released report on cooperative procurement by school divisions, the Joint Legislative Audit and Review Commission (JLARC) found that the greatest potential for savings lies in the shared purchase of health insurance for school personnel.

The investigative arm of the General Assembly indicated that the benefit to small school divisions of such an arrangement could amount to as much as \$56 million.

The report found that local school divisions currently spend approximately \$1 billion, or 40 percent of their major recurring purchase, through cooperative procurement.

The most prevalent type of those purchases was jointly with local governments (\$573 million); followed by open contract, such as U. S. Communities, (\$235 million); use of state contracts (\$230 million); and with other school divisions (\$89 million).

School divisions used cooperative procurement most often for employee health insurance, IT assets, vehicle fuel, school buses and other recurring expenses, such as telecommunication

COOPERATIVE
Continued on page 9

Governor announces new transportation initiative



By Larry Land
lland@vaco.org

The historic lows both in borrowing costs and competitive bids being submitted by work-hungry contractors make "right now" the most favorable time ever for Virginia to pursue an aggressive transportation improvement program.

That was Gov. Robert F. McDonnell's chief contention as he appeared before more than 400 attendees of the Governor's Transportation Conference last week in Roanoke to reveal major elements of his new transportation construction initiative.

Over the next three years, Gov. McDonnell hopes to spend \$4 billion on Virginia's highways, transit systems, ports, and railroads. He defended this initiative not only as a program for relieving traffic congestion, but also as a major job creation strategy.

According to Administration figures, every \$100 million spent on

highway construction yields the creation of 3,000 new jobs.

Here are the highlights of the Governor's proposed transportation plan:

- Create a Virginia Transportation Infrastructure Bank and capitalize it with a total of \$400 million with \$150 million of this sum coming from a projected budget surplus, and the other \$250 million derived from unspent cash reserves that were discovered during an audit of VDOT that was completed last September. The governor's goal is for the \$400 million in initial deposits to grow to \$1 billion within three years through investment earnings.

- Amend the Code of Virginia for the authorization of Direct GARVEE* bonds. This would allow Virginia to issue at least \$1.1 billion in direct

TRANSPORTATION
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NACo-Nationwide Scholarship open to kids, grandkids of retirement plan participants

For the sixth straight year, four high school seniors will earn \$2,000 for college from the NACo-Nationwide Scholarship.

Winning applicants will be chosen based on a short essay describing why it is important for a public sector employee to start saving early for retirement.

Applicants must be the child or grandchild of a participant in NACo's Deferred Compensation Program, administered by Nationwide Retirement Solutions.

More information is available at www.nrsforu.com/scholarship.
Contact: Lisa Cole at 202.942.4270.



Nationwide[®]
On Your Side

Have a great program? Apply today for a NACo Achievement Award

Does your county have an innovative program that modernizes county government and increase its services your residents?

Obtain national recognition for your program by applying for a NACo Achievement Award.

Begun in 1970, the annual Achievement Award Program is a non-competitive awards program that recognizes innovative county

government programs.

Each application is judged on its own merits and not against other applications received.

Awards are given in 21 different categories including children and youth, criminal justice, county administration, environmental protection, information technology, health, and many more.

For a full list of categories and more information on the application



procedures, please see the application materials here.

Application forms and program summaries must be postmarked by Feb. 11, 2011.

For more information on the application process, click here.

Or contact Kathryn Murphy at 202.661.8806.

Are you a county board chair or vice chair?

If so, VACo's Chairpersons' Institute is for you. It will be held at the Richmond Marriott between Feb. 3-5.

The Institute offers a professional learning experience that is carefully tailored to the needs of county board chairs.

These uncertain times require county leaders who are prepared for every eventuality, and balancing a tight budget is only the beginning.

To succeed, board chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

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



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

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

If you are a regular reader of County Connections, you know we like to publish your new hires and retires.

If you haven't done so in the past, we encourage you to send us your latest staffing news.

Let's recognize those who serve the citizens of the Commonwealth.

Alternative sewer final regulations posted; public input sought

By Ted McCormack
tmccormack@vaco.org

The Virginia Department of Health published in the Dec. 6 edition of The Virginia Register (Vol. 27, Issue 7) the proposed final Alternative Onsite Sewage System (AOSS) regulations for public comment.

Public comment is accepted through Feb. 4, 2011, and a public hearing on the proposed regulations has been scheduled on Jan. 25, 2011, in the main floor conference room at VDH's main office, Madison Building, 109 Governor St. in Richmond.

These proposed rules signal the end of a process began in 2009 with the passage of HB 1788/SB 1276. The companion bills provided that once VDH adopts final regulation on the maintenance and operation of the alternative systems, all local ordinances barring AOSS or controlling the maintenance of AOSS will be preempted.

