

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

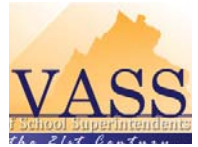
November 15, 2011



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VACo names Hudgins president for 2011-2012

The membership of the Virginia Association of Counties elected Fairfax County Supervisor Catherine M. Hudgins as 2011-2012 President during VACo's 77th Annual Conference in Bath County. Hudgins and other newly elected officers started their terms at the association's Annual Business Meeting on Nov. 15.

Hudgins succeeds Wise County Supervisor Robert R. Adkins and becomes the eighth president from Fairfax County. The other presidents from Fairfax County are G. Wallace Carper (1952), Stuart T. DeBell (1964), James M. Scott (1979), Martha V. Pennino (1989), Katherine K. Hanley (1996), Gerald W. Hyland (2002) and Gerald E. Connolly (2005).

"I am truly honored to be elected as your president," Hudgins said during her acceptance speech. "I am pleased to serve an organization that brings together the ideas of many to make each of our counties the best they can be."

Hudgins was elected to the Fairfax County Board of Supervisors in 1999 and represents one of the largest magisterial districts in the county with a growing diverse population and a changing land use development. She joined the VACo Board of Directors in 2000.

"Cathy is a cerebral leader, and in this time of uncertainty, her style will serve our membership well," VACo Executive Director James D. Campbell said. "Even though Cathy represents a large county, she has always been aware of the needs of every county. Cathy also has experience with the VACo presidency, serving as Kate Hanley's chief of staff while Kate was our president. VACo is fortunate to have Cathy Hudgins as its president."

Hudgins is a smart growth advocate and works to obtain mix use development that integrates environment, transportation and housing with the goal of creating sustainable communities.

Hudgins serves on several regional and state boards. Currently, she is the Chairman of the Washington Metropolitan Area Transit Authority Board (WMATA/Metro). In 2010, she served as Chairman of Northern Virginia Transportation Commission (NVTC) and Vice Chair of WMATA. She served as 2007 Chairman of the National Capital Region Transportation Planning Board (TPB) and continues as a current member.



"There are many new members in the General Assembly this year, and it is important that all of us in VACo work together to ensure the success of our critical core services," Hudgins said. "We must do what we can to make sure our General Assembly members work with us—to strengthen our schools and by doing so strengthen our communities."

Her professional career before elected office included mathematics teacher and computer programmer, instructor, analyst and consultant for AT&T for twelve years. She was elected to two terms as Virginia National Committeewoman on the Democratic National Committee (1984-1992).

Hudgins holds a Masters of Public Administration from George Mason University and Bachelor's of Science in mathematics education from the University of Arkansas at Pine Bluff. She and her husband, Willie, have been residents and active community members of Reston since 1969. They are parents of two Fairfax County Public School graduates.

HUDGINS

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2012 Legislative Program adopted by VACo Membership

By Ted McCormack
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The membership adopted VACo's 2012 Legislative Program during the annual business meeting on Nov. 15 in Bath County.

The new program contains timely and targeted policy positions intended to assist counties with existing mandates and on-going state budget reductions.

The annual program guides the leadership, membership and VACo staff during the 2012 legislative year. The adopted document will be posted on VACo's Web site by Dec. 5.

VACo also prints and mails the priority statements in the program to the members, governor, and legislators prior to the beginning of the General Assembly on Jan. 11, 2012.

The 2012 Legislative Program contains an overarching priority statement on reaffirming the state-local relationship:

"The state, working with local government, must reaffirm the partnership and program viability of core services through transparency, fiscal responsibility and service delivery."

"VACo stands ready to partner with the Commonwealth to better serve the citizens of Virginia."

"VACo is committed to protecting the reliability and sustainability of the Commonwealth's general fund. The general fund supports most of the core government functions, including public education (K-12 and higher education), the Comprehensive Services Act and human services, public safety, natural resources and environmental services."

"VACo calls on the Commonwealth to support the general fund by initiating state tax reform. State tax reform should include a restructuring of the state income and sales and use taxes to increase revenues in order to meet current and foreseeable core service demands. Tax reform takes pressure off of local leaders to raise the real estate tax to meet mandated services."

"VACo supports expanded local tax and fee authority. Local governments require sufficient revenue streams in addition to the real estate tax to provide cost-effective and quality services."

"VACo opposes legislative or administrative initiatives that would transfer state services and responsibilities to counties, such as line of duty, construction and maintenance of new and existing roads, or any other unfunded or underfunded mandates."

"VACo calls on the Commonwealth to restore all funding lost due to cuts made in aid to localities."

In addition to key perennial recommendations, the adopted document includes several important new policies. Highlights and excerpts from VACo's 2012 Legislative Program:

Devolution of Secondary Roads –

"VACo vigorously opposes legislative or administrative initiatives that would require, or result in, the transfer of responsibility to counties for construction, maintenance or operation of new and existing roads."

Eminent Domain – "VACo supports preserving eminent domain authority of local governments, governmental agencies and governmental authorities. VACo opposes legislation that will limit the use and increase the expense of eminent domain."

Funding and Staffing of Courts, Constitutional Officers and State-Mandated Positions – "VACo opposes any change to local ordinance violation penalties that attempt to relieve the localities of a source of revenue. Localities are able to collect revenues only as allowed by state law. Should the state eliminate a source of revenue for local governments, the local governments will have to make up for the loss of revenue elsewhere by increasing fees or taxes that remain enabled by state law. Further, VACo urges the



Commonwealth to meet its full funding obligations for constitutional officers and other state mandated positions. Any change to the definition of state responsible prisoner or other terms that result in increased cost or operational problems such as capacity for localities should be fully funded by the state."

