

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

March 1, 2010



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



Visit the
National
Jousting Hall
of Fame ...
Page 5



Arlington
County:
"We never
close"...
Page 4



VACO Chairs
Institute was
a huge
success ...
Page 7



Oppose E-Verify legislation, imposes new mandates on localities hiring process



By Phyllis Errico
perrico@vaco.org

Action

Please call members of the Senate Commerce and Labor Committee to oppose HB737 (Albo).

Key information

HB737 (Albo) requires agencies of the Commonwealth and local governments having more than 15 employees to enroll in the federal E-Verify program prior to Dec. 1, 2010.

Such agencies would be required to use the program to screen all new hires and verify legal presence in the United States. The bill is intended to keep undocumented aliens from being hired and displacing legal citizens.

As originally introduced, the bill applied to all employers in the Commonwealth, including the private

E-VERIFY
Continued on page 9

Bradshaw appoints VACO steering committee chairs and vice chairs

VACO President Phillip Bradshaw recently appointed chairs and vice chairs to the association's steering committees.

Each appointment is for two years.

Bradshaw said he was mindful of maintaining diversity and geographic representation in the new leadership.

"The main thing is to have diversity and good representation throughout the state of Virginia," Bradshaw said. "It's also important to appoint great leadership because it provides VACO's steering committees stability for four years."

Typically, vice chairs are appointed chairs after their two-year term. VACO makes it a point to make sure the appointments are not a closed shop and opportunities are available to members from all over the state to take on leadership roles with the association.

Steering committees are the vehicle to address issues affecting Virginia's 95 counties. The committees also are extremely important in shaping VACO's legislative program that is finalized at the annual conference in November.

"Additionally, steering committees allow us to stay in direct contact with our counties," Bradshaw said. "In the past and presently, we have had excellent participation in all steering committees."

Below is a list of new chairs and vice chairs. Congratulations to them all.

Administration of Government

Chair-Benjamin Pitts, Spotsylvania
Vice Chair-Arthur Warren, Chesterfield

Community Development

Chair-Anita Felts, Southampton



Willie Gentry, Louisa County supervisor, was appointed chair of the transportation steering committee.

Vice Chair-Frank Principi, Prince William

Education

Chair-Annette Perkins, Montgomery
Vice Chair-Carolyn Barnette, Alleghany

Environment & Agriculture

Chair-Gerald Garber, Augusta
Vice Chair-Janine Burns, Mathews

Finance

Chair-John Seward, Surry
Vice Chair-Jon Bowerbank, Russell

Health & Human Resources

Chair-Sherman Vaughn, Nottoway
Vice Chair-Sherrin Alsop, King and Queen

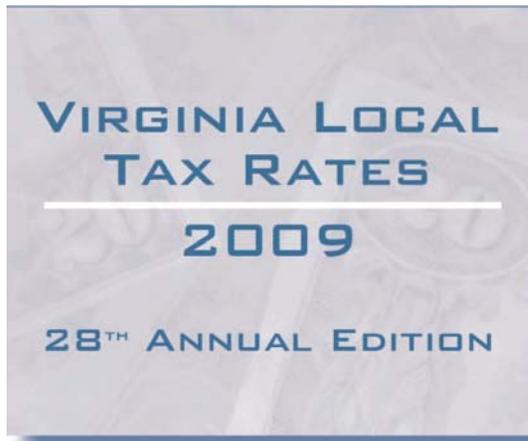
Telecommunications & Utilities

Chair-William Quarles, Goochland
Vice Chair-Roger Hayden, Patrick

Transportation

Chair-Willie Gentry, Louisa
Vice Chair-Stan Clark, Isle of Wight

Virginia Local Tax Rates, 2009 Now Available



The 28th edition of this important reference book contains detailed information on tax rates and fees in all of Virginia's 95 counties and 39 cities.

Also, there is information for all of the state's 36 large towns and for 113 of the remaining 154 smaller towns. The study is based on a comprehensive survey conducted by the Center for Economic and Policy Studies at UVA's Weldon Cooper Center for Public Service.

As local governments face the most fiscal stress since the Great Depression, now is the time to review state statutory restrictions and to examine local sources of revenue in comparison to what other localities are doing.