The 2009 General Assembly also enacted legislation that mandated VDH to develop emergency regulations for operation and maintenance of AOSS.

Those emergency rules went into

effect on April 7, 2010, and VDH immediately began work on the final AOSS regulations that are now available for public comment.

The removal of local control over AOSS means that soil conditions are no longer a factor in land use decisions since the alternative systems are for use in areas that would not support the installation of a traditional septic system.

Statewide standards for alternative systems could potentially lead to by-right residential subdivisions with some or all of the homes using AOSS.

This type of high-density development on land that previously has not been suitable for such will increase sprawl, impact local services, and make it difficult for counties to comply with the mandate to direct future growth into urban development areas.

With respect to the proposed final regulations, The Virginia Register's style requires the entire published regulation be underlined to represent new provisions, but most of the language in the proposed rule carried over from the existing emergency regulations. The principal change from the emergency



regulations to the proposed final is in Part II, Performance Requirements, and many of those revised requirements related to Virginia's Chesapeake Bay Watershed Implementation Plan.

Counties, especially in the Chesapeake Bay watershed, are strongly encouraged to review the proposed regulations to determine the impact on their locality. It may be appropriate to conduct that review in consultation with your local health department or environmental health specialist.

If your locality chooses to offer comment on the proposed regulations, it is strongly encouraged that you note the positive aspects of the new rules (e.g., enhanced performance requirements, AOSS owner and operator responsibilities, etc.) as well as those things that are missing or could be improved (e.g., improve reporting requirements, absence of remote monitoring, etc.)

Mark Lauzier selected as Loudoun budget officer

Mark Lauzier has been selected as Loudoun County's new budget officer.

Lauzier has nearly 20 years experience as a budget professional and senior executive in local government, including service as city manager of Parkland, Fla., and assistant city manager and budget officer of Pompano Beach, Fla.

He most recently served as a management consultant to local governments in South Florida.

Lauzier earned a bachelor's degree in criminal justice from Bryant University in Smithfield,

Rhode Island, and a master's degree in public administration from the University of New Haven in Connecticut.

As Budget Officer, Lauzier will oversee the Budget Office, which provides primary support to the County Administrator in the development, analysis and review of the county's proposed operating budget.

The office provides financial trend monitoring, coordination of the Capital Improvements Program, and resource allocation support services to departments.



Photo by Lorie Flading

Gandel to retire after 33 years in Prince George County

William F. "Bill" Gandel has announced his retirement effective February 1, 2011. Gandel has served as Director of Social Services for 33 years in Prince George County.

He started employment with the County on Feb. 15, 1978.

Including seven years of local government employment with the County of Henrico and the City of Petersburg, Gandel completes his service to local government with a 40 years total of employment on Feb. 1, 2011.

During his tenure in Prince George, Gandel saw much change and instituted many innovative programs and ideas to respond to the needs of County citizens. Also, he maintained the Prince George Social Services Department as an exceptionally efficient organization.

"Bill Gandel has led this agency through some of the most difficult economic times in our history and has managed to fulfill all obligations and requirements in a professional and humanitarian manner," said County Administrator John G. Kines, Jr.

Gandel also served from 2005 to 2008 as a member of the Virginia Civil Admissions Advisory Council, a group

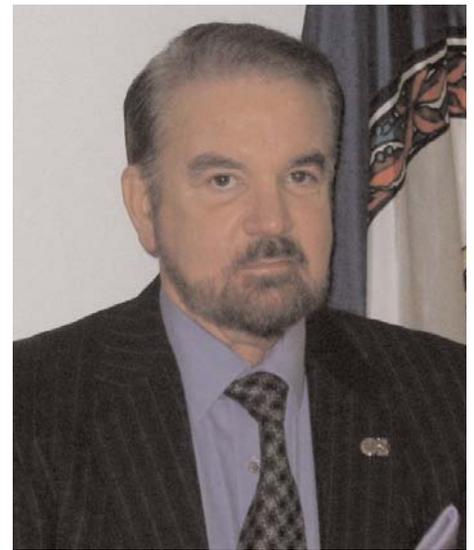
organized to study Virginia emergency custody, temporary detention, admissions, and involuntary inpatient treatment of persons with mental illnesses and make recommendations to the governor and General Assembly. He was appointed by both Governors Mark Warner and Tim Kaine to this body of Statewide experts in the Social Services field.

Bill Gandel has played a significant role in the establishment of several key countywide programs. He played a leading role in the establishment of the Prince George County Food Bank.

