

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

April 1, 2010



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VACO analyzes state budget

By Mike Edwards and Dean Lynch
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The House and Senate agreed to the joint conference committee report to House Bill 29 (FY 2010) and House Bill 30 (FY 2010-2012) on the evening of Sunday, March 14.

The House Appropriations and Senate Finance Committees have posted the Conference Report for HB 29 and Conference Report for HB 30. And both the House and Senate have provided summary documents.

VACO released its comprehensive budget analysis on March 30.

- Read VACO's FY 2010 budget analysis.
- Read VACO's FY 2010-2012 budget analysis.

The Virginia Department of Education released locality specific funding spreadsheets on March 18. The link above directs the reader to K-12 details for FY 2010 and FY 2010-2012.

The Compensation Board released its state budget funding estimates on Friday, March 26.

VACO previously released the DOE and 599 funding spreadsheets.

Highlights of the HB 30 conference committee report

- Car Tax Reimbursements: Restores the program.
- State reductions in aid to localities (ATL): Captures general fund savings of \$60 million each year from state aid to local governments. The introduced budget eliminated the current biennial requirement for local governments to revert \$50 million a year in "local aid to the state." However, the conference report reintroduces the requirement for FY 2011 and 2012 and increases the yearly contribution by \$10 million a year for an annual total of \$60 million

in FY 2011 and \$60 million in FY 2012.

- K-12: "Unfreezes" the composite index; fully funds the hold harmless in FY 2011, and funds 50 percent of the hold harmless in FY 2012.
- K-12: A 12-month analysis of state funding for public education (K-12) finds a 9 percent reduction, which is

calculated by comparing the adopted FY 2010 state budget of a year ago to the new FY 2011 state budget. Several factors suggest that 9 percent does not reflect the state's structural K-12 budgetary challenges. For example, federal stimulus funding helped to buttress FY 2010 expenditures (\$584 million) while modest federal stimulus funding (\$126 million) and state and local VRS "savings," estimated at greater than \$850 million for the new biennium, help to support FY 2010-2012 expenditures.

- Sheriffs: Retains the law enforcement deputy sheriff staffing ratio of one deputy per 1,500 locality population. FY 2011 across the board reductions equal 6.8 percent.
- Commissioners of the Revenue: FY 2011 across the board reductions equal 17.94 percent.
- Treasurers: FY 2011 across the board reductions equal 22.86 percent.
- Directors of Finance: FY 2011 across the board reductions equal 28.76 percent.
- Circuit Court Clerks: FY 2011 across the board reductions equal 3.94 percent.
- Commonwealth's Attorneys: FY 2011



across the board reductions equal 8.51 percent.

- State responsible inmates: Adjusts the definition of state-responsible offenders from felons with sentences of one year or more to felons with sentences of two years or more.
- Compensation Board: Remains in the Secretariat of Administration.
- 599 funding: 1.2 percent reduction from the current fiscal year.
- VRS: In addition to capturing the savings of \$850 million (noted above under K-12), the General Assembly established future savings with the passage of HB 1189 (Putney) and SB 232 (Watkins). The bills:
 - Mandate new state employees to pay the 5 percent employee contribution
 - Allow localities and school divisions the option of requiring their current employees to pay the 5 percent employee share or any portion of it. If the locality/school division picks up less than 5 percent of the current employee contribution, all new employees are required to contribute the

2010 Achievement Awards Program

Linked here is the application form for the 2010 Achievement Awards program. In the spirit of being more green and cost efficient, we will only mail hard copies to those who request it.



Any county department is eligible to compete, so apply NOW!

Award plaques will be presented at VACo's Annual Business Meeting on Nov. 9 in Bath County.

The winning entries will be recognized on VACo's Web site and in a news release sent to statewide media outlets. VACo representatives also would like to visit BOS meetings to present the winners their certificates.

The competition is divided into five population categories so that projects compete with other localities of comparable size. There are 11 program categories. Entries must be postmarked by June 1.

Please note that all entries must be submitted in duplicate. Submit two copies of each entry bound in a notebook or presentation folder and submit in electronic format—PDF or WORD file. E-mail the electronic entry to gharter@vaco.org. We want to archive every entry on our Web site.