VACo's process for the development and adoption of annual legislative program:

1. Spring regional meetings: In even number years VACo members are invited to attend regional meetings to identify and discuss key statewide legislative and policy issues.
2. Resolutions Committee meetings: The committee oversees the development of the annual Legislative Program. The meetings occur in early fall, and during the annual conference in November. The committee receives regular legislative updates, via conference call, during the regular legislative session in the winter.
3. Steering Committees meet at least twice: Late summer and November during the annual conference. The Steering Committees develop their policy sections in the annual Legislative Program.
4. The membership is asked to adopt the new legislative program during the annual business meeting. The meeting occurs on the last day of the annual conference in November.

Fairfax County Executive Anthony Griffin to Retire

Fairfax County Executive Anthony H. Griffin recently announced his retirement effective April 2012. Griffin has served as the county's administrative leader since 2000, the second-longest tenure since the position was created in 1952.

In a message to all employees, Griffin wrote:

"I enter the next phase of my life with mixed emotions. I am excited but uncertain about my future, and I will miss continuing in my current capacity. Fairfax County is a great community and a great organization. I have enjoyed the relationships developed over my 23 years with the county, working for the Board of Supervisors and the various boards, commissions and authorities, and most of all, the fine employees that make the county work and who are a model for other municipal organizations. With the culture of excellence that is the hallmark of the county, the organization and the community will continue to prosper, and as a citizen, I will continue to benefit. Thank you for the support you have given me over the years."

Griffin joined Fairfax County in 1989 when he was appointed to the position of deputy county executive for

planning and development and oversaw the areas concerning zoning, public works and public safety. From October 1996 to August 1997, he served as acting county executive. Before serving Fairfax County, Griffin was city manager for the City of Falls Church, deputy county manager for Arlington County and served as a U.S. Marine Corps officer in Vietnam.

During his tenure as administrative head of Fairfax County government, Griffin has carefully managed county resources to address a growing population of now 1.08 million people, an increased job base of 580,000 and the county's general fund budget of \$3.46 billion.

"Tony Griffin has been an exceptional county executive," said Board of Supervisors Chairman Sharon Bulova. "During his more than 23 years with Fairfax County, Tony has worked effectively with members of the Board of Supervisors and has served as a community and regional leader. Tony Griffin is known and respected for his evenhandedness and integrity and his quiet but effective leadership style. When Tony steps down this spring, we are fortunate to have talented leadership within our workforce to carry on his



tradition of responsive and responsible stewardship."

The Fairfax County Board of Supervisors has already initiated the process to select the next county executive. An executive search firm will coordinate the process to advertise and recruit for the position nationally beginning in January. Working with the search firm, the Board of Supervisors will seek input from various stakeholder groups in the coming months.

[Click here to read entire press release.](#)

Albemarle County names new HR director

Albemarle County and Albemarle County Public Schools jointly announced that Lorna Gerome has been appointed as the new Director of Human Resources. In this role, Gerome will be responsible for employee recruitment, employee relations, compensation and benefits policies, organizational development, performance management, legal compliance and employee wellness and safety programs.

Gerome joined the county staff in 2000 as the coordinator of compensation and benefits. She has held a number of increasingly responsible positions with the county and in 2007 she was named Assistant Director of Human Resources. Since October of 2010, she has been the

Acting Director of Human Resources.

"It is a privilege to serve the county and school division in this new role," Gerome said, "The performance our taxpayers expect starts with outstanding employees and the programs and policies that allow them to succeed. My 11 years with the county have provided a sound understanding of the challenges we face. I look forward to working with our Human Resources team, our employees and our citizens to ensure we are delivering high quality public services at reasonable costs."

Prior to joining the county, Gerome was a human resources analyst and consultant for Duke University and human resources director for Piedmont Health Services. She is a graduate of



the University of Virginia and holds a Masters of Arts Degree in Public Administration from North Carolina State University. She is a member of the National Society for Human Resource Management.



Virginia's school superintendents present blueprint to Virginia Board of Education

By Beau Blevins
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On Oct. 27, the Virginia Association of School Superintendents (VASS) presented its Blueprint for the Future of Public Education to the state Board of Education.

The report outlines the main goals and objectives formulated by Virginia's superintendents to improve public education.

The blueprint was approved by Virginia's 133 superintendents and seeks to help students better prepare for college and careers.

According to the report, Virginia should develop and implement standards that all school divisions can adhere to. These standards should include an accountability system and teacher development programs.

The report also contends that schools measure student progress throughout the school year by using

a range of assessments instead of one standardized test in the form of the current Standards of Learning (SOL) exam.

Improvement in core subjects, such as math and reading, should be improved by identifying and addressing students' weaknesses early on in order to correct them. School divisions should also examine a reconfiguration of the traditional school calendar and school day, the report states.

A significant part of the report contends that teachers should be paid more so schools are able to retain and recruit quality teaching staff. To make the blueprint work, it all starts in the classroom with the teachers. Superintendents want to see educators in the top 10 percent of the pay scale with more professional-development opportunities.

Superintendents, however, oppose "state promotion and funding of pay for performance models that are not supported by research, are unfair and inequitable, and whose performance

evaluations are based on irrelevant and invalid student growth models," according to the report.

The blueprint was generally well-received by the state Board of Education. But the Board pointed out that the report did not examine preschool and early-childhood programs and did not identify where each would fit into the state's education plan. The bigger question centers around where the additional education funds will come from.

VASS stated that it would continue to advocate for increased state funding of K-12 education since school divisions are currently shouldering a larger portion of K-12 costs than intended by state policy.

The blueprint is part of an ongoing conversation amongst state leaders, school divisions, and stakeholders about how to improve public schools.

A copy of the blueprint/report can be found here.

*The Virginia
NEWS LETTER*

*Weldon Cooper Center for Public Service
University of Virginia*

Virginia's Transportation Funding Crisis

The November issue of The Virginia News Letter features an article on transportation finance in the commonwealth written by Bob Chase, president of the Northern Virginia Transportation Alliance, a business and citizens' advocacy group.

