

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

December 1, 2011



2012 New
Supervisors
Forum, Jan. 6-8
... Page 2



Staff report
projects double
the estimated cost
for Chesapeake Bay
WIP... Page 4



Henrico names
Vithoulkas
deputy county
manager for
administration...
Page 3



Visit Accomack
County and
Assateague
Lighthouse...
Page 5



**Experience the
2011 Annual
Conference again
or for the first time**



VACo has created a webpage that archives many of the presentations, programs and ceremonies from the 2011 Annual Conference.

Be sure to watch Bob Holsworth's keynote presentation. It was very entertaining and enlightening.

Also, try to catch Catherine Hudgins' first speech as VACo president.

And if you haven't already done so, please fill out the Annual Conference survey. It's very easy and takes just a couple of minutes.

We hope to see everyone again next year.

Mandates task force sets preliminary legislative agenda

By Ted McCormack
tmccormack@vaco.org

The Governor's Task Force on Local Government Review held its second meeting on Nov. 19 in Fluvanna County. Chairman of the five-member panel is Supervisor Pat Herry of Fairfax County with Fluvanna County Supervisor Shaun Kennedy the vice-chairman.

At that meeting, the task force gave preliminary approval to two measures that may offer counties some short-term relief from the burden of state mandates.

Heading the list of task force recommendations was a proposal to enact a five-year legislative moratorium on new mandates.

While a promising initiative, the members were advised that many of the most troublesome mandates are contained in the state budget, which is exempt from any statutory bar.

The task force reaffirmed its earlier goal of eliminating 15 percent of the existing mandates imposed on local governments and school divisions.

Using input received from VACo, VML, and localities, as well as the results of a special survey of school divisions conducted by the Virginia School Board Association and the Virginia Association of School Superintendents, the task force compiled a list of potential mandates for repeal or amendments.

That list can be found on the task force's website. Counties should review the list of mandates targeted for elimination or alternation and provide comment to the task force by Dec. 6 via e-mail at MandateRelief@dhcd.virginia.gov.



Task Force Chairman Pat Herry of Fairfax County.

Unfortunately, Gov. Robert F. McDonnell stated previously that at least for now, the elimination of mandates requiring additional state funding, such as the Line of Duty Act or Aid to Localities, was not possible. Instead, the mandates targeted for elimination will be those termed "low hanging fruit." The members did agree, however, to address mandates that would require additional state funds as one of their long-term goals.

Also among the items discussed at the November meeting was the need to improve the process by which the fiscal impact of proposed legislation is determined and enhancements to the mandate assessment procedures.

The task force will meet on Dec. 9

MANDATES

Continued on page 8

VACo County Supervisors Forum

January 6-8, 2012



New

Supervisors Sign Up Now!

About the Forum: The Virginia Association of Counties offers County Supervisors Forum for supervisors to concentrate on critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more. An overview of county government and the work of county supervisors is covered.

Who should attend: Newly elected and incumbent supervisors, chief county administrative officers and other government managers will come away with information they need to steer their locality forward.

Registration details: The conference registration fee is \$295, which covers conference materials, a Virginia County Supervisors' Manual, Friday dinner, Saturday lunch and Sunday lunch. Spouses and guests who attend may register for \$150, which covers those meals. The conference takes place at the Richmond Marriott, 500 E. Broad St. The room rates are \$112 for a single or double room. **To reserve a hotel room, call 1-800-228-9290 by Dec. 16 with this code: ("New Supervisors VACo").**

To register, e-mail or mail this form along with a check or charge authorization to VACo, 1207 E. Main Street, Suite 300, Richmond, VA 23219-3627. Credit card payments may be faxed to 804-788-0083. **The registration deadline is Dec. 16.**

Name _____

Title _____ County _____

Mailing Address _____

Phone _____ Fax _____ E-mail _____

My guest's name _____

Charge Options: VISA American Express MasterCard

Card Number _____ Expiration Date _____

Card Holder's Name _____

Card Holder's Signature _____



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

Henrico names Vithoukas deputy county manager for administration

Henrico County Manager Virgil R. Hazelett, P.E. announces the appointment of John A. Vithoukas as deputy county manager for Administration, effective Dec. 17.

Vithoukas, who currently serves as director of the Department of Finance and as special economic advisor to the county manager, will succeed Leon T. Johnson, who is retiring after more than 16 years in the position.

As deputy county manager for Administration, Vithoukas will have direct responsibilities over the departments of Finance, General Services and Information Technology and the Henrico County Public Library system — agencies totaling more than 550 full-time personnel with combined budgets of approximately \$56.9

million. He also will oversee the county’s legislative liaison.