The judges for the 2010 event are Marilyn Blake, soon-to-be retired Hanover County assistant county administrator; Tedd Povar, associate director, Virginia Institute of Government; and Lane Ramsey, former longtime Chesterfield County administrator.

VACo received a record 72 entries last year and recognized 15 winners. Also several regional collaboration-based projects were submitted in 2009, prompting judges to create a new category.

VACo encourages all counties, big and small, to enter the 2010 Achievement Awards Program.

Here is last year's brochure that highlights all the winning entries.

MAKE THE SWITCH!

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VACo Notes

Land appointed to NACo advisory board



VACo congratulates staffer Larry Land on his appointment to the NACo Green Government Initiative Advisory Board.

NACo President Valerie Brown and Green Government Initiative Board Chair Shannon Staub approved Land's appointment on March 17. He will serve a one-year term.

VACo's Regional Spring Meetings Schedule

- **Region 1, Friday, April 16**
6:30 p.m. Airfield 4-H Center
Contact: pbernshausen@surrycountyva.gov
- **Region 2, Wednesday, April 28**
9 a.m. Tappahannock (Tentative)
Contact: salsop@kingandqueenco.net
- **Region 4, Thursday, April 22**
6:30 p.m. Alberta Campus SVCC
Contact: jpshook@charlotteva.com
- **Region 5, Tuesday, April 20**
6 p.m. Fluvanna County
Contact: dbowling@nelsoncounty.org
- **Region 6, Wednesday, April 28**
Noon. Blue Ridge Shadows, Front Royal
Contact: lawyers@visuallink.com
- **Region 11, Tuesday, April 20**
6:30 p.m. Roanoke County Administration Building
Contact: rflora@rcs.k12.va.us

The President's Message



Dear VACo member:

I recently participated in the VACo Rural Caucus Annual Dinner in Richmond. The Caucus hosted many senators and delegates from the General Assembly's Rural Caucus.

Members of the General Assembly discussed many items pending before the 2010 session. They included (1) Communication Sales and Use Tax (2) rural economic development (3) rural access to broadband (4) healthcare in underserved areas of the Commonwealth.



I noted to the attendees that VACo's Rural Caucus is ready to partner with the Rural Center of Virginia and with the General Assembly's Rural Caucus in achieving economic success in rural Virginia. "While future redistricting may prove politically troublesome to rural Virginia, we must reorganize and get the rural message to our urban and suburban friends," I stated.

The dinner was well attended and boasted representatives from the Virginia General Assembly, Center for Rural Virginia, Council for Rural Virginia, Gov. McDonnell's Cabinet and state staff, as well as numerous VACo members representing various regions throughout the Commonwealth. VACo will be participating in regional meetings in the coming months focusing on rural development issues.

I hope to see you next year at the Rural Caucus Annual Dinner. Thank you.

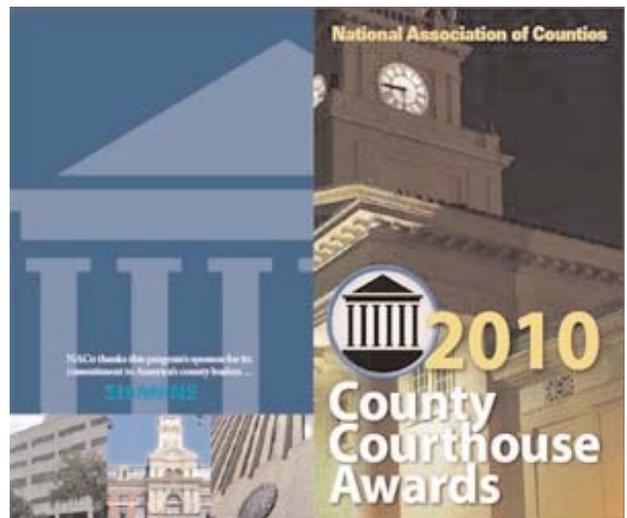
NACo's 2010 County Courthouse Awards

Applications for the 2010 NACo County Courthouse Awards program are now available. The County Courthouse Awards program is sponsored by Siemens and recognizes innovative governance by county elected officials from NACo Member counties.

Award winners will receive an engraved plaque that they can display in their county, recognition at the 2010 NACo Annual Conference and a \$5,000 college scholarship to present to a graduating high school senior.