In rich detail, Chase explains how funds originally intended for highway construction have been diverted to maintenance because of a shortage of repair money. Chase examines many ways of raising new funds for transportation and concludes that Virginia has the economic strength to improve its surface transportation network and still retain its competitive edge. Click here to read the article.

Visit Patrick County and the Fairy Stone State Park



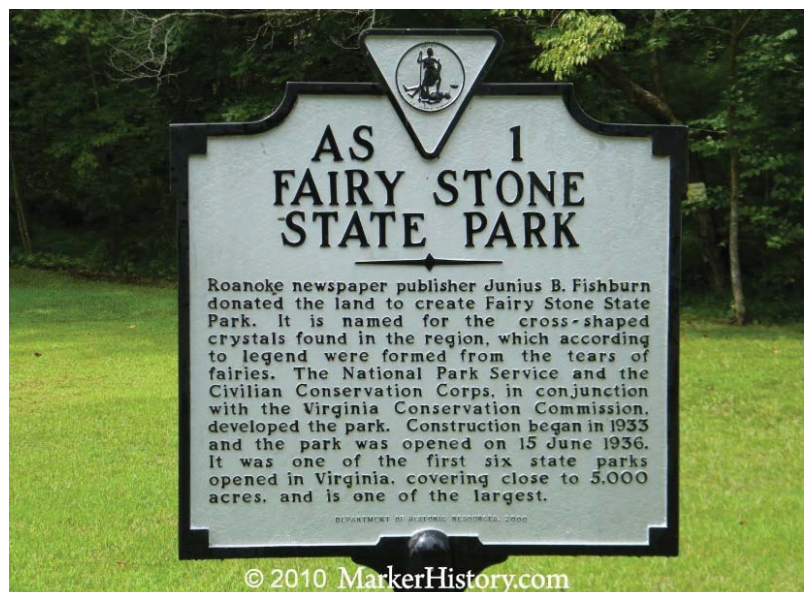
Fairy Stone State Park, the largest of Virginia's six original state parks, is home to its namesake "fairy stones." These rare mineral crosses and the park's scenic beauty, rich history and ample recreational opportunities make it a local and regional favorite. The 4,639 acres that make up the park were donated by Junius B. Fishburn, former owner of the Roanoke Times, in 1933. The Civilian Conservation Corps originally built the park, its lake and many structures still in use there.

The Legend of the Fairy Stone: Many hundreds of years before Chief Powhatan's reign, fairies were dancing around a spring of water, playing with naiads and wood nymphs, when an elfin messenger arrived from a city far away. He brought news of the death of Christ. When these creatures of the forest heard the story of the crucifixion, they wept. As their tears fell upon the earth, they crystallized to form beautiful crosses.

For many years people held these little crosses in superstitious awe, firm in the belief that they protected the wearer against witchcraft, sickness, accidents and disaster. Fairy stones are staurolite, a combination of silica, iron and aluminum. Staurolite crystallizes at 60 or 90 degree angles, hence the stone's cross-like structure. Found only in rocks once subjected to great heat and pressure, the mineral was formed long, long ago, during the rise of the Appalachian Mountains. The stones are most commonly shaped like St. Andrew's cross, an "X," but "T" shaped Roman crosses and square Maltese crosses are the most sought-after. The rare staurolite stones are found elsewhere but not in such abundance as at Fairy Stone State Park.

Park Size: 4,537 acres, 168-acre lake adjoining the Philpott Reservoir.

SOURCE: Virginia Department of Conservation and Recreation.



Mark Your Calendars



**Conservation Easement Workshop
for Working Lands**

Dec. 13 and Jan. 5

The Virginia Department of Agriculture and Consumer Services (VDACS) has posted the online registration for the next two "Conservation Easement Workshop for Working Lands" sessions.

These workshops, led by Secretary Haymore and Commissioner Lohr, are a great opportunity for farm and forest landowners in Virginia to learn more about conservation easements.

The sessions are:

Dec. 13: Pittsylvania County

Jan. 5: Dinwiddie County

For more information, visit www.vdacs.virginia.gov/preservation/workshop.shtml



GRANT WRITING USA

**Grants Training
in Roanoke**

Dec. 15-16

Roanoke Police Department and Grant Writing USA will present a two-day grants workshop in Roanoke on Dec. 15-16.

This training is for grant seekers across all disciplines. Attend this class and you'll learn how to find grants and write winning grant proposals.

Click here for full event details.

Beginning and experienced grant writers from all city, county and state agencies are encouraged to attend.

Virginia Association of Counties members are offered a special tuition rate of \$395 which includes class workbook and accompanying resource CD that's packed full of tools and more than 200 sample grant proposals.

Seating is limited, online reservations are necessary. Please use code "VAASSN" to receive this \$30 discount off full price at registration. Tuition payment is not required at the time of enrollment.

Complete event details including learning objectives, class location, graduate testimonials and online registration are available here.

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



**2nd Virginia Food
Security Summit**

**December 5-6
Registration Form
Agenda**

On Dec. 5 & 6, farm, food, health and environment advocates will meet in one place to plan for the future of food security in Virginia. Join us for this one-day gathering of farmers, chefs, grocers, health workers, and community leaders from across the state.

At the 2nd Virginia Food Security Summit YOU will:

- Hear national and state leaders discuss trends in our food system
- Help launch the Virginia Farm to Table plan, our first statewide strategic food security plan
- Develop ideas and spark action for increasing access to healthy, nutritious food in Virginia
- Meet people who come from all corners of our food system
- Learn from food system innovators from across Virginia
- Showcase your own work in a poster

Check out the Agenda to learn more about our distinguished speakers and plans for the summit.

Who should attend?

Farmers, Food Distributors, Food Purchasers, Chefs and Restaurateurs, Local Government, Dietitians and Nutrition Professionals, Agricultural Cooperative Extension, Schools, Students and Academics, Hospitals, Farmers Market Managers, Public Health Workers, Health Policy Organizations, Land and Farm Conservation Organizations, Economic Development Organizations, YOU!

spotlight on...