More than 30 years ago, he helped start the first food bank in the region that was used as a model for nearby communities. In the early 1980s, the National Association of Counties awarded Prince George County an Outstanding Service Award for establishing the County food bank.

The Hopewell-Prince George Health Care Center in the Crossings Shopping Center was the "brainchild" of Bill Gandel. Gandel has provided leadership and direction to this organization that recently announced a major expansion.

Bill Gandel is also an award-



winning ballroom dancer who has performed at community events throughout the area as well as national and international competitions.

"I have known Bill Gandel throughout my career in Prince George County," Kines, Jr. said, "and I cannot think of anyone who has done more to help County citizens in times of need than Bill. He is a public servant in the finest tradition and he has given his life to helping others."

Donna Furrow retires from Roanoke County



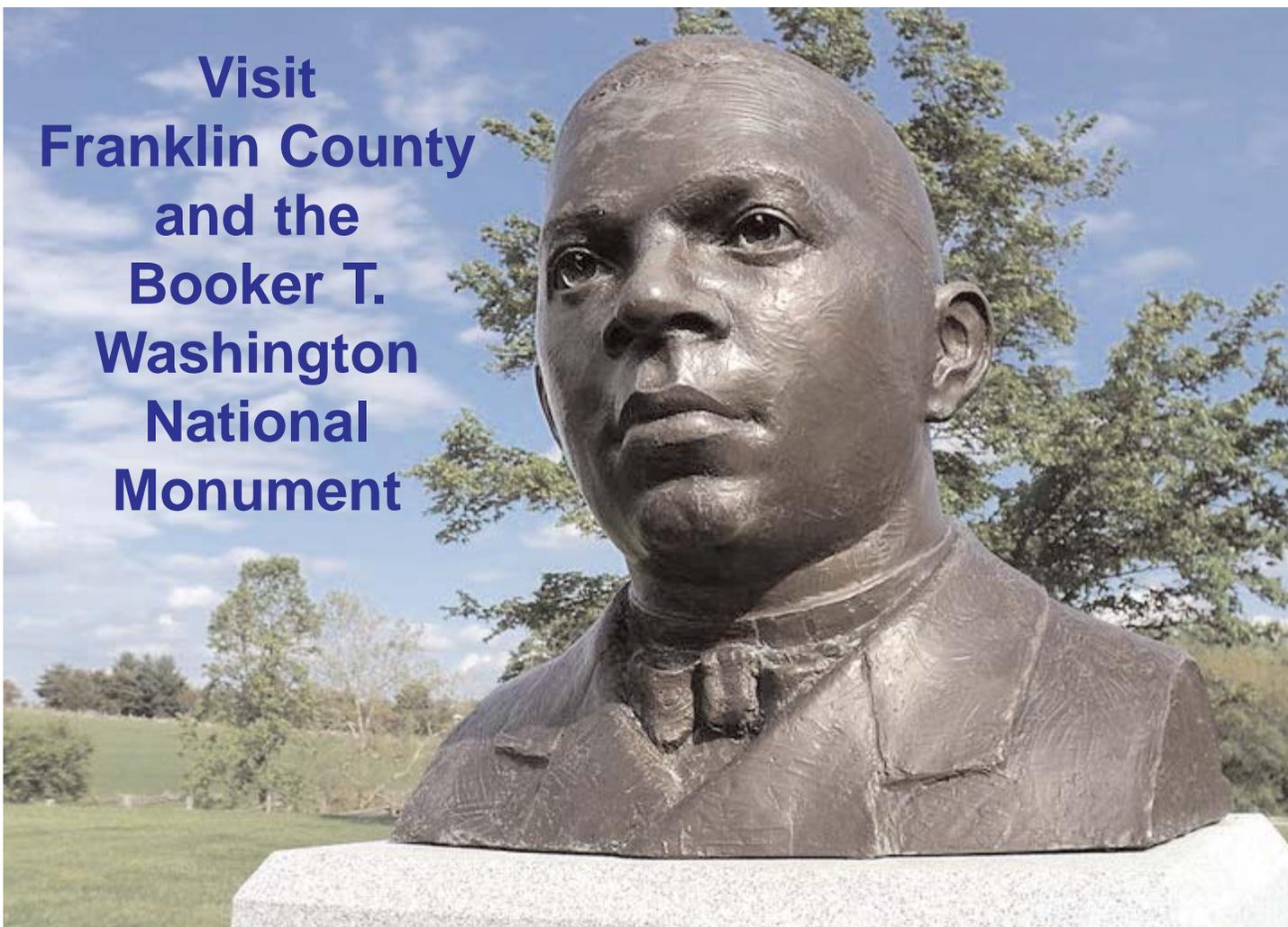
Roanoke County's first female assistant police chief and one of the few female police commanders in Virginia retired after nearly 30 years in law enforcement. Donna Furrow began her career with Roanoke County as an emergency dispatcher. She became a sworn police officer in 1988 and moved up the ranks to sergeant and lieutenant before being named assistant chief of the Roanoke County Police Department in 2003. In her role as assistant chief, she oversees the operations division, which includes patrol and criminal investigations.