Such analysis is made easy by this 380-page publication that contains explanatory text for each source, 40 text tables, and 64 detailed tables.

For more information, visit [here](http://www.co.mathews.va.us).

VACo Regional
Courthouse Meeting
coming to
your area soon.
Be on the lookout.



VACo Notes



www.co.mathews.va.us



The President's Message



Dear Members:

I invite you to attend your VACo Regional Courthouse meeting this spring. This is one more opportunity VACo is giving to all counties to participate in public policy debates and the VACo legislative platform process. This is your opportunity to discuss legislative and policy issues of importance in your region. All information will help VACo develop its 2011 Legislative Program, which is finalized at the Annual Conference in November.

Each county will be asked to identify key issues during the meeting. You will be asked to designate one representative to provide your county's comments. This is a great forum to voice your county's concerns and successes. I encourage all counties to participate.

The invitation is extended to county supervisors, administrators, staff and members of the Virginia House of Delegates and Senate. Delegates and senators will be offered time to address the group.

So far, here are the VACo Regional Courthouse meetings that are scheduled.

- **Region 1, Friday, April 16**
6:30 p.m. Airfield 4-H Center
- **Region 4, Thursday, April 22**
6:30 p.m., Alberta Campus SVCC
- **Region 6, Wednesday, April 28**
Noon, Blue Ridge Shadows
- **Region 10, Wednesday, March 31**
3 p.m., Pittsylvania County General District Courtroom

You should be hearing more from your regional director soon. If you can assist in encouraging your General Assembly representative to attend, please let your VACo Board of Director know.

Again, I encourage all our members to attend. Besides identifying and addressing critical issues that affect your county, the VACo Regional Courthouse meeting is a good way for all of us to get together and share our successes and problems and work together to find solutions.

Thank you and all the best.

A handwritten signature in black ink, appearing to be "P. J. Allen". The signature is written in a cursive style and is located at the bottom left of the page.

Arlington County: “We Never Close”

Arlington County Government’s snow crews were not the only ones working during the Snowmageddon of 2010.

During the storms and their aftermath, Arlington witnessed an unprecedented tele-work effort. Beginning on the afternoon of Feb. 5—when staffers were sent home early—through Thursday, Feb. 11, the County network experienced 4,998 individual secure remote accesses from County workers to their in-office desktops.

This accounted for an average of over 700 unique accesses per day. These numbers reflect only those who relied on data and information residing on the County’s network. In addition, a large number of staffers accessed County email or used smartphones (Blackberry, iPhone, Droid) to connect with each other and those in the community.

Staff not only connected to retrieve and work on files (Word documents, powerpoint presentations, excel spreadsheets), but they also “woke up” their office personal computers to access the department applications they use daily. Some examples of work performed during the time the government was “closed”:

- Monitored permitting applications
- Fulfilled requests for technology support
- Wrote and distributed communications on snow removal efforts
- Filed time for field workers
- Updated budget documents
- Held meetings with staff
- Managed human service cases
- Conducted training

>> Read more examples.

Many units accomplished tasks as they would any other work day. What was particularly striking was how the normal business of the County continued largely unabated by the snow. Staff continued to work on two major computer system roll outs – one was completing the final stages for the replacement of the critical assessment



Story and photos by
Arlington County



and revenue collection systems of the County with a new web-based payment portal. The other replaced an aging human services client-based financial system. Neither system’s progress was delayed by the snow.

This was truly a “watershed” in the argument for tele-work. The vast majority of those staff who tele-worked did so without a formal work agreement. They worked because there was a need to work and the result was that the business of the county continued. They knew what they had to do, the technology worked and provided the access.

Sure, there were some obstacles. Staff forgot access passwords, or procedures as to how to access the

remote access technologies. When faced with these obstacles, staff did not give up in frustration. Instead, they reached out to colleagues or to the County’s technology department, which had staffers online and ready to help.

In the end they did the work. Work that was not dictated from senior management to be done, but a bottoms-up approach where staff stepped up in the face of the emergency to do what was needed.

But of course this is indeed the tradition of Arlington County. The same “roll up your sleeves and do what’s necessary” attitude that characterized many of these same County staff on Sept. 11, 2001.