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5106 Glen Alden Drive, Richmond, VA 23231
(804) 222-6680, ext. 3038 www.siemens.com

Southeast RCAP, Inc.

Hope F. Cupit, CPA, President and CEO
P.O. Box 2868, Roanoke, VA 24001-2868
(540) 345-1184 www.sercap.org

Southern Corrosion, Inc.

D. Brett Woodruff, Sales
738 Thelma Road, Roanoke Rapids, NC 27870
(800) 285-8222 www.tankcare.net

Spectrum Design, P.C.

Michael A. Rakes P.E., Senior Associate/Civil Engineer
10 Church Avenue, SE - Plaza Suite 1, Roanoke, VA 24011
(540) 342-6001 www.spectrumpc.com

Springsted Incorporated

John A. Anzivino, Sr. Vice President
1564 E. Parham Road, Richmond, VA 23228-2360
(804) 726-9749 www.springsted.com

SunTrust Bank

Alan C. Edwards, Senior Vice President
919 E. Main St. HDQ-2102, Richmond, VA 23219
(804) 782-7733 www.suntrust.com

Thompson + Litton

Ronald G. Helton, President/CEO
PO Box 1307, Wise, VA 24293
(276) 328-2161 www.t-l.com

TIMMONS Group

Robert G. Roop, Senior Vice President
1001 Boulders Parkway, Suite 300, Richmond, VA 23225
(804) 200-6368 www.timmons.com

Total Environmental Concepts, Inc.

Eric P. May, Branch Manager
1146 Tricounty Drive, Oilville, VA 23129
(804) 784-9837 www.totalenvironmental.net

Trane

Dave Pierson, General Manager - Virginia District
2343 Highland Farm Road, Roanoke, VA 24017
(540) 563-2828 www.trane.com

Troutman Sanders LLP

Carter Glass IV, Partner
P O Box 1122, Richmond, VA 23218-1122
(804) 697-1203 www.troutmansanders.com

Troutman Sanders Strategies

Clark H. Lewis, President
P.O. Box 1122, Richmond, VA 23218
(804) 697-1200 www.troutmansanderspag.com

Utility Service Co., Inc.

Carolyn Cummings, Marketing Manager
PO Box 120, Warthen, GA 31094
(478) 552-1860 www.utilityservice.com

VA Cable Telecommunications Association

Ray Lamura, President
1001 E. Broad Street, Suite 210, Richmond, VA 23219
(804) 780-1776 www.vcta.com

VA Housing Development Authority

Richard Taylor, Government Relations Manager
601 S. Belvidere Street, Richmond, VA 23220
(804) 343-5620 www.VHDA.com

VA Rural Water Associates

Myrica W. Keiser, Executive Director
2138 Sycamore Avenue, Buena Vista, VA 24416
(540) 261-7178 www.vrwa.org

VA, MD, DE Association of Electric Cooperatives

Susan Rubin, VP, Governmental Affairs
4201 Dominion Blvd., Glen Allen, VA 23060
(804) 968-4094 www.odec.com

Vanir Construction Management, Inc.

William E. Carden, Vice President
14112 Chiasso Terrace, Chesterfield, VA 23838
(804) 467-6301 www.vanir.com

Verizon Virginia

John W. Knapp Jr., Director - Government Affairs
703 E. Grace Street, 7th Floor, Richmond, VA 23219
(804) 772-1550 www.verizon.com

Virginia Assn of Local Constitutional Officers

Barbara O. Carraway, Treasurer
c/o PO Box 16495, Chesapeake, VA 23328-6495
(757) 382-6625

Virginia Association of Community Services Boards

Mary Ann Bergeron, Executive Director
10128 West Broad Street, Suite B, Glen Allen, VA 23060
(804) 330-3141 www.vacsb.org

Virginia Association of Governmental Purchasing

Crystal C. Anderson, Executive Director
638 Independence Parkway, Suite 100, Chesapeake, VA 23320
(757) 609-3696 www.vagp.org

Virginia Community Action Partnership

James Schuyler, Executive Director
707 E. Franklin St., Suite B, Richmond, VA 23219
(804) 644-0417 www.vacap.org

Virginia Dept. of General Services

Kim Hayes, Marketing Manager
781 Elmgrove Road, Richmond, VA 23231
(804) 236-3662 surplus.dgs.virginia.gov

Virginia Local Government Management Association

Janet Areson, Director of Policy Development
P.O. Box 12164, Richmond, VA 23241
(804) 649-8571 vlhma.govoffice3.com

Virginia Resources Authority

Stephanie L. Hamlett, Executive Director
1111 East Main Street
Suite 1920, Richmond, VA 23219
(804) 644-3100 www.virginiareources.org