Chief Furrow's success has been attributed to many things, but perhaps her two strongest attributes are her ability to collaborate with others and to think like a street cop even in her role as assistant chief. One of her most-noted accomplishments has been building an effective relationship between the Police Department and Roanoke County School System. Superintendent Dr. Lorraine Lange says Furrow has been invaluable to Roanoke County Schools. "In an emergency she was with us instantly. But more importantly, Donna built a lasting relationship with all of our staff members. We felt like we could call her at any time and she would help us with whatever problem we had. There is no doubt, Donna will be missed."

Assistant County Administrator Dan O'Donnell says Furrow's open communication style, genuine care for people, and professionalism won her much respect and admiration across the county's many departments as well as the community. "Assistant Chief Furrow has been absolutely professional in every aspect of the performance of her duties and has set an excellent example for all of our law enforcement officers. She has a unique ability to maintain a calm demeanor in the very stressful situations that face our police professionals on a daily basis. She has done a fantastic job for the citizens of Roanoke County and deserves a long, healthy and happy retirement."

Furrow's last day was Nov. 30. She was recognized by the Roanoke County Board of Supervisors for her many years of service on Dec. 14. During retirement, Furrow plans to spend more time with her family and substitute teach in Roanoke County.

Visit Franklin County and the Booker T. Washington National Monument



On April 5, 1856, Booker T. Washington was born a slave on the 207-acre farm of James Burroughs.

After the Civil War, Washington became founder and first principal of Tuskegee Normal and Industrial School.

Later as an adviser, author and orator, his past would influence his philosophies as the most influential African American of his era. Come explore his birthplace in Franklin County.

The park is one of the few places where one can see how slavery and the plantation system worked on a smaller scale.

It provides a focal point for discussion about one of the most powerful African Americans in history and the evolving context of race in American society.

Interpretive programs are available daily, weather-permitting. A quarterly calendar of events is available upon request.

The park's visitor center contains exhibits on Washington's life and legacy and offers an audio-visual program interpreting his career and accomplishments.

The site was listed on the National Register of Historic Places in 1966 and designated a National Monument on April 2, 1956.

SOURCE: www.virginia.org.



Booker T. Washington National Monument

12130 Booker T. Washington Highway
Hardy, Virginia 24101
Phone: (540) 721-2094
connie_mays@nps.gov
www.nps.gov/bowa

Mark Your Calendars

**2011 NACo Legislative Conference
March 5-9**



2011 Legislative Conference
March 5-9
Marriott Wardman Park Hotel
Washington, D.C.

Registration is Open for NACo's 2011 Legislative Conference

Register by clicking [here](#) today and SAVE \$25.

Plan now:

- select the policy setting committee meetings relevant to your county to attend,
- decide which educational workshops will provide solutions for your county, and
- start scheduling your meetings with congressional and federal representatives to bring back home the most knowledge and solutions to benefit your county and its residents.

Tell America, County Government Works!

Questions? Please contact the NACo Meetings Department by emailing: nacomeetings@naco.org.

NACo National Association of Counties
The Voice of America's Counties

Visit NACo's New Website
www.naco.org

Click on flyer to enlarge



The deadline for class of 2011 applications is Jan. 15, 2011

LEAD VIRGINIA, a statewide Leadership forum celebrating its five-year anniversary in 2010 is accepting applications for its upcoming 2011 class.

LEAD VIRGINIA is a non-partisan, nonprofit educational forum connecting Virginia's proven leaders across the Commonwealth.

For an application, 2011 class schedule or more information about LEAD VIRGINIA, visit www.leadvirginia.org or e-mail Susan Horne, President & CEO at shorne@leadva.org.

The deadline for class of 2011 applications is Jan. 15, 2011.

**Grants Training in Roanoke, VA
Jan. 18-19, 2011**



Roanoke Police Department and Grant Writing USA will present a two-day grants workshop Jan. 18-19, 2011. In this class you'll learn how to find grants and write winning grant proposals. This training is applicable to grant seekers across all disciplines.

Click here for complete event details.

Beginning and experienced grant writers from city, county and state agencies as well as nonprofits, K-12, colleges and universities are encouraged to attend. Multi-enrollment discounts and discounts

for Grant Writing USA returning alumni are available. Tuition payment is not required at the time of enrollment.