[Click here for more photos](#)

Photos are the property of the National Jousting Association



Visit Mount Solon and the National Jousting Hall of Fame

Through the united efforts of the board of directors to the Natural Chimneys Regional Park in Mount Solon (Augusta County), and the National Jousting Association, the Jousting Hall of Fame was established in 1979.

The Hall of Fame opened with 48 charter members representing four states: Maryland, Virginia, Pennsylvania and West Virginia. In 1991, after further research, an additional 38 charter members were added to the honor roll.

These 86 charter members were selected by their peers for outstanding contributions to the sport.

Additionally, each year the member states select a total of six more individuals for induction into the Hall of Fame.

On the third Saturday of each June they are inducted in a special ceremony at the Natural Chimney's Park.

The induction ceremony is followed by a championship jousting tournament.



Mark Your Calendars



WEIGHT OF THE STATE CONFERENCE

SAVE THE DATE
MAY 17 & 18

A Virginia Statewide Summit on **Childhood Obesity**

At The **Westin Richmond** In **Richmond, VA**

JOIN VIRGINIA FIRST LADY MAUREEN MCDONNELL, honorary chair, for this exciting statewide summit addressing **CHILDHOOD OBESITY PREVENTION**.

Nationally recognized **EXPERTS** will engage health, government and education professionals and policy makers and provide them with the tools and knowledge to **ADDRESS THIS TOPIC** from the perspective of schools, communities and health care.

VISIT **PREVENTIONCONNECTIONS.ORG** FOR THE AGENDA-AT-A-GLANCE AND REGISTRATION INFORMATION.

HOSTED BY: **VIRGINIA FOUNDATION FOR HEALTHY YOUTH**

PREVENTION CONNECTIONS

2010 Legislative Conference



March 6-10
Marriott Wardman Park Hotel
Washington, D.C.

NACo's annual Legislative Conference focuses on federal activity that affects county governments. It typically features workshops on new or pending federal legislation and regulations, and top political commentators or Capital Hill and White House speakers.

This year's keynote speaker for the Opening General Session on March 8 is TIME magazine correspondent, Joe Klein, who may be best known as the author, "Anonymous," of the novel, Primary Colors, inspired by the 1992 presidential race. Click here for more information on the conference.

From the Rooftop to the Bay: Implementing Stormwater Management Strategies



Staunton
March 9-11

From the Rooftop to the Bay will be an intensive, interactive three-day learning experience specifically designed to help public and private sector stormwater professionals.

Registration Costs

- Full Workshop (Tuesday, Wednesday, Thursday)--\$350
- Wednesday and Thursday--\$275
- Tuesday only--\$175 (Discounted Local Elected Officials Rate-\$50)

For more information, visit www.cwp.org

5th Annual NACo/Nationwide Scholarship; high school seniors can win \$2,000 for college



Drive your future forward. (And theirs too.)

Your high school senior could be awarded **\$2,000 for college...**

Nationwide/NACo 2010 College Scholarship

For more information go to www.naco.org/retirementscholarship or www.nrsforu.com/scholarship
Submission deadline: January 31, 2010



Nationwide Retirement Solutions ("NRS") will partner with the National Association of Counties ("NACo") to provide county and city employees with competitive defined contribution options. As part of this partnership, NACo will issue a letter to NRS to encourage its 500+ local government employees, including employees of NACo, to consider enrolling in NRS. NRS will provide a list of participating employers and a list of participating employees. NRS will also provide a list of participating employers and a list of participating employees. NRS will also provide a list of participating employers and a list of participating employees.

Chairs' Institute was a huge success

By Larry Land
lland@vaco.org

Fifteen county officials received certificates on Feb. 13 for completing the Chairs' Institute. This annual three-day seminar is coordinated by VACo in partnership with Virginia Tech Cooperative Extension and the Weldon Cooper Center for Public Service. It offers a professional learning experience that is tailored for newly elected county board chairs. This year's Chairs' Institute was held at the Richmond Marriott between Feb. 11-13.

One chief objective of the Chairs' Institute is to prepare county board chairs and vice chairs for leadership roles that will help them address every eventuality. It is also designed to encourage team work and help participants learn how to manage conflict. The program also provides substantive information about details relating to the structure and functions of county government. In a relaxed and informal setting, the institute also provides opportunities for participants to learn more about effective communications.