Awards will be given out in three categories: rural, suburban and urban. All NACo members are encouraged to apply. Applications must be received by May 7.

Contact: Dalen Harris or Erik Johnston at (202) 393-6226/ dharris@naco.org or ejohnston@naco.org.



Goochland appoints two deputy county administrators

Goochland County administrator Rebecca T. Dickson recently announced the hiring of two new members to her team.

John Wack will serve as deputy county administrator for financial services and Don Charles will work as deputy county administrator for community development.

"I've spent the last six or seven months evaluating what I consider to be the best structure for the organization," Dickson told the Richmond Times-Dispatch. "I really believe this is going to allow us to operate more efficiently, work on more things, complete work on things and bring more initiatives forward."

Wack had been working for the county as a full-time financial consultant through VML/VACo Finance since last November. He has over 10 years of local government financial management experience, including almost seven years with the City of Richmond

(spending most of that time as the City Economist) and over three years with Chesterfield County. He has a bachelor's degree from Dartmouth College, and a Master's degree in Public Administration from the University of South Carolina.

Charles was hired five years ago as the county's first community development director, and during those years his responsibilities have continually increased. This is especially true over the past 14 months.

The community development portfolio has expanded to include utilities, convenience centers, landfill, buildings & grounds, and just recently, economic development.

In his capacity as a deputy county administrator, Charles will be responsible for the departments under his expanded community development departments' activities as well as additional large scale projects for the county.



Don Charles



John Wack

Micas to become Prince George County attorney



Prince George County has appointed Steven L. Micas as county attorney effective July 19.

Micas is currently county attorney for Chesterfield County where he has served for 34 years. Prior to joining Chesterfield County, Micas was assistant city attorney for the City of Charlottesville during a two-year period.

"Steve Micas has an outstanding record of achievement in local government law and will be a major asset to Prince George County's future development," County Administrator John G. Kines, Jr. said.

Micas received the prestigious "AV" rating from the national lawyer's rating service, Martindale-Hubbell, representing the highest rating available to a lawyer for legal skills and ethical standards.

In 2000, Micas was given the Edward J. Finnegan Award for Distinguished Service, the highest award available to public attorneys. In 2004, he was elected to the Virginia Bar Foundation, an organization limited to the top 1 percent of all lawyers in the state.

Micas is a resident of Chesterfield, is married and has two daughters. Mr. Micas was chosen through a competitive process established by the Prince George County Board of Supervisors.

"Prince George County is facing challenging times and it is extremely satisfying to have a professional of Steve Micas' caliber and lifetime experience in the County organization," Kines said.

Gov. McDonnell names Delegate Lohr to post

Gov. Bob McDonnell recently appointed Harrisonburg Delegate Matt Lohr to serve as the Commonwealth's next Commissioner of the Virginia Department of Agriculture and Consumer Services.



Lohr is a three-term Republican Delegate representing Harrisonburg and sections of Rockingham County.

Speaking about the appointment, Gov. McDonnell noted, "Matt understands the importance of agriculture to Virginia's economy. Virginia's farms don't just grow food; they also provide critically important jobs and revenue for our

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Visit the Miles B. Carpenter House in Sussex County



The Miles B. Carpenter House, a two-story frame structure built in 1890, is located at the intersection of Hunter Street and Highway 460 in Waverly, Sussex County.

It was added to the National Register of Historic Places on Nov. 13, 1989. In 1912, the home was purchased by Miles B. Carpenter, owner of a local sawmill, planing mill, and ice delivery business, who became a noted American folk artist.

Since Carpenter's death in 1985, his house has been preserved as a museum where his tools and carvings are displayed and as a gallery to encourage and exhibit the work of young artists in the region. Also on the complex is the country's first peanut museum.



Miles Burkholder Carpenter (1889–1985) moved to Sussex County in 1901 and lived there the rest of his life.

After working at his father's mill, Carpenter bought his first lumber business at age 23. He later was a proprietor of a roadside ice, beverage and produce market as well as a theater.

During the 1940s, Carpenter began making small carvings. He would display many of his works in the flatbed of his truck that was parked next to the store (a building that still stands as a museum in honor of the artist and in



celebration of peanuts, the most famous local crop).