Tuition is \$425 and includes all materials: workbook and accompanying 420MB resource CD that's packed full of tools and more than 200 sample grant proposals.

Seating is limited, online reservations are necessary. Complete event details including learning objectives, class location, graduate testimonials and online registration are available here.

Contacts

Cathy Rittenhouse
Grant Writing USA/800.814.8191
cathy@grantwritingusa.com

Lt. Rick Morrison
Roanoke Police
Department/540.853.2649
Rick.Morrison@roanokeva.gov

More than 10,000 agencies across North America have turned to Grant Writing USA for grant writing and grant management training.

Albemarle County appoints new police chief

Albemarle County recently announced the hiring of Steve Sellers as its new police chief effective Tuesday, Jan. 18.

Sellers is a 28-year veteran of the Fairfax County Police Department and most recently held the position of Deputy Chief of Police for Fairfax police.

"We are very happy to bring someone of Steve Sellers' caliber to Albemarle County to serve as our next police chief," said County Executive Bob Tucker in making the announcement. "His experience, expertise and proven leadership will certainly continue the outstanding accomplishments and innovative direction of the County's Police Department."

Among the many highlights of his career in Fairfax, Sellers was responsible for developing a plan to improve criminal intelligence and information sharing between local, state and federal law enforcement and helped to create the Northern Virginia Regional Intelligence Center following the events of Sept. 11, 2001.

He also led the Washington Area Sniper Prosecution Taskforce which was responsible for the successful prosecution of Lee Malvo and John Mohammed.

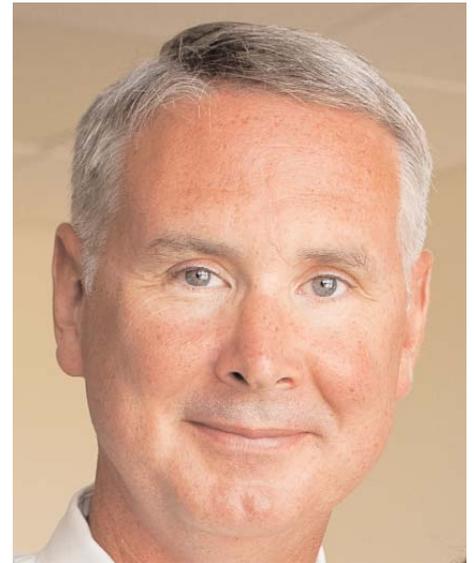
In cooperation with his counterpart

in Prince William County, Seller's role was to lead the 26 member team responsible for the investigation and prosecution of the Washington area snipers.

From 2004 to 2009, Sellers provided key leadership for a project team responsible for the design, development and implementation of a significant public safety IT system.

In addition to this multi-million IT project, Sellers provided leadership for a multi-million project for the construction and design of a regional McConnell Public Safety Transportation Operations Center in Fairfax, VA.

"I am privileged and honored to be afforded with the opportunity to become a member of the County's leadership team, serving as the Chief of Police for Albemarle County," said Sellers in accepting the appointment. "I am thankful to the Board of Supervisors for allowing me the privilege of leading a progressive police agency with outstanding officers and civilian employees and I look forward to serving the citizens of Albemarle County in fighting crime and making our highways safer through collaboration and engagement. As Chief of Police it is my intention to be highly visible, accessible and community oriented and I look forward



to building strong working relationships with our citizens, county staff, Board of Supervisors and community leaders as well as each member of the Police Department."

Sellers' family includes his wife Jennifer, twin daughters Jaimie & Justine and stepson Jon.

Sellers holds a Bachelor of Arts degree in Business Administration and a Masters Degree in Public Administration from Virginia Tech.

Additionally he is a graduate from the FBI National Academy and is a graduate and alumni of Leadership Fairfax.

2010-2012 State Budget Public Hearings

(All meetings are on Jan. 6)

- 10 a.m.
Fairfax County Government Center, Board of Supervisors Auditorium, Fairfax County
- 10 a.m.
Southwest Virginia Higher Education Center, Abingdon
- Noon
Norfolk State University, New Student Center, Room #149, Norfolk
- Noon
John Tyler Community College, Chester Campus, Nicholas Auditorium, Chesterfield County
- Noon
Central Virginia Community College, Lynchburg

Governor receives full report from Reform Commission



ACTION

VACo members urged to read report for recommendations affecting local governments.

KEY INFORMATION

On Dec. 1, Gov. Robert F. McDonnell was presented with the full report from his Commission on Government Reform and Restructuring.