County officials receiving certificates for attending VACo's 2010 Chairs' Institute were Larry Bartlett, Grayson County; David Blanchard, Highland County; Steve Bowen, Nottoway County; Timothy Kennell, Cumberland County;

Thomas Litrell, Carroll County; Larry Mosley, Lee County; Dulcie Mumpower, Washington County; Claude Ray, Lee County; Nikki Shank, Carroll County; Gary Tanner, Appomattox County; Larry Trala, Northampton County; Roger Welch, Rappahannock County; Johnny Woodward, Page County; and Scott York, Loudoun County.

VACo would also like to thank the following individuals who participated as presenters during the Chairs Institute: Jack Edwards, former member of the James City County Board of Supervisors for his presentation on County Government, Structure, Powers and Duties; Andrew McRoberts, Attorney with Sands Anderson Marks and Miller who made a presentation on Fundamental Legal Issues; Sheila Noll, York County Board of Supervisors who teamed up with Pat Coffield, Augusta County Administrator in a session entitled "Internal Work Relationships;" Kathy Smith, Communications Director for Spotsylvania County who teamed up with VACo's Gage Harter in a session entitled "Internal Work Relationships;" James City County Administrator Sandy Wanner who teamed up with VACo's Ted McCormack in the "Governing Across Boundaries" session; and Attorney Ann Neil Cosby of Sands Anderson Marks and Miller who participated as a panelist

in the "Developing a Governance Model" session.

On the final day of the Institute, Rhysa South, Henrico County's Assistant County Attorney, teamed up with former Chesterfield Board Chair Art Warren and Carroll County Board Chair David Hutchins in the session entitled "Effective Governance: The Role of Leadership." And the final session, entitled "Goal Setting and Visioning" was conducted by Spotsylvania County Board Chair Hap Connors along with Hugh Keogh, President of the Virginia Chamber of Commerce.

Michael Chandler, Professor Emeritus, Virginia Tech, and Art Mead, Assistant Director of the Weldon Cooper Center for Public Service at the University of Virginia, were both very active throughout the Chairs Institute in making presentations and facilitating discussions during the sessions. The event could not have been the success it was without their leadership.

We look forward to hosting county officials elected as chairs and vice chairs in 2011. Information about the 2011 Chairs' Institute will be forthcoming in future VACo communications.



Pictured (left to right) are Essex County Board Chairman Edwin E. "Bud" Smith, Jr.; Board Vice Chairman E. Stanley Langford, Jr.; Board member Margaret H. "Prue" Davis; U.S. Senator Mark R. Warner; and Essex Deputy County Administrator Linda E. Lumpkin. Sen. Warner spoke to about 100 people at the Tappahannock-Essex Chamber of Commerce meeting on Feb. 19 at Lowery's Seafood Restaurant in Tappahannock. The Senator ably fielded questions and discussed his 13 months in the U. S. Senate and his votes on specific issues, including healthcare.

Cooperative purchasing's seven-point gold standard

What differentiates U.S.

Communities from other regional and national cooperative purchasing programs? There are a lot of purchasing cooperatives out there, but NACo sponsors only one – U.S. Communities.

There are seven reasons:

- **The lead public agency model:** U.S. Communities initiated the use of a lead public agency as its model from its first contract offering in 1998. Each contract offered by the program has been publicly solicited by a large lead public agency on behalf of all other local and state agencies in the United States.

Each lead public agency takes responsibility for structuring the bid documents, assembling a national team of experts to review responses, documenting the bid tallies and awarding the contract to one or more qualified firms. A master interlocal government agreement provides access to each of these contracts by public agencies across the country.

- **The public agency oversight model:** U.S. Communities provides program oversight and compliance with professional public procurement standards through its advisory board.

The board consists of 22 public procurement professionals representing cities, counties, schools, higher education and state government. Each member serves a three-year term. Each appointed member must have the authorization of its public jurisdiction to serve.

- **Lowest Cost to Government Commitment:** Prior to the award of a contract to a supplier, the supplier must agree to specific terms and conditions. A key commitment is that the offering is the lowest priced offering the supplier provides to the government sector.