Virginia Retirement System

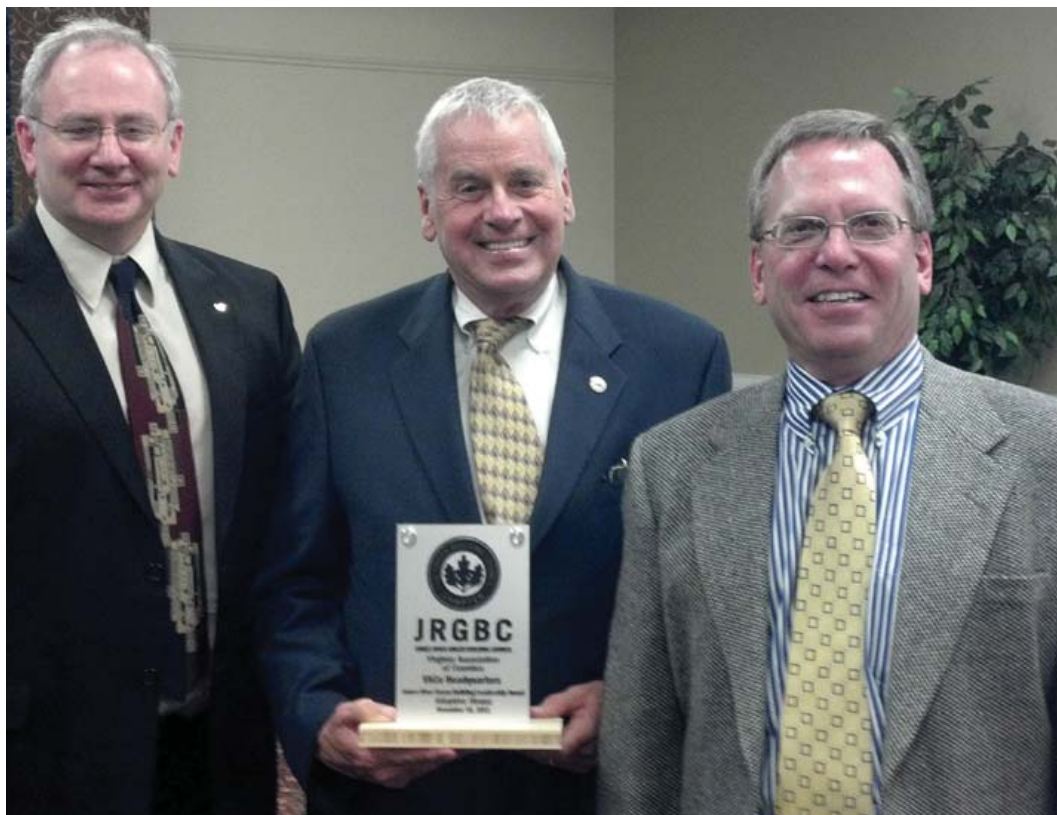
Susan Keith, Employer Representative Program Manager
1200 E. Main St., Richmond, VA 23219
(888) 827-3847 www.varetire.org

Wiley | Wilson

J. Frederick Armstrong P.E., Chairman and CEO
127 Nationwide Drive, Lynchburg, VA 24502-4272
(434) 947-1901 www.wileywilson.com

Wingate and Associates, Ltd

Harold C. Wingate, President
5111 Melrose Avenue, NW, Roanoke, VA 24017
(540) 986-0420



VACo Executive Director Jim Campbell (center) accepts an award from the James River Green Building Council.

The award was the 2011 Best Adaptive Reuse Project.

Ed Mulreany (left) and Joseph Yates (right), partners in Joseph F. Yates Architects, also accept the award.

Joseph F. Yates Architects were the architects for 1207 E. Main St.

Local officials complete educational program

The Virginia Cooperative Extension and the Virginia Association of Counties recognized the sixth class of County Supervisor Certification Program graduates during the VACo Annual Conference in Bath County.

The County Supervisor Certification Program is a partnership between Virginia Cooperative Extension, Virginia Tech and VACo that provides training to enhance the leadership and decision-making skills of county supervisors in the Commonwealth.

Graduates of the 18-month certification program:

- **Larry K. Bartlett, Grayson County**
- **David W. Blanchard, Highland County**
- **Brenda Sutherland, Grayson County**

The County Supervisor Certification Program was created in response to VACo members requesting more in-depth knowledge about government operations.

“The membership of the association enjoyed the educational programs we provided and wanted advanced training,” said James D. Campbell, executive director of VACo. “This certification program is a way to acknowledge those members who seek additional training and recognize those who enhance their ability to better serve constituents.”

Extension partners with VACo to develop and deliver the program. “This



Pictured from left to right— Ed Jones, director, Virginia Cooperative Extension; Brenda Sutherland, Grayson County; David W. Blanchard, Highland County; Larry K. Bartlett, Grayson County; and Martha Walker, community viability specialist, Virginia Cooperative Extension.

program is a great example of Virginia Cooperative Extension growing its partnership with an organization to strengthen the impact of our community viability efforts and to collaborate with other agencies to provide leadership education,” said Michael Chandler, Professor Emeritus at the Virginia Tech.

The County Supervisor Certification Program provides an overview of the basic issues, expectations, and practices associated with serving as a county supervisor as well as detailed information about local government. Each participant completes five core courses featuring both classroom

instruction and self-directed learning on leadership development, duties and responsibilities of public officials, community planning, local government finance, and collaborative governance. Participants also select three elective courses on topics such as conflict resolution and dispute management, team building, technology in local government, decision-making, and intergovernmental relations.

For more information about the County Supervisor Certification Program, contact James Campbell, executive director, at jcampbell@vaco.org or (804) 343-2500.



VACo recognized nine counties with the Go Green award during the 77th Annual Conference. The winning counties were Albemarle, Arlington, Chesterfield, Clarke, Culpeper, Frederick, Hanover, Henrico and Roanoke. The program is generously supported by Moseley Architects and Trane. Visit www.GoGreenVA.org for more information.

Hanover County receives national honor

Hanover County achieved national recognition as one of America's Promise Alliance's 100 Best Communities for Young People presented by ING for its initiatives to help young people. The competition recognizes communities across the country that focus on reducing high school dropout rates and providing service and support to their youth.

A four-time 100 Best Communities for Young People winner, Hanover County exemplifies an outstanding community for youth through its graduation and education initiatives, cross-sector collaboration and activities that promote healthy living.

- The Graduate Warranty Program policy has helped the school board guarantee the competence of Hanover graduates since 1991.
- Through the Youth Survey Report, Teens Care Too has advocated substance abuse prevention.
- The Kids Intensive Treatment Team, which provides community-based services for struggling youth, has reduced the number of young people living in group homes from 427 to as low as 299.
- Move and Groove helps combat childhood obesity by bringing together children and parents in a fun environment to learn about proper nutrition and physical activity. In September 2010, 17 of 53 children in the program were overweight or at-risk of being overweight; by March 2011, only six were overweight/at-risk.

Collaboration is the key in Hanover County, where more than 50 businesses in the area contributed to the 2011 Global Youth Service Day Kick-Off event. Youth participated in mini-service projects and signed up for volunteer opportunities at the event.