The governor will review the Commission's 133 recommendations in detail over the coming weeks to determine which ones to implement by administrative directive or legislative action.

The Commission will continue its work for the remainder of the administration; its next meeting will be in the spring of 2011. The Commission was established by Executive Order #2, which was

signed by the governor immediately after taking the oath of office on Jan. 16, 2010.

In addition to recommending the privatization of the state's wholesale and retail liquor operation, some of the major proposal of interest to counties include:

- Require state agencies to review their current mandates placed on localities with an eye towards eliminating or suspending those considered obsolete and/or cannot be implemented.
- Require agencies to justify the continuation of all their mandates based on cost-benefit analysis and performance-based metrics.
- Direct the Virginia Department of Education to examine state laws and

regulations to determine:

- o Those that are required under federal law, those not required, and those that exceed federal requirements;
 - o Which unfunded regulations or mandates should be eliminated;
 - o Which unfunded regulations or mandates the Commonwealth should fund.
- Identify the core services to be delivered by the Commonwealth and its localities.
 - Direct the Council on Virginia's Future, with stakeholder input, to study the need for increased regional cooperation to enhance efficiency, effectiveness and economic competitiveness.

KEY CONTACTS

VACo Contact: Ted McCormack

Collective bargaining cloture vote defeated

ACTION

Please contact Sen. Mark R. Warner and thank him for his vote, which sided with local governments and taxpayers.

KEY INFORMATION

On Dec. 8, the U.S. Senate voted NOT to support cloture on S. 3991, the Public Safety Employer-Employee Cooperation Act of 2010.

The vote was yea 55 and nay 43. Sixty votes were needed in order for the motion to pass.

This means that for all practical purposes the bill is likely dead for this legislative year.

For 15 years, members of the U.S. House and U.S. Senate have attempted to pass a mandatory collective

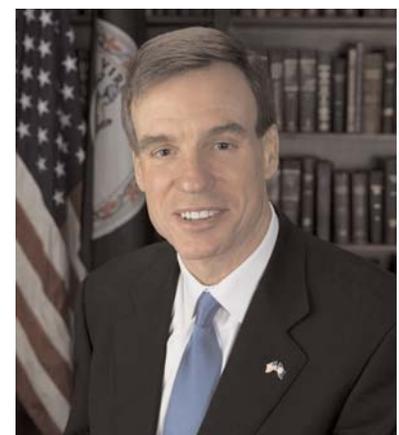
bargaining bill for public safety officers. Each year they have failed.

The failure to pass the bill this year is a tribute to your efforts. Sen. Warner was one of only three Democrats who voted on the side of local governments and taxpayers.

Thanks to all of the VACo members who called, e-mailed, faxed and mailed messages to Senators Warner and Webb during the last several months and particularly over the past few weeks.

It truly helped.

We ask that you please contact Sen. Warner's office to thank him for his support on this bill and to express our appreciation for supporting Virginia communities.



KEY CONTACTS

Sen. Mark R. Warner
Phone: 202.224.2023
Fax: 202.224.6295
Web site: warner.senate.gov

VACo contact: Phyllis Errico
(804.343.2509)

TRANSPORTATION

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GARVEE bonds and utilize "toll credits" for a state match.

• Accelerate the sale of bonds from the 2007 legislation (HB 3202, Howell) to a maximum of \$600 million per year for a total of \$1.8 billion for the remainder of the McDonnell Administration.

• Propose a constitutional amendment to permanently prohibit money in the Commonwealth Transportation Fund from being transferred to the General Fund.

Another major component of the Governor's transportation initiative is a proposal to increase funding for the

state/local revenue sharing program. VACo anticipates that the Administration will be making several proposals during the 2011 legislative session to make the structure of the revenue sharing program more workable for local governments.

While the Governor made no announcement proposing new or increased taxes he said an announcement on "creating new revenues" will be made later.

It is anticipated that more details about the new Transportation Initiative will be released when Governor McDonnell appears before the House and Senate Joint money committees on Dec. 17 to present his proposed changes to the current biennial budget.

The Governor's Transportation Conference was held in Roanoke on

Dec. 8-10. Up until 2007, it was held on an annual basis but interrupted in 2008 and 2009. Next year it will be held in Norfolk.

More information about the Governor's Transportation Initiative is available here.

(*A GARVEE bond is a debt financed instrument that allows investors to be repaid through the use of future federal highway funds. Direct GARVEE bonds are sold for specific construction projects and use specific federal revenues for debt service. According to the Administration, this would allow the Commonwealth to issue at least \$1.1 billion in direct GARVEE bonds and utilize toll credits for a state match, freeing up cash for statewide and regional projects.)