- **Program Audits:** U.S. Communities provides internal and third-party audits of the contracts on the program. Each year seven or eight contracts are audited by a third party independent auditing

firm for compliance with contract pricing, terms and conditions. In 2009 seven firms were audited, resulting in no exceptions for four firms, an immaterial exception for one firm and corrective action for two firms. In 2010 eight additional contracts will be audited by a third party firm.

- **Contract Benchmarking:** U.S. Communities uses benchmarking to validate its best pricing guarantee. Benchmarking is done against another large contract held by a U.S. Communities supplier, against a contract held by a competitor of a U.S. Communities supplier, against results of a bid process, and against retail pricing in the marketplace. In 2009, 19 of 21 contracts had benchmarks performed, showing overall savings from 7.5 percent to 18.5 percent for program contracts.

- **Significant Savings at No Cost to the Public Agencies:** All U.S. Communities contracts are offered without fees or costs to participating public agencies and non-profit organizations. Registration is free and public agencies are not required to commit to minimum amounts of purchasing. Agencies can use the program as frequently or as little as they desire. Since 2001, the program has documented public agency savings of over \$1.3 billion. As of January 2010, over 39,000 public agencies have registered for the program, over 24,000 agencies use at least one contract every

quarter and over 35 percent of using agencies use two or more contracts every quarter.

- **Professional Association Sponsorship:** U.S. Communities was co-founded as a public benefit cooperative by the National Association of Counties, the U.S. Conference of Mayors, the National Institute of Governmental Purchasing, the National League of Cities and the Association of School Business Officials in order to assist public agencies in procuring goods and services on a cooperative basis.

Over 70 state associations of counties, cities, schools and purchasing groups endorse or sponsor the program at the state level. This overwhelming sponsorship by professional government associations strengthens the value of the program and assures significant oversight for program participants.

NACo is a proud sponsor and founder of U.S. Communities. More than 70 percent of counties in the United States are registered to use the program.

For 14 years U.S. Communities has provided significant hard dollar savings on commodities and services, as well as soft dollar savings on avoided administrative costs, to public agencies nationwide.

For more information, contact Nancy Parrish at nparrish@naco.org and go to www.uscommunities.org to begin saving money for your county.



New funding for electronic health records

Virginia will receive \$24 million in non-general (federal) funding during the next four years to improve the exchange of electronic health information.

Gov. Bob McDonnell announced on Feb. 15 that the Commonwealth was awarded \$11.6 million during the next four years to improve the exchange of health information throughout the state and across state lines.

Planning for the initiative will be a top priority with completion in the fall of 2010.

The Governor's Health Information Technology Advisory Commission will lead the initiative under the leadership of the U.S. secretary of Health and Human Services.

Another \$12.4 million in federal funds will be used during the next two years to help doctors across Virginia acquire and adopt electronic health records in their practices.



E-VERIFY

Continued from page 1

sector. In the face of severe opposition from the business community, the patron amended the bill to apply only to public employers.

Local governments would be required to enter into Legal agreements with the department of Homeland Security and Social Security Administration which set forth how the program is to be used, obtain the required software and participate in training on use of the program.

The bill imposes an unfunded

mandate on local governments at a time when budgets are already under severe stress.

The bill was approved by the House and there is mandated budget language in the House Budget. The bill will likely be heard in committee on Monday, March 8 in Senate Commerce and Labor.

Talking points

- Localities could choose to use e-verify without this mandate.
- The current verification system used

by localities is not broken.

- This new program would mandate local resources including legal, information technology, human resources and training at a time when resources are scarce.

Key contacts

Senate Commerce and Labor Committee: Saslaw (Chairman), Colgan, Miller, Y.B., Wampler, Norment, Stosch, Edwards, Watkins, Wagner, Newman, Puckett, Puller, Herring, McEachin, Deeds

MAKE THE SWITCH!



Do you want to reduce paperwork and help the environment at the same time?

Start receiving your issue of **County Connections** by e-mail.

It's easy to make the switch!

Call (804) 343-2507 today, or e-mail ccameron@vaco.org, and your next issue will be delivered electronically. Contact us today.

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.