Some of Carpenter's work included farm animals, imaginary creatures, portraits of family members and Indians. But perhaps his most recognizable piece is the watermelon

slice with a bite missing.

His sculptures were noticed by the mainstream art world in 1972 and since then his bestiary of wooden fauna (and folks) has been featured in the Smithsonian Museum of American Art and other notable collections.

Mark Your Calendars

Stafford to host free stormwater management class



**Monday, April 5
5:30 p.m. - 7 p.m.
1300 Courthouse Road
Stafford, Va. 22554**

Staff from the Environmental Division of the Stafford Department of Public Works will host a training class on the maintenance of stormwater management facilities on Monday, April 5.

The class will be held in the Board of Supervisors Chambers in the Stafford Administration Center, located at 1300 Courthouse Road, from 5:30 p.m. – 7 p.m.

[Click here for more information.](#)

2nd Annual Civic Engagement Summit Searching for Citizenship



**Saturday, April 10
Hampton Roads Convention Center**

Democracy is feeling pretty messy.
We will talk about that and where citizens fit into problem solving.

The citizens' Information and Communication Team will report back on the information and trust work started at last year's summit.

Together, we will start the dialogue on accountability and civic engagement.

Admission is free but seating is limited!
For more information or to register online visit hrcce.org
or call 757-889-9359.

[Click here for information flyer.](#)



**Engineering Unplugged
Ted Constant Convocation
Center
Old Dominion University
April 13
8 a.m. – 4:30 p.m.
www.engineeringunplugged.com**

Your membership will not only benefit from the subject matter, but will also earn CEUs for any licenses or certifications they hold.

Some examples:

- Professional Engineers - 8 professional development hours recognized by Virginia's DPOR
- LEED CEC Units- 3, 50 minute sessions are being submitted to USGBC for approval
- Registered Architects- the 8 hours are recognized by Virginia's DPOR.
- PMP's can self report the hours

Please contact Clair Dorsey with any questions about the conference. Hope to also see you in April.

Clair M. Dorsey

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Campbell County honored in ENERGY STAR challenge

Campbell County, Washoe County, Nev. and Lincoln County, Tenn., are the winners of NACo's Change the World, Start with ENERGY STAR Campaign. The challenge was developed by NACo and the U.S. Environmental Protection Agency's ENERGY STAR Program, with support from Wal-Mart.

The competition is part of the national Change the World, Start with ENERGY STAR campaign, designed to encourage all Americans to pledge, with millions of others, to take small steps that conserve energy and make a big difference in the fight against global warming. Some examples include replacing incandescent light bulbs, weatherizing homes and buying ENERGY STAR certified products.

The NACo competition worked in conjunction with the national campaign to offer counties the opportunity to provide leadership in their communities on energy conservation efforts. Counties promoted the program at fairs, board meetings and other community gatherings, and the counties that gathered the most pledges were declared the winners. To make the competition fair, one county winner was chosen from each of three



The Campbell County Board of Supervisors accept their award at an event held in their honor at the local Wal-Mart in Altavista. From left to right: David Laurrell, county administrator; Paul Levering, Wal-Mart general manager; Cathy Moore, clerk to Board; Lisa Linthicum, deputy director of social services in Campbell County; Jared Lang, NACo program manager; Hugh W. Rosser, chairman of Board; Hugh T. Pendleton, supervisor; Stanley I. Goldsmith, supervisor.

categories: small, medium and large counties.

"Thanks to Wal-Mart's generosity, each winner received a \$5,000 award with their honor," said Sarasota County, Fla. Commissioner Shannon Staub, chair, NACo Green Government Advisory Board.

In total, the counties gathered nearly 5,000 pledges from county employees and residents, who intend to replace approximately 50,000 light bulbs with ENERGY STAR qualified compact florescent light bulbs (CFLs).

The winning counties plan to invest their award monies back into energy-efficiency measures. Campbell County intends to buy CFL light bulbs to hand out to county residents.

Cathy Moore, clerk to the Campbell County Board of Supervisors, championed the program in her community. She took copies of the pledges with her everywhere—promoting the campaign at meetings with the community, county board and even meetings with internal county staff.