"We are proud of Hanover County for being named one of the America's Promise Alliance's 100 Best," said Deborah B. Winans, Chairman of the Hanover County Board of Supervisors. "This award recognizes the hard work of many community members that have dedicated their time to making a difference in the lives of our young people."

"In a nation where 7,000 students drop out of high school every day, we hope Hanover County's initiatives inspire other communities across the nation to take action to solve the challenges facing their young people," said Marguerite W. Kondracke, America's Promise Alliance president and CEO. "Hanover County is especially deserving of this recognition due to their efforts to ensure that their young people graduate high school and go on to lead healthy, productive lives. Hanover County refuses to let the challenges they face determine the future for their young people. Instead, they are helping their youth prosper and become contributing members of society."

At noon on Oct. 12, Kondracke joined America's Promise Alliance Chair Alma Powell and ING Foundation President Rhonda Mims at the Newseum in Washington, D.C., to officially announce the 100 winning communities in a live webcast.

"The issues surrounding youth education and success are of vital importance to ING," said Mims. "Our ongoing support for 100 Best underscores our commitment to the cause and the value we place on recognizing communities that produce measurable results for youth."

Hanover County will receive a \$2,500 grant, signage



identifying the community as one of the nation's 100 Best Communities for Young People, and access to America's Promise Alliance's community development resources.

First held in 2005, the 100 Best competition is one of the Alliance's signature initiatives and is part of its Grad Nation campaign, which is a 10-year initiative to mobilize Americans to end the high school dropout crisis and prepare young people for college and the 21st century workforce. The 100 Best honors communities large and small, rural and urban, that are making progress to help young people achieve their potential, which includes earning a high school diploma, securing a good job, and playing an active, productive role in America's economic vitality.

All communities entering the 100 Best competition completed a rigorous application where they provided details on how their existing programs and initiatives help deliver the Five Promises—resources identified by the Alliance as being critical to the development of healthy, successful children: caring adults; safe places; healthy start; effective education; and opportunities to help others.

Applicants were also asked to describe how different sectors of their community work together to help children and families overcome challenges. Most importantly, communities were judged on the strength and innovation of their efforts and programs to help young people graduate from high school prepared for college and the 21st century workforce.

This year, more than 300 communities from all 50 states, the District of Columbia and Puerto Rico were nominated for the 100 Best distinction. Winners were chosen by a distinguished panel of 20 judges that included: Marc Morial, president and CEO, National Urban League, Roxanne Spillett, president and CEO, Boys and Girls Clubs of America, and Michelle Shearer, Chemistry Teacher, Urbana High School, 2011 National Teacher of the Year.

The winners are a diverse group, ranging from small communities to large cities. A list of all 2011 winners can be found at www.americaspromise.org/100best.

Being a 100 Best community not only demonstrates commitment to local young people; the award fosters local pride, bolsters economic development and shines the spotlight on the people and programs that are building better communities. The competition also facilitates the sharing of best practices among communities nationwide regarding education, access to health care, reading score improvement, youth service and pre-school enrollment, among many other areas.

HUDGINS

Continued from page 1

VACo 2011-12 Executive Committee

President: Catherine M. Hudgins, Fairfax County

President-Elect: John D. Miller, Middlesex County

First Vice President: Harrison A. Moody, Dinwiddie County

Second Vice President: Pablo Cuevas, Rockingham County

Secretary-Treasurer: Penelope A. Gross, Fairfax County

Immediate Past-President: Robert R. Adkins, Wise County

Past President

Donald L. Hart, Jr., Accomack County

VACo 2011-12 Board Directors

In addition to the VACo Executive Committee and Past Presidents, the Board of Directors consists of 24 supervisors representing 13 regions of the state. The terms are on a two-year cycle and the number of directors, per region, is based on the population.



Wise County Supervisor and 2010-11 VACo President Robert Adkins (left) passes the gavel to Fairfax County Supervisor and 2011-12 VACo President Catherine Hudgins.

This year, representatives were selected in regions 2, 3, 4, 7, 8, 9, 10, 13. (Click here for a regional map)

VACo 2011-12 board members include:

- **Region 2:** Sherrin C. Alsop, King and Queen County
- **Region 3:** Gilbert A. Smith, Charles City County
- **Region 4:** Nancy R. Carwile, Charlotte County

- **Region 7:** Chester W. Stribling, Fauquier County
- **Region 8:** Maureen S. Caddigan, Prince William County
- **Region 8:** Linda Q. Smyth, Fairfax County
- **Region 9:** William B. Kyger, Jr., Rockingham County
- **Region 10:** Mary W. Biggs, Montgomery County
- **Region 13:** Jon Bowerbank, Russell County

Residents save over \$300,000 with drug discount cards

Augusta County residents have filled more than 30,000 prescriptions with NACo cards at discounts that average just about 30 percent or \$10.04 per prescription. That totals \$303,296 in savings for residents since Augusta County introduced the free prescription program in July 2008.

“We are pleased to see so many residents take advantage of this free program,” Jeremy Shifflett, Chairman of the Augusta County Board of Supervisors, said in the News Leader newspaper. “Our residents can really see significant savings on their prescription medications simply by presenting this card. There is no enrollment form, no membership fee and no restrictions or limits.”



Augusta County initiated the program to help consumers handle the high price of prescriptions. The free discount cards are distributed through a partnership with NACo and offers an average savings of 24 percent off the retail price of commonly prescribed medications.

The cards are available to all county residents, regardless of age, income or existing health coverage,

and are accepted at most county pharmacies. More than 60,000 participating retail pharmacies honor the cards nationwide.

The cards can be used on all prescriptions not covered by insurance, as well as on pet medications.

Residents can print an ID card at www.caremark.com/naco. Also, residents can call toll-free (877) 321-2652 for assistance with the program.

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.