County Attorney/Stafford County
Stafford County, population 124,900, located in the I-95 corridor, midway between Richmond and Washington, D.C. invites resumes of application for the position of County Attorney.

The salary for the position is negotiable, based on qualifications and experience. Benefits include but are not limited to participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical and dental insurance, professional dues and conference expenses. Moving, relocation and additional compensable expenses may be negotiated with the County. Desire to establish County residency within a reasonable time of appointment to the position an important consideration. A complete description of the position and the County's profile is available at: www.springsted.com. The application deadline is March 29. To be considered please submit a Stafford County application through Stafford County's Web site www.co.stafford.va.us/Departments/Human_Resources/Employment and please submit a resume, with references and salary history to: John A. Anzivino

Springsted Incorporated
1564 East Parham Road
Richmond, VA 23228
(804) 726-9750
Fax: (804) 726-9752
E-Mail: richmond@springsted.com

Project Engineer/Isle of Wight County

County Engineering Division
Isle of Wight County seeks an experienced professional to fill the role of Project Engineer. This position requires 3-5 years of experience, government experience preferred, and a B.S. or equivalent in Civil Engineering or related field. Engineer in Training (EIT) cer-

tificate is desirable. The successful candidate will perform technical work involving project management and coordination for design and construction of capital improvement projects. Salary DOQ. Position open until filled.

Interested candidates should submit an application, resume, and relevant certifications to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit our Web site at www.iwus.net or call us at 757-365-6263.

Firefighter-Medic (Part-time)/Isle of Wight County

Emergency Services Department
Isle of Wight County is seeking individuals to perform emergency medical and fire response services on a part-time basis. This position responds to emergency calls, prevents and/or extinguishes fires, performs duties for pre-fire planning, maintains fire apparatus and EMS apparatus as assigned, as well as, other equipment, and completes reports and other administrative work as necessary and requires a flexible work schedule including nights and weekends. Starting salary \$18.49/hr. Applicants will be required to submit to a criminal history check. Interested candidates should submit an application, resume, DMV driving record, copy of all relevant certifications by 5 p.m. on March 12 to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit our Web site at www.iwus.net or call 757-365-6263.

Accounting Consultant (Full-time or Part-time)/VML-VACo Finance

VML/VACo Finance seeks a part- or full-time accountant with government experience for temporary or permanent placement with our Accounting Services consulting program. A governmental background is required, preferably in a local setting. Governmental auditing experience is also acceptable, and experience with multiple municipal finance packages is preferred. CPAs or CPA candidates are encouraged to apply. Some overnight travel is required, but usually scheduled in advance. Compensation is commensu-

rate with experience. Applicants should have experience in a governmental setting (or audit setting with governmental clients), familiarity with governmental GAAP, solid references, and the ability to effectively communicate and interact with clients and auditors. We offer flexibility in work scheduling and the ability to occasionally telecommute. Due to our geographically diverse clientele, this is a statewide recruitment. Interested persons should submit a confidential resume with references and salary history to sminor@valocalfinance.org. Additional information on VML/VACo Finance is available at valocalfinance.org.

County Administrator/James City County

The County is governed by a five-member Board of Supervisors, elected for staggered four-year terms, with the County Administrator serving as Chief Administrative Officer. The salary for the position is negotiable within a range of \$140,000 to \$165,000 based on the candidate's qualifications and experience and is supplemented by an excellent benefit package. Please submit a letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail Richmond@springsted.com by March 22. For a complete community/position profile related to the position please visit www.springsted.com.

Assistant County Attorney I/Henrico County

The Henrico County Attorney's Office seeks to hire an entry level, full-time attorney with a strong academic background and excellent research and writing skills to assist in providing a full range of legal services to County agencies, boards and officials. Responsibilities include performing

EMPLOYMENT

Continued from page 10

legal research, reviewing and drafting contracts, drafting ordinances, resolutions and legal opinions, client counseling, and litigation before state and federal courts and administrative tribunals. The starting pay range for this position is \$59,635.01-\$65,497.70. Actual starting salary within this pay range will depend on the qualifications of the successful applicant. Deadline for completion of an online Henrico County application form is March 8. Applications will be accepted only via Henrico County's online job site at www.henricjobs.com.