COOPERATIVE

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services, and liability and other forms of insurance.

Analysis by JLARC indicates that divisions that jointly purchased health benefits with their local government saved approximately \$18.6 million through shared administrative and procurement costs as well as benefitting from a larger risk pool.

Similarly, working together on the

procurement of vehicle fuel for both the school system and the locality resulted in lower fuel costs.

School divisions surveyed for the report indicated, however, that strained relationships between the school board and local governing body and difficulties on reaching agreement on product specifications and service terms were the main factors that limit the use of cooperative procurement arrangements between school and localities.

While the JLARC report recommended against a state mandate to a certain procurement method for school division purchasing, it was suggested that the Commonwealth either provide incentives for the consolidation of school division and local government health benefit plans, or include local school divisions in the Statewide employee health plan.

The latter recommendation estimated a savings between \$47 - \$66 million annually to school divisions.

There's a lot to like on our Facebook page



Employment Opportunities

Employment ads are edited due to space considerations.

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

**Assistant County Attorney/
Gloucester County**

Full-time opportunity for experienced Attorney with proven work history in local government environment or other relevant experience. Duties include advising various County boards, agencies, and offices on legal matters and representing the County in court when necessary. Must be a member in good standing of the Virginia State Bar. Salary range \$60,436 - \$90,654/yr. We offer an excellent benefit package and competitive salary – commensurate with experience. For details interested candidates should visit us online at www.gloucesterva.jobs. Position open until filled.

**Director of Human Resources/
Spotsylvania County**

Qualifications, Bachelor's degree in human resources, personnel management, business or public administration or related field, and 6 to 9 years of progressively responsible experience in personnel administration and management. Attachments: provide current resume that covers relevant experience and education; a letter of interest that details your interest and how you qualify for the position. Address your abilities in the areas of leadership, employment law, compliance with rules and regulations at the federal, state and local levels, classification and compensation, and organizational policy development. Please limit to two pages or less. Sample: provide a copy of a policy and/or procedure you have created and implemented. Salary \$80,662 to \$104,861 (DOQ). Deadline Dec. 24. A County application must be submitted online at: www.spotsylvania.va.us Human Resources, P.O. Box 605, Spotsylvania, VA 22553 (540) 507-7290

**Director of Public Works/Town of
Appomattox**

SALARY: DOQ/DOE (+) benefits. The Town of Appomattox (pop. 1,761) is seeking to fill the full-time position of Director of Public Works. Applications and a complete job description are available at the Appomattox Town Office, 210 Linden Street, PO Box 705, Appomattox, Virginia, 434-352-8268 or e-mail fguill@appomattoxva.gov. DMV issued driving record must accompany your application. The position remains open until filled. EOE

**Director of Human Resources/
Albemarle County**

Full-Time, 12 Months
The Director of Human Resources is responsible for providing strategic leadership, management and direction of the human resources functions, including but not limited to recruitment and selection, classification and compensation, employee training and organizational development, employee benefits, safety and wellness programs, employee records, and employee relations. Serves as the department's Compliance Officer, thus ensuring conformity with all personnel laws, rules and regulations at the federal, state and local levels.

SALARY: \$85,826-\$137,320/annual based on background and experience
DEADLINE FOR APPLICATIONS: Jan. 21, 2011

APPLY:**External Applicants:**

Apply online at www.albemarle.org
Please submit cover letter and resume with online application.
Application terminals are available at the Albemarle County Office Building 401 McIntire Rd. Charlottesville, VA 22901

Internal Applicants:

Please submit cover letter and resume to Davra Miller, Human Resources dmiller@albemarle.org

**Economic Development Coordinator/
Town of Ashland**

SALARY: Starting Range \$43,861-\$58,489 DOQ/DOE (+) benefits.

The Town of Ashland seeks an experienced professional to coordinate activities related to economic development, expansion, recruitment and retention in the rapid growth I-95 corridor in the Richmond metro area. Knowledge of the economic development process and experience working in an economic development related environment is preferred. The successful applicant will establish and maintain effective and cooperative relationships with the existing business community and the general public. Work involves the production of confidential, comprehensive, and customized proposals using a variety of media. The individual maintains information on competitive business assistance programs, economic trends, demographics, labor, etc.
Submit resume to: Town of Ashland, Wanda Cornwell, Assistant to the Town Manager, P.O. Box 1600, Ashland, VA 23005 or via e-mail at wcornwell@town.ashland.va.us. Info at www.town.ashland.va.us. Open until filled.