Chief of Police/Town of Woodstock

Town of Woodstock seeks experienced and progressive law enforcement executive to replace the current Chief recently elected to Sheriff's position. Lead police department of fifteen sworn officers, one administrative assistant, and one parking enforcement officer. Manage \$1.3 million annual department operating budget. Desire a community leader with high ethical standards and ability to build/maintain effective working relationships with citizens, staff, elected officials, and surrounding law enforcement agencies. Position appointed by Council and functions as member of management team reporting to the Town Manager. Compensation: \$65,000+ DOQ/DOE plus benefits. FLSA-exempt position. Application packets available at the Town of Woodstock Municipal Office, 135 North Main Street, Woodstock VA 22664 or request one to be sent by mail from woodpln2@shentel.net. Completed applications are due by 5 p.m. prevailing time on Dec. 16. The Town of Woodstock is an equal opportunity employer.

Landfill Supervisor/Orange County

This position is a full-time, permanent supervisory position that reports to the Director of Public Works. Applicants must possess a high school diploma or GED, a minimum of three years of a landfill supervisory experience, and a Virginia Solid Waste Management Facility Operator Class II License. Application packets may be picked up in the County Administration Office located at 112 West Main Street, Orange, VA 22960; or by calling (540) 672-3313. County applications may also be downloaded from the County website: orange-countyva.gov. The position is open until filled. EEO.

Finance Officer/Pender County, N.C.

Pender County, NC (population 52,000) seeks financial professional to perform administrative, fiscal control and required record keeping for the financial activities of a coastal county government. The FY 11-12 general fund budget is \$49 million and the total budget is \$80 million, supporting 350 full-time employees. The salary for the position is negotiable within a range of \$62,648 - \$100,236 based on the candidate's

qualification and experience. Please submit a letter of interest, detailed resume, and completed Pender County application to Amber Parker, Human Resources Director, P.O. Box 5, Burgaw, NC 28425. A Pender County application can be obtained or submitted online at www.pendercountync.gov. Position is open until filled. EOE.

Assistant Director of Social Services/City of Lynchburg

Salary DOQ/DOE + benefits. Seeking qualified candidate to perform difficult professional and administrative work in helping lead and direct the delivery of City of Lynchburg Social Services programs. Provides direct supervision and ongoing consultation to 5 supervisors involved in the delivery of financial and social services programs to local citizens. Identifies service gaps, problems and deficiencies, and develops new service strategies to improve service delivery. Requires Master's degree in social work, public administration or a related field, and extensive (10 years or more) experience in public sector social work, including significant supervisory experience. City of Lynchburg application required. For more information or to apply, visit www.lyncburgva.gov or call 434-455-4204. Deadline for applications Dec. 18. EOE.

Deputy Clerk/Gloucester County

Work involves the attendance at all Board of Supervisors meetings and work sessions which are typically held during evening and night hours; the documentation of and recordination of actions taken by the Governing Body in accordance with Virginia Code Section 15.2 -1538; follow-up and dissemination of specific Board actions and directives to appropriate officials. Special Requirements: Employee must possess a valid driver's license issued by the Commonwealth of Virginia and maintain an acceptable driving record. Attendance required at an average of two evening meetings per month. Hiring Range: \$31,837-\$47,756 DOQ/DOE + Benefits. A cover letter and resume including salary history and at least 3 professional references must be submitted with the online application for consideration. Visit our website to view job description, application instructions and to apply online. www.gloucesterva.jobs. Deadline: Dec. 2. EOE

Planner I or Planner II/Gloucester County

Gloucester County Government seeks a highly motivated & skilled Planner to be part of a small but industrious team to assist

in a variety of projects associated with all aspects of long range planning and current land use development including review of subdivision plats, development plans, and commercial site plans; code amendments and ordinance updates; transportation planning and other local and regional planning initiatives. Local government and GIS experience a plus. Interested candidates should visit us online at www.gloucesterva.jobs for additional information. EOE

Assistant Director of Recreation/Roanoke County

The department has a budget in excess of \$4.5 million with 56 full-time employees serving a vibrant community of over 87,000. This person serves as a critical member of the leadership team and manages the development and implementation of a wide variety of programs and services for seniors and adults, individuals with disabilities, teens and a teen center, trips, fitness, youth services, and a wide range of general education and recreation programs. Roanoke County offers an excellent benefits package including Virginia Retirement Systems benefits, and a matching and deferred compensation program. Salary range: \$51,366 to \$63,701. Deadline: Dec. 18.

Roanoke County Application Required
Human Resources
5204 Bernard Drive
Roanoke, VA 24018
www.RoanokeCountyVA.gov
540-772-2018 EOE

Real Estate Appraiser I/Gloucester County

Gloucester County, a growing waterfront community located along the Chesapeake Bay, has two openings for entry-level real estate appraisers. Position performs entry level technical work in appraising residential and commercial property to determine market value for tax purposes. As experience is gained, appraisal assignments will become progressively more complex. Hiring Salary Range: \$31,837-\$39,811. Visit our website to view job description, application instructions and to apply online. www.gloucesterva.jobs. Deadline: Nov. 30. EOE

Director of Utilities/Town of Leesburg

\$83,673-\$140,440 DOQ. Closing Date: Jan. 27, 2012, received by 5 p.m. Leesburg, VA is the county seat of one of the fastest growing counties in the nation

EMPLOYMENT

Continued from page 15

with a current population of 42,000+. The Town of Leesburg offers an excellent benefits package to all full-time regular employees including employer paid pension program, medical, dental and vision insurance. In addition the Town provides life insurance, long-term disability insurance, vacation and sick leave, 12.5 paid holidays per year, recreation benefits and deferred compensation programs. To Apply: See www.lesburgva.gov or request an application from the HR Department at 703-737-7177. Resumes may be submitted as supplemental information only. Applications must be received by 5 p.m. on Friday, Jan. 27, 2012. Mail application to Nancy Fixx, Human Resources Director, Confidential, Town of Leesburg, 25 W. Market Street, Leesburg, VA 20176. All Town vacancies may be viewed on Comcast Cable Channel 67 and Verizon FiOS Channel 35.