A Henrico employee since 1997, Vithoukas began his county career as a budget analyst and also served as Finance division director and budget director before being appointed director of the Department of Finance in January 2008. He was named special economic advisor to the county manager in September 2009.

A graduate of Henrico’s J.R. Tucker High School, Vithoukas earned a bachelor’s degree in political science from Virginia Commonwealth University and received a master’s degree in public administration from the University of North Carolina at Charlotte.

He is a member of the Government Finance Officers



Association, the Virginia Local Government Manager’s Association, the Richmond Association of Business Economists and the Treasurer’s Association of Virginia.

Lunenburg appoints Gee as county administrator

After an extensive nationwide search for its next top administrator, the Lunenburg County Board of Supervisors has concluded that the best qualified and experienced candidate for the post is a current employee of the county.

Based upon her past service, especially during the periods of vacancies in the office of county administrator, Tracy M. Gee will be promoted to the position of county administrator of Lunenburg County effective Jan. 1, 2012.

Gee is currently the assistant to the county administrator.



Gee is a county resident and a 1999 graduate of Central High School.

She is married to Kenneth W. Gee, and they have two children, ages 4 and 2 months.



We love to print your staffing news.

Send your press release and photo to gcharter@vaco.org.

Staff report projects double the estimated cost for Chesapeake Bay WIP

By Larry Land
lland@vaco.org

According to a staff report presented to the Senate Finance Committee (SFC), total state/local costs associated with bringing the waters in the Chesapeake Bay up to standards required by U.S. EPA could reach \$15.7 billion by 2025.

This sum is more than two times higher than estimated a year ago as part of the state's process for developing the "Phase 1" Chesapeake Bay Watershed Implementation Plan (WIP).

By March 30, 2012, Virginia, along with the other five Bay states and the District of Columbia, is expected to submit to EPA its "Phase 2" WIP, which will be much more localized and site specific than the broader, statewide "Phase 1" WIP submitted by Virginia to EPA late last year.

Under EPA's "Total Maximum Daily Loading" (TMDL) requirements, Virginia is expected to decrease loadings of nitrogen into the Bay from approximately 62 million pounds in 2009 to 53.7 million pounds by 2025. Over the same time period, loadings of phosphorus are to be reduced from 6.5 million pounds to 5.4 million pounds.

Meeting these targets will require a combination of strategies, including upgrades to urban stormwater systems, capital improvements to wastewater treatment plants, increased participation by farmers in cost share programs to employ best management practices to better control agricultural runoff, and performance improvements for onsite wastewater treatment facilities.

While the staff report estimates \$15.7 billion as the maximum aggregate cost, it is important to note that this sum could be significantly lower if the state, in cooperation with localities, is able to develop strategies that would concentrate more heavily on reducing



nutrient pollution from agricultural activities than highly expensive "retrofits" of urban stormwater systems.

The SFC staff analysis shows that the relative cost controlling runoff through urban stormwater retrofits is estimated at approximately \$500 for each pound of nitrogen reduced. In comparison, the cost for each pound of nitrogen reduced through the utilization of agricultural best management practices (BMPs) ranges between \$1.20 and \$21.90.

The suite of agricultural BMPs include such practices as enhanced nutrient management planning, cultivation of cover crops, conservation tillage, development of forested buffers, and the restoration and construction of wetlands.

The SFC staff report also emphasizes the need to consider certain innovative and more cost-effective approaches for improving the quality of all waters. Among these approaches are Virginia's Nutrient Credit Trading program, programs to

restore oyster populations (oysters act as filters that feed on, and can therefore effectively reduce, certain water pollutants) and "algal turf scrubbing."

Under EPA's Chesapeake Bay TMDL, Virginia is expected to have its plan fully implemented by 2025, with 60 percent of actions completed by 2017.