County Administrator/Sussex County

The County operates under a six-person Board of Supervisors. Salary is negotiable dependent upon qualifications and experience, supplemented by an excellent benefits package. To apply, submit a letter of interest and detailed resume as well as a Virginia State Application to: Chairman, Sussex County Board of Supervisors, Post Office Box 1397, Sussex, Virginia 23884. Applicants may also submit information electronically to Ms. Deborah A. Davis, Assistant to County Administrator, at ddavis@sussexcounty-va.com. Applicant information must be received no later than 5 p.m. on Dec. 31. The County of Sussex is an Equal Opportunity Employer
QUALIFICATIONS: A Master's degree or a Bachelor's degree with experience equivalent to a Master's degree in public administration or related field combined with demonstrated

EMPLOYMENT

Continued from page 10

evidence of strong professional, administrative leadership and public-sector management of similarly sized community and related experience is required. County residency is required within one year of employment.

Information Technology Specialist/Isle of Wight County

Information Technology Department

Starting Salary \$34,885

Isle of Wight County seeks a professional to fill the role of Information Services Specialist. This position provides user support and customer service on Isle of Wight County supported computer applications and platforms. Installs, troubleshoots, and maintains end user network devices.

Requires an AS or BS degree, plus 1-3 years formal IT education/training or work related experience; knowledge of various operating and access systems and wireless networking preferred. Interested candidates should submit an application, resume, and certification copies by Dec. 17 to: Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Visit www.iwus.net or call us at 757-365-6263.

Superintendent of Maintenance/Hanover County

The Superintendent of Maintenance works within Hanover County's Department of Public Utilities and supports four wastewater plants, one water treatment plant and the County's water distribution and sewer collection systems. This is a supervisory, professional position responsible for managing utility supervisors and technicians. Primary duties include but are not limited to:

For more information and to apply please visit www.hanovercountyjobs.com or call 804-365-6489 (TDD# 365-6140). EOE/MFDV.

Senior Real Estate Appraiser/Gloucester County

Virginia real estate appraisal license required and the incumbent must be available to work flexible hours and/or

overtime during deadlines and extremely busy times. Salary Range: \$40,193-\$60,290/yr. Competitive Salary, Depending on Qualifications with an excellent benefit package; County pays the entire cost of participation in the Virginia Retirement System (VRS). 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. EOE M/F/D. For additional information please visit our Web site www.gloucesterva.jobs. The application deadline is 4:30 p.m. Friday, Jan. 7, 2011.

County Administrator/Prince George County

The salary for the position is negotiable, based on the candidates' qualifications and experience with a maximum salary level established at \$145,000. Benefits include, but are not limited to: vehicle allowance or use of a public vehicle, participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical insurance, professional dues and conference expenses. Moving and relocation expenses may be negotiated with the County. County residency is required within a reasonable time of appointment to the position. Please submit a letter of application, detailed resume with salary history and five (5) work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail Richmond@springsted.com. Resumes received by Dec. 15 will receive primary consideration. For a complete community/position profile related to the position please visit www.springsted.com.

Director of Budget and Finance/Orange County Public Schools

Responsible for all financial operations of the school system including administration of the budget, fiscal planning, accounting, purchasing, health and risk management insurance program. REPORTS TO: Superintendent of Schools
QUALIFICATIONS: To perform this

job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Bachelor's degree in accounting or business management; CPA preferred.

City Arborist/City of Falls Church

The City of Falls Church Planning Division has an immediate vacancy for a full-time City Arborist. Responsibilities include creating and following urban forestry management plan, conservation and protection of City arboreal resources, maintenance of trees growing on City owned land and regulation of owner/developer actions on trees growing on private property, which are subject to the City Code. HOURS: 8:30 a.m. - 5 p.m. Monday through Friday. SALARY AND BENEFITS: \$54,042 +, Depending on Qualifications, plus excellent benefits package. TO APPLY: Send resume to City of Falls Church, HR Div, 300 Park Ave, Falls Church, VA 22046 or hr@fallschurchva.gov. For a complete job posting see www.fallschurchva.gov.

County Engineer/Pulaski County

Pulaski County is hiring for the position of County Engineer. Salary range is \$59,030 - \$86,116, DOQ. This is a full time position with benefits: health insurance, dental insurance, life insurance, optional vision insurance, State retirement program, optional 457 retirement program, sick and vacation leave, paid holidays, and much more. Interested applicants may apply directly to Robert Hiss, Assistant County Administrator, 143 3rd St, NW, Pulaski, VA 24301 or through the Virginia Employment Commission Office, 206 3rd Ave., Radford, VA, 24141, Monday through Friday, 8:30 a.m. to 4:30 p.m. Please submit a cover letter, resume, and completed county application which is available at the county Web site: www.pulaskicounty.org. Open until filled.



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

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