**Economic Development Director/
Goochland County**

Working with the County Administrator, Board of Supervisors and the Economic Development Authority the new Director will be charged with maintaining the County's existing business base and expanding new job opportunities while implementing the County's recently adopted Economic Development Strategic Plan. The salary for the position is negotiable within a range of up to \$100,000 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 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 by Dec. 9. For a complete community/position profile related to the position please visit www.springsted.com. Goochland County, Virginia is an EOE.

**Communications Director/City of Falls
Church**

Salary: \$27,728-\$44,367. Starting salary \$27,728 + depending on qualifications. Includes comprehensive benefits package including health insurance, dental insurance, pension plan, deferred compensation plan, flexible spending account, college savings plan, life and long-term disability insurance, paid holidays, vacation and sick leave, free parking, credit union membership, City uni-

forms supplied for wear while on the job and more. See www.fallschurchva.gov for additional information. Hours: 7 a.m.-3:30 p.m., Monday through Friday. To Apply: Submit a resume or application to the City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at hr@fallschurchva.gov. You must submit a copy of your driving record, which may be obtained at the Department of Motor Vehicles with your application.

Director of Finance/Northampton County

Northampton County, a full service, growing community known for its diversity, high quality of life and scenic beauty located on Virginia's historic Eastern Shore is seeking a Director of Finance. The salary range for the position is \$62,307 to \$93,459, based on qualifications and experience. Excellent benefits package includes participation in the Virginia Retirement System, vacation, sick leave, group life insurance, medical insurance, professional dues and conference expenses. Relocation allowance negotiable. Submit 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 Nov. 30. For further information visit www.springsted.com. Northampton County is an EOE.

Planning Director/Clarke County

Salary Range: \$65,000 to \$105,000
Requirements: AICP Certification desirable; Master's degree in planning, or related field and extensive experience in local government planning, or equivalent combination of education and experience. Application Deadline: Close of Business, Dec. 2. Submit letter of interest and resume to County Administrator, 101 Chalmers Court, Suite B, Berryville, VA 22611 or e-mail to PlanningDirector.Job@clarkecounty.gov. Clarke County, Virginia, population 14,034, is seeking to fill the position of Director of Planning. Applicants should possess a comprehensive knowledge of planning and zoning principals and concepts; understanding of economics, finances and sociology, general knowledge of civil and environmental engineering concepts; ability to use technical and statistical information and to prepare and present oral and written reports; ability to use common office equipment and software programs; ability to establish and maintain effective working relationships with others. For more information go to clarkecounty.gov/employment_opportunities/planning_director.html.

**Assistant Director of Finance/Town of
Blacksburg**

The starting salary range for this position is \$50,277 - \$62,846, and is negotiable based on qualifications and experience. The Town offers excellent benefits that include: fully paid retirement, long-term disability insurance, life insurance, and employee medical insurance. Direct deposit of pay is required. A Town of Blacksburg application is required for this position by 5 p.m. on Friday, Dec. 2. Applications are available at the Human Resources Office located in the Municipal Building at 300 South Main Street, Blacksburg, VA 24060 or may be downloaded at www.blacksburg.gov. Individuals with disabilities requiring accommodation in the application process may call 540-961-1188.

**Management Informations Systems
Manager/Town of Blacksburg**

The starting salary range for this position is \$42,475 - \$53,093 and is negotiable based on qualifications and experience. The Town offers excellent benefits that include: fully paid retirement, long-term disability insurance, life insurance, and employee medical insurance. Direct deposit of pay is required. A Town of Blacksburg application is required for this position by 5 p.m. on Friday, Dec. 2. Applications are available at the Human Resources Office located in the Municipal Building at 300 South Main Street, Blacksburg, VA 24060 or may be downloaded at www.blacksburg.gov. Individuals with disabilities requiring accommodation in the application process may call 540-961-1188.

**Environmental Programs Manager/Isle of
Wight County**

Isle of Wight County seeks an Environmental Programs Manager for the Engineering Division. Responsibilities include: managing the Erosion & Sediment Control & Stormwater Management Programs by ensuring compliance with DCR requirements; improving existing programs by implementing and/or streamlining procedures for program management; ensuring land development plans comply with applicable ordinances; issuing land disturbing permits for projects. Starting salary DOQ Position open until filled. Interested candidates should submit a County application and resume to: HR Department, P.O. Box 80, Isle of Wight, VA 23397. Visit our website at www.iwus.net or call 757-365-6263.

COST SAVINGS SEMINAR

A free event presented by VACo, VML, TJPDC and the VAGP

November 30
9:30 a.m. to 11:30 a.m.
TJPDC's Water Street Center
407 East Water Street
Charlottesville



Budget saving opportunities in tough economic times. A free seminar for county administrators, budget/finance directors and purchasing agents.

- New ideas to save money
- 10-12 ways to cut costs
- Network with other localities

Don't miss this exclusive event.

- Free to attend

There are a limited number of seats available. RSVP to this free cost savings seminar today by contacting John Kandris at 804-343-2508 or jkandris@vaco.org.





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President-Elect: John D. Miller, Middlesex County

1st Vice President: Harrison Moody, Dinwiddie County

2nd Vice President: Pablo Cuevas, Rockingham County

Secretary Treasurer: Penny Gross, Fairfax County

Immediate Past President: Robert R. Adkins, Wise County

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Deputy Executive Director: Dean A. Lynch, CAE

General Counsel: Phyllis A. Errico, Esq., CAE

Director of Administration: Vicky D. Steinruck, CPA

Director of Communications: Gage Harter

Director of Governmental Affairs: Ted McCormack, AICP

Director of Member Services: Carol I. Cameron

Director of Policy Development: Larry J. Land, CAE

Director of Technical Services: John N. Kandris, A+, ACT, CCA

Government Relations Liaison: Beau Blevins

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.

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