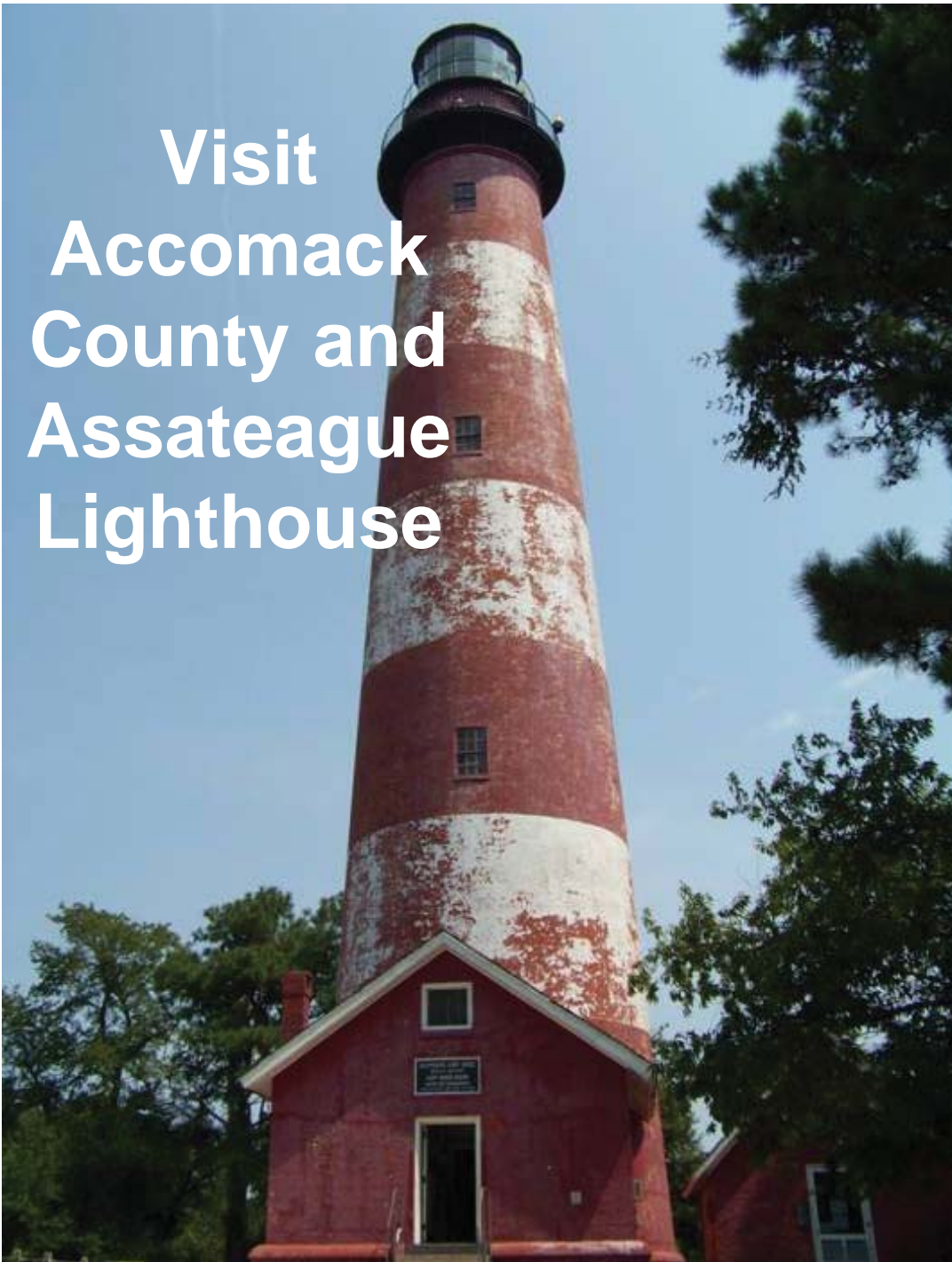
Over the 15-year period, incremental progress will be evaluated by EPA every two years. These two year reviews have commonly been referred to as "milestones."

According to the schedule for developing the Phase 2 WIP, local governments are expected to submit to the Department of Conservation and Recreation (DCR) their final conservation strategies by Feb. 1, 2012.

This will be a final step before DCR submits the final Phase 2 WIP to EPA by March 30.

The "Chesapeake Bay TMDL" presentation, as well as other presentations from the Finance Committee's November retreat, can be found here.

Visit Accomack County and Assateague Lighthouse



The Assateague lighthouse, built in 1867, stands 142 feet high. The brick tower has two 1000-watt lamps that double flash every five seconds. At its base, the lighthouse is 27 feet in diameter and about 15 feet in diameter at the top. An internal spiral stairway leads up to the top.

The lighthouse is located on the Virginia side of Assateague Island, a windswept barrier island that serves as the Chincoteague National Wildlife Refuge. Enjoy the 'Legacy of the Lighthouse' program offered by the Refuge. Directions: From Route 13 in Accomack County, take Route 175 to Chincoteague. Cross the drawbridge, turn left at the light onto Main St. Go several blocks and turn right onto Maddox Blvd. Cross the bridge to Assateague Island and the Wildlife Refuge. Park in the lot for the lighthouse on the right.