April is National County Government Month

A terrific way to bring in spring is to show your pride in county government by celebrating National County Government Month (NCGM) throughout the month of April.

This year's theme is "Healthy Counties." Throughout April, counties across the country will be celebrating NCGM by promoting their essential health care services, healthy living and recreation programs, and other county services.

Here is what two Virginia counties are doing.

In Prince George County, officials will lead special tours of several county facilities, lecture in high school classes and create a video and brochure about the county. They will also hold a "County Fair for Health" to tie into the national Healthy Counties theme.

In Gloucester County, leaders will promote county wellness, health and volunteerism programs. There's a feature event on April 22 called "Job Shadow Day" with eighth graders. Each department head will have a student shadow them for a day to learn about county government from the inside and be motivated to choose a career in government.

It's not too late for your county to celebrate NCGM. Since 1991, the National Association of Counties has encouraged counties to actively promote county government services and programs.



VITA announces access to competitive broadband contracts

Virginia Secretary of Technology, Jim Duffey, announced on March 29 that state agencies, localities and other public bodies will now have access to a variety of competitively priced broadband technologies, bandwidth offerings and discounted month-to-month rate plans through new Virginia Information Technologies Agency (VITA) contracts.

Secretary Duffey commented, "This means state agencies and other public entities throughout the Commonwealth can access contracts with established competitive rates without committing a significant amount of staff time to researching and selecting broadband service providers. Given the current economic climate, the ability to streamline this process and

generate cost savings by reducing monthly reoccurring service fees and upfront staff time is critical. I am pleased that the state can provide the options available in these new contracts. These new contracts offer service in every ZIP code in Virginia."

Secretary Duffey said a variety of broadband options now are available across the state through the 14 contracts.

The options include:

- cable modem services
- digital subscriber line (DSL)
- fiber to the premise (FTTP)
- traditional private line with a dedicated data circuit
- satellite services
- wireless with fourth generation (4G)



standards or fixed wireless and radio with ground stations, such as Wi-Fi and WiMax.

In addition, he said, wireless third generation standards (3G) services are available on cellular data plans covered by state cellular contracts.

VITA has developed an online search for broadband services and pricing using ZIP codes. The search returns a list of contracts for services available in the ZIP code where the broadband services are to be installed.

Update on Chesapeake Bay-wide "pollution diet"

By Larry Land
lland@vaco.org

The date targeted by the U.S. Environmental Protection Agency to complete its "pollution diet" for the entire Chesapeake Bay watershed is Dec. 31.

EPA's decision to develop this "diet" (or TMDL - Total Maximum Daily Load) was made in 2008 after a finding that the Chesapeake Bay and most of the stream and river segments comprising its tributary system are impaired.

To remove these water bodies (including the Chesapeake Bay itself) from the list of impaired waters, all states and localities with lands in the Chesapeake Bay watershed must reduce runoff and discharges with nitrogen, phosphorus and sediment to specific levels by 2025.

Approximately two-thirds of Virginia's land mass is within the Chesapeake Bay Watershed. Other states with lands in the 64,000 square mile watershed are New York, Pennsylvania, Maryland, Delaware, and West Virginia.

EPA's process for developing the Bay-wide TMDL is very aggressive. By as early as April 30, EPA is expected to

establish pollutant limits for each Bay state for both nutrients and sediment.

By that same date pollutant limits in water from air depositions are also scheduled for release. By June 1, each state will be required to submit to EPA the first draft of its Watershed Implementation Plan (WIP). After undergoing a review by EPA, each state will be required by Aug. 1 to submit a revised draft WIP. Between Aug. 15 and Oct. 15, each state is expected by EPA to hold a public comment period on its proposed WIP prior to final submission to EPA by Nov. 1.

The final WIP is expected to contain many details about how states and their localities will achieve all specific pollutant reduction goals by 2025, with 60 percent of the goals to be met by 2017.

Under this 15-year schedule, progress toward reaching the clean-up goals for the Bay and its tributaries are to be evaluated every two years. According to EPA, the consequences states and localities could face for failing to meet pollutant reduction goals could be a loss of federal funding in a number of different program areas



(EPA has not been specific about the categories of federal funding that could be in jeopardy); a loss by the state to administer permit programs under the Clean Water Act; or more stringent pollutant limits in wastewater and/or stormwater discharges.