Engineer/Town of Leesburg

Department of Public Works
Salary Range: \$46,964-\$78,828* plus excellent benefits package

CLOSING DATE: Open Until Filled
This is a professional engineering position involving design review, project management, scheduling and construction of Public Works capital improvement projects, traffic engineering and transportation. *Most positions will be filled at or near the minimum of the range. *Dependent on Qualifications.
TO APPLY: A Town of Leesburg application for employment is required. See www.leesburgva.gov or request an application from the Human Resources Department at 703-737-7177. Mail or hand-deliver application to: Town of Leesburg, Human Resources Department, 25 W. Market St., P. O. Box 88, Leesburg, VA 20178. Applications may be faxed to the Human Resources Department at 703-737-7190. Applications must be received by 5 p.m. on the closing date in the Human Resources Department. Resumes may be submitted as supplemental only.

County Administrator/Shenandoah County

Shenandoah County, located in the northern Shenandoah Valley of Virginia, invites applications from highly skilled candidates to serve as the next County Administrator. Shenandoah

County's government provides a wide range of services to a growing regional community and is widely recognized for its efforts to provide a high quality of life, strong school system and a diverse economy and workforce.

The salary for the position is negotiable within a range of \$95,000 to \$125,000 based on the candidate's qualifications and experience and is supplemented by an excellent benefits package. Please submit a letter of application, detailed resume with salary history and work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228; Fax 804-726-9752 or e-mail Richmond@springsted.com by March 15. For a complete community/position profile related to the position please visit www.springsted.com.

On-Call Firefighter/EMT

Basic/Intermediate/Paramedic: Hourly Wage: \$16.75

The County of Prince George currently seeks certified applicants for the purpose of creating an on-call pool to be utilized to fill in during times of staff shortages. This position will cover various shifts as needed. Must possess current VA or National Registry certification as an EMT-Basic, Intermediate or Paramedic. **PLEASE ATTACH COPY OF CURRENT CERTIFICATIONS.** Applications will not be considered if current certifications are not included. Pre-employment physical/drug testing and comprehensive criminal and financial background check, to include fingerprinting, required. For a complete job description and County application, visit the County Web site at www.princegeorgeva.org. Open until filled. First review of applications will begin Feb. 15. Faxed or emailed applications are not accepted.

Firefighter/EMT/Prince George County

Salary Ranges: Intermediate (\$37,716-\$60,345), Paramedic (\$40,545-\$64,871). The County of Prince George seeks applicants to be responsible for emergency medical service work; to perform

basic and advanced life support care on sick and injured; to conduct training for emergency response personnel and the public; and, to assist in firefighting/hazardous materials activities. Must be certified as an ALS provider and Virginia Emergency Vehicle Operation Certification. Must obtain Firefighter I certification within 18 months of employment. **PLEASE ATTACH COPY OF CURRENT CERTIFICATIONS.** Applications will not be considered if current certifications (Virginia or National Registry EMT-Intermediate or Paramedic; CPR, EVOC Class III, Hazardous Materials Awareness, NIMS 700, and ICS 100) are not included with the completed application. Pre-employment physical/drug testing and comprehensive criminal and financial background check, to include fingerprinting, required. To apply online, please visit the County Web site at www.princegeorgeva.org. Faxed or e-mailed applications not accepted. Deadline for application is Feb. 19, 5 p.m. Postmarks are not considered as received. For more information, please call (804) 722-8669.

Zoning Administrator/Warren County

This full-time position, under the regular supervision of the Planning Director, performs intermediate professional and administrative work enforcing the County's Zoning Ordinance and related codes and ordinances. The annual starting salary for this position is \$39,558.70, with an excellent benefits package. Any combination of education and experience equivalent to graduation from an accredited college or university with major course work in planning or related field and considerable experience in zoning code enforcement and interpretation or planning is required. For employment application, including job description, contact Warren County Administrator's Office, 220 North Commerce Avenue, Suite 100, Front Royal, VA or by calling (540) 636-4600 or by visiting our Web site at www.warrencountyva.net. Drug screening and criminal background check required. This position will be open until filled.



Executive Committee

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

County Connections is a semimonthly publication.

Editor: Gage Harter
(804) 343-2502