Visitor Tour Information: (757) 336-3696; e-mail: cnha@verizon.net; e-mail: pony@intercom.net.

Assateague Lighthouse: www.piping-plover.org/lighthouse.html.

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.

Contacts

The Client Services Team at Grant Writing USA
800.814.8191
cs@grantwritingusa.com

Lt. Rick Morrison Roanoke Police Department
540.853.2649
rick.morrison@roanokeva.gov

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

**2012 New Supervisors
Forum****Jan. 6-8****Richmond Marriott****About the Forum**

The Virginia Association of Counties will host the County Supervisors Forum on Jan. 6-8. The purpose of the event is to expose new supervisors to critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more.

Registration Form
Register Online
Preliminary Agenda

Who will attend

Newly elected and incumbent supervisors, chief county administrative officers and other government managers will learn information they need to steer their locality forward.

Presentations

Will be posted here after the forum is completed.

2012 Legislative Conference

March 3 – 7

Washington Hilton Hotel • Washington, D.C.



Registration is Open for NACo's 2012 Legislative Conference

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

Plan now to:

- Attend the policy setting committee meetings relevant to your county,
- Hear from political commentators **Tucker Carlson** and **Eleanor Clift**, who will jointly present a view of Congress and the 2012 Election at the Opening Session,
- Participate in educational workshops that will provide you with solutions for your county, and
- Schedule your meetings with congressional and federal agency representatives to address legislative and funding issues.



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



EPA requests proposals for urban waters small grants

The U.S. Environmental Protection Agency expects to award between \$1.8 to \$3.8 million in funding for projects across the country to help restore urban waters by improving water quality and supporting community revitalization.

The funding is part of EPA's Urban Waters program, which supports communities in their efforts to access, improve, and benefit from their urban waters and the surrounding land. Healthy and accessible urban waters can help grow local businesses and enhance educational, recreational and employment opportunities in nearby communities.

The goal of the Urban Waters Small Grants program is to fund research, studies, training, and demonstration projects that will advance the restoration of urban waters by improving water quality through activities that also support community revitalization and other local priorities such as public health, social and economic opportunities, general livability and environmental justice for residents.

Examples of projects eligible for funding include:

- Education and training for water quality improvement or green infrastructure jobs
- Public education about ways to reduce water pollution
- Local water quality monitoring programs
- Engaging diverse stakeholders to develop local watershed plans
- Innovative projects that promote local water quality and community revitalization goals

Information about Urban Waters Small Grants including the Request for Proposal (RFP) and registration links for the webinars is available here. EPA expects to award the grants in Summer 2012.

Note to Applicants: In accordance with EPA's Assistance Agreement Competition Policy (EPA Order 5700.5A1), EPA staff will not meet with individual applicants to discuss draft proposals, provide informal comments on draft proposals, or provide advice to applicants on how to respond to ranking criteria.

Applicants are responsible for the contents of their proposals. However, consistent with the provisions in the announcement, EPA will respond to questions from individual applicants regarding threshold eligibility criteria, administrative issues related to the submission of the propos-



al, and requests for clarification about the announcement.

Questions must be submitted in writing via e-mail to urbanwaters@epa.gov and must be received by the Agency Contact, Ji-Sun Yi, by Jan. 16, 2012 and written responses will be posted on EPA's website.

Dates to Remember:

- Deadline for submitting proposals: Jan. 23.
- Two webinars about this funding opportunity: Dec. 14 and Jan. 5.
- Deadline for submitting questions: Jan. 16

Related Links:

- For more information on EPA's Urban Waters program, visit www.epa.gov/urbanwaters.
- EPA's Urban Waters program supports the goals and principles of the Urban Waters Federal Partnership, a partnership of 11 federal agencies working to reconnect urban communities with their waterways. For more information on the Urban Waters Federal Partnership, visit urbanwaters.gov.

MANDATES

Continued from page 1

at 10 a.m. at Richmond City Hall in the fifth floor Planning Commission Room. At that meeting, the members will give final approval to their interim recommendations to the governor.

If approved by the governor, the proposals will be included in his legislative package for the 2012 General Assembly.

For further information on the task force, go to their website.

Like Us



2012 federal discretionary grant programs -- request for applications

The Federal Highway Administration recently released a solicitation for applications for a number of special federal funding programs.

Applications are due to FHWA by Jan. 6.