According to EPA, the pollutant reduction targets due for release on April 30 will be based upon updated computer models that will take into consideration anticipated changes over the next 15 years in population, land use, air depositions of nutrients, septic loadings, estimated fertilizer applications, agricultural practices and many other factors.

To review and comment upon EPA's TMDL development process, Gov. Kaine established a 42-member Stakeholders Advisory Group (SAG) last year. The group was retained by Gov. McDonnell.

The next SAG meeting is scheduled for April 15 at 1 p.m. in the Patrick Henry Building in Richmond.

An EPA webinar on the Chesapeake Bay-wide TMDL is expected to take place on May 4. Additional information should be forthcoming.

BUDGET

Continued from page 1

full employee contribution (5 percent). Localities/school divisions also have the option to require no current or new employee to pay the 5 percent employee contribution. Also, allows a 6 year phase in period for localities/school divisions.

- Libraries: 15 percent reduction each year from the current fiscal year.
- PDCs: Reduces state support for Planning District Commissions on average by more than 25 percent. However, five PDCs experience greater than average reductions ranging from 30 percent to 50 percent.
- Local electoral boards and local registrars: 20 percent reduction each year from the current fiscal year.
- Line of Duty: Transitions the Line of Duty benefit from fully state funded program to one paid by the employer. New premiums will be charged to state agencies and localities based on the number of employees potentially eligible to receive benefits under the program. The budget assumes that part of the funding for the benefits paid out in FY 2011 would come from cash borrowed from the VRS group life program. The new premiums will be collected from the affected employers beginning in FY 2012.
- Communications Sales and Use Tax

Fund: While the General Assembly will appropriate the dollars, they remain non-general funds (good news) and are not redirected to the treasurers and commissioners of the revenue (good news). Heretofore the funds have remained in a trust and have not been appropriated by the General Assembly. The new budget requires that the funds be appropriated but remain non-general. Although the state will treat the Fund as non-general for purposes of appropriating, the state will also consider the monies in the Fund as general to inflate its debt capacity.

- Comprehensive Services Act (CSA): The introduced budget contained reductions of \$36.6 million in each year of the biennium due to lower caseloads and less expenditure growth. Also reflected in the introduced budget was a reduction in each year for mental health services for high risk children. TANF funding for the CSA Trust Fund was eliminated in the introduced budget, as was the “hold harmless” clause for residential services. The conference report reduces CSA funding by another \$2 million in FY 2011 due to a reduction in caseloads, bringing total reductions to \$38.6 million. The conference report also increases the local share of Medicaid-funded residential services provided under CSA similar to non-Medicaid residential services beginning July 1, 2011,

resulting in a \$4 million savings to the state.

- Commonwealth Center for Children and Adolescents (CCCA): The CCCA is a 48-bed mental health treatment facility in Staunton. The introduced budget proposed closing the facility over the biennium for a general fund savings of \$9.1 million exclusive of a \$2.1 million set aside for private inpatient mental health services for children. In order to prevent the closing of the facility, the conference report restores \$5 million from the general fund and \$1.8 million from non-general funds in FY 2011 and \$8.3 million from the general fund and \$1.8 million from non-general funds in FY 2012.
- Local Social Services: The introduced budget proposed a one percent reduction for local social services operations over the biennium, with a net savings for the state of \$1.2 million general funding in each year. The conference report adopts the reduction contained in the introduced budget and further reduces financial assistance for local social services departments by an additional \$1.6 million in FY 2011 and an additional \$4.6 million in FY 2012. Conference report language is added, however, to eliminate the FY 2011 and FY 2012 reductions if Congress passes a six-month extension of increased Federal Medical Assistance Percentage (FMAP) through June 30, 2011.

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Commonwealth. I want an aggressive, experienced leader to head up the Virginia Department of Agriculture and Consumer Services. It is a crucial agency to the future prosperity of our state. Matt’s background in farming, his service in Richmond as a delegate, and his commitment to the citizens of the Commonwealth make him the perfect individual to take on this important position. I thank Matt for agreeing to continue to serve in this new capacity.”