As many of these grant programs require prospective applicants to coordinate with their State DOT, the deadline for project applications to be submitted to VDOT is Dec. 19.

The solicitation is available here.

Please work through your local VDOT contact for assistance with eligibility questions and submittal of applications. If we can be of further assistance, please Jennifer Bowden DeBruhl.



U.S. Communities' Lead Public Agency, North Carolina State University has awarded a new, competitively bid contract to Premier for Food Distribution and Related Supplies and Services

(Contract No. 13924).

The contract provides U.S. Communities participating agencies immediate access to Premier's food service program solutions, delivered in conjunction with the alliance's broadline food service distributor, U.S. Foodservice.

>> CONTACT U.S. COMMUNITIES



Thank You & Enjoy

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.

On-Call Firefighter-EMT-Basic-Intermediate-Paramedic/Prince George County

Prince George County is now accepting applications for the position of On-Call Firefighter/EMT-Basic/Intermediate/Paramedic. For a County application and job description, please visit the County's website at www.princegeorgeva.org.

Assessor/Gloucester County

Gloucester County seeks a dynamic team orientated leader with excellent leadership, communication, and interpersonal skills to head the Real Estate Assessment Department. Gloucester County is centrally located on the Eastern Seaboard with easy access to the Chesapeake Bay, Virginia's Historic Triangle, and major cities, yet abounds with small town charm and hospitality, while offering a wealth of outdoor recreational opportunities. For additional information and to apply online visit us at www.gloucesterva.jobs. Salary Range: \$64,062-\$96,093 DOQ. Excellent benefits package. (804)693-5690.

Water Resources Engineer (Job #2011-004)/GKY & Associates

GKY & Associates, Inc. (GKY) has been in business for more than thirty-five years and we currently have a unique opportunity for the right professional to move into a position with growth potential in a well established firm in the water resources arena. GKY offers competitive salary and benefits, including a 401(k) retirement plan, medical, disability, vision, dental, and life insurance, performance bonuses, vacation, holidays, and tuition reimbursement. Qualified applicants should e-mail their qualifications to careers@gky.com noting the job opening number in the subject line.

Benefits & Risk Manager/Fauquier County

Looking to join an exciting team of professionals? Thrive in a fast passed environment? Look no further! Fauquier County department of Human Resources is currently accepting applications for a Benefits & Risk Manager. Responsibilities include but are not limited to; Oversee, develop, and implement work safety policies and proce-

dures including personal injury and vehicle accident prevention; Coordinate administration of employee health, dental, life, disability, flexible spending plans, & other insurance/benefit plans; oversee, develop & implement risk management & work safety procedures & coordinate administration of insurance/benefit plans. Interested applicants must submit an online application available at <http://apply.fauquiercounty.gov>.

GIS Technician/Isle of Wight County

Starting salary \$34,885-\$37,000

Isle of Wight County seeks an individual to perform professional work involving the implementation and maintenance of the Isle of Wight County's GIS. Duties include database maintenance and editing, creating map books, assisting citizens, outside agencies, and other staff with GIS and some maintenance of GIS hardware/software. Interested candidates should submit an application by Dec. 16 to: HR, P.O. Box 80, Isle of Wight, VA 23397. Visit our website at www.iwus.net or call 757-365-6263.

Assistant County Administrator-Emergency Services Coordinator/Surry County

The preferred candidate will perform difficult professional work managing the operation of County functions, assisting with overall county policy implementation and development, assist in the timely and fiscally responsible completion of county capital projects, and related work as assigned. If you have questions or additional or need additional information, please contact the County Administrator's Office at (757) 294-5271. Interested persons are encouraged to submit a completed county job application form not later than 5 p.m. Friday, Jan. 5 to: Tyrone W. Franklin
County Administrator
P. O. Box 65
Surry, Virginia 23883
Applications can be picked up in person from the County Administrator's Office located in the Surry County Government Center, 45 School Street, Surry, Virginia 23883 between the hours of 9 a.m. - 5 p.m. daily except holidays or downloaded from the county's website at www.surrycountyva.gov.

Water Treatment Plant Mechanic/
Gloucester County
Hiring Range: \$30,035-\$37,440/yr DOQ.
Gloucester County Public Utilities

Department is seeking a qualified mechanic for our water treatment plant. The position performs specialized skilled work in the maintenance and repair of County's water treatment plant, water towers, wells, machinery and equipment. Work involves using a variety of hand and power tools and adhering to safety procedures to maintain water plant, machinery and equipment in a proper working order. Must possess a