Lohr remarked, “I’m deeply honored to be joining the McDonnell administration as commissioner of the Department of Agriculture and Consumer Services. I have been

passionate about agriculture my entire life and have enjoyed being an advocate for it, whether it’s through my work on the family farm or from my seat in the House of Delegates. I look forward to continuing those efforts as Commissioner, and I’m very excited about working with Gov. McDonnell and Secretary Haymore to support their efforts to promote agriculture, the state’s leading industry.”

Lohr is currently serving in his third term in the Virginia House of Delegates. He was first elected in November 2005 to represent the 26th District. His district includes the City of Harrisonburg and northern portions of Rockingham County. He serves on the Agriculture, Chesapeake, and Natural Resources, Finance, and Counties,

Cities, and Towns House committees.

Lohr is a life-long resident of Rockingham County. He was born and raised on a designated “Century Farm,” meaning the land has been in his family for over 100 years. Lohr graduated from Broadway High School where he was very active in the FFA organization. After graduating from Virginia Tech in 1995, he returned back to his roots. Lohr, along with his wife Andrea, joined his family’s farming operation and immediately got involved in serving his community. In 1996, his family won the Harrisonburg–Rockingham County Farm Stewardship Award.

Lohr and his wife have two children: Caroline Belle, born in 2001 and Carson Jacob, who was born in 2005.

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.

Budget Division Director/Hanover County

Hanover County seeks experienced professional to direct the budget operations of the County. Hanover's AAA-rated County has a \$400 million scope of operations with 4,000 employees, including its school system. Bachelor's degree in accounting, finance, public administration or related field, supplemented by 5 years of progressively responsible experience including supervision of professional staff. Local government experience is preferred. Master's Degree desired. Ability to deal effectively with department heads, staff, officials, and the public. Salary range \$73,242 - \$98,882 plus excellent benefits. For more information or to apply for this position, please visit our career site at www.hanovercountyjobs.com (804)365-6075, (TDD# 365-6140).

Application Integration Coordinator/Gloucester County

Closing Date: April 14.

Salary Range: \$50,744 - \$76,116 /yr.

The Department of Information Technology seeks an Application Integration Coordinator with solid in-depth skills and high enthusiasm for technology to manage projects and provide leadership to meet challenging goals related to the integration of software programs and applications for a broad range of users. Necessary Special Qualifications: Red Hat Certified Technician Level training. Must possess a valid Virginia driver's license and have a satisfactory driving history. Interested candidates should visit www.gloucester-va.jobs for further information.

Village Manager/The Village of Winnetka (Ill.)

The Village of Winnetka, Illinois (pop.12,371), strategically located along

the Lake Michigan shoreline and within an easy drive, or rail commute, of Chicago's city center with its significant business and cultural resources and leisure time activities, invites applications from highly skilled candidates to serve as the Village's next Village Manager. The Village Council is intent upon hiring the best possible candidate to serve as Winnetka's next Village Manager and the compensation package negotiated with the successful candidate will ultimately depend on the qualifications, experience and salary history of the candidate to whom an offer is extended. Reasonable relocation expenses are anticipated. Residency within the Village is preferred, but not mandatory, and a housing allowance is negotiable. Please submit a cover letter, resume and salary history along with at least three professional references to John Anzivino and Sharon Klumpp at winnetka@springsted.com, or to Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228-2360, or fax to (804) 726-9752. The Village Manager's position will remain open until filled; however, resumes received by April 27 will be given first review and consideration. Confidentiality will be maintained for all candidates submitting application materials. For a complete community/position profile related to the community and position, please visit www.springsted.com.

Executive Director | Community Services Board/Hanover County

Nationally accredited since 2002, the Community Services Board (CSB) serves approximately 6,000 people per year. The successful candidate will lead a dynamic team of 165 professionals and make a difference in our community. Master's Degree in human services and at least 10 years progressively responsible experience in managing a comprehensive human services operation required. Experience working with a policy-setting Board preferred. Recruiting for this vacancy is a result of the planned retirement of the incum-

bent. Hiring range is \$98,424 - \$132,875 plus benefits. Deadline to apply is May 15. www.hanovercountyjobs.com

Tourism Director/Bath County

SALARY: DOQ/DOE (+) benefits. (Pop. 5,000) Historic destination community in the Highlands known for its healing waters, excellent golfing, outdoor recreational opportunities, and cultural resources. As department director, reports to the county administrator. Deadline for the first round of applicant review is Friday, April 30. Job description and application form at www.bath-countyva.org. Applicants may also call the County Administrator's Office at 540-839-7221 (Toll Free 888-823-1710) or e-mail bathadm@tds.net. Application, resume, and cover letter to Bath County Administrator, PO Box 309, Warm Springs, VA 24484. Equal Opportunity Employer.

Senior Planner | GIS Analyst/Town of Ashland

The Town of Ashland seeks to fill the position of Senior Planner/GIS Analyst. Salary range for the position is \$41,773 to \$61,413 with the starting salary depending on qualifications. Applications and a job description may be obtained at the Town of Ashland Municipal Building, 101 Thompson Street. (Please note that a Town of Ashland application must be submitted in order to be considered.) Open until filled. Informational inquiries may be made to the Ashland Planning Department at (804) 798-1073. Mail or deliver all completed applications to: Director of Planning
P O Box 1600
Ashland, VA 23005

County Administrator/Fluvanna County

Fluvanna County (pop 24,900) seeks a results-oriented County Administrator. The FY 2010 budget is \$67,357,605 including \$38,373,155 for the schools. Minimum requirements include a bach-

EMPLOYMENT

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elor's degree in public or business administration or a related field, a master's degree and ICMA certification is preferred. Experience with balancing growth issues and the resulting challenges is desired. Upon acceptance of the position, residency within the County is required within six (6) months. Visit www.co.fluvanna.va.us for detailed position profile and application. Salary range \$95,000-\$130,000 DOQ. Interested professionals are encouraged to submit a resume, cover letter with salary history and County Application to Barbara Wall-Magee, Human Resources Manager, Fluvanna County, PO Box 540 Palmyra, VA 22963 by April 3.

Director of Finance/Brunswick County

Brunswick County is accepting applications for the position of Director of Finance. This full-time position works under the general supervision of the County Administrator. Requires five (5) years professional experience in budgeting and finance, preferably in local government, some of which shall have been performed in a supervisory capacity. A complete job description is available at the Office of the County Administrator or at www.brunswickco.com. Submit resume' to the Office of the County Administrator, 102 Tobacco Street, Lawrenceville, VA 23868. Position open until filled. Telephone 434-848-3107 or toll-free 1-800-848-3199. Brunswick County is an Equal Opportunity Employer.

Clerk of the Council/City of Lynchburg

Salary: Market Competitive DOQ. The City Council of Lynchburg seeks a certified professional to serve as the Clerk of Council. The incumbent is appointed by City Council and works closely with the City Manager. Responsibilities include: Attends and records the action of all meetings of City Council; plans and directs all activities of the City Clerk's Office as prescribed by the

Lynchburg City Code; assists and advises the City Manager, City Council, and other top management officials on procedures and activities; ensures compliance with local and state laws; manages the overall administrative operations of the Council/Manager Department including supervision and direction of the office staff. Online application, resume and writing sample required by April 16. Human Resources Department 900 Church St. Lynchburg VA 24504. Call 434-455-4200 for more information. For a complete description and to apply visit www.lyncburgva.gov.

Senior Planner: Emergency Management/RRPDC

Richmond Regional Planning District Commission (RRPDC) seeks a highly qualified planner to join the RRPDC team. Position requires a masters degree in a closely related field and one year of professional experience, or any equivalent combination of experience and training that provides the required knowledge, skills and abilities. Starting salary \$43,000. Excellent fringe benefits package and VRS retirement. Interested candidates should submit an employment application, cover letter, and resume in confidence to Executive Secretary, Richmond Regional Planning District Commission, 9211 Forest Hill Avenue, Suite 200, Richmond, VA 23235; or by e-mail jfry@richmondregional.org. Employment applications are available on the RRPDC's web site www.richmondregional.org. Position open until filled.

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. CPAs or CPA candidates are encouraged to apply. Compensation is commensurate with experience. 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.

Engineer/Town of Leesburg

Department of Public Works
Salary Range: \$46,964-\$78,828* plus excellent benefits package
CLOSING DATE: Open Until Filled.
*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.

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.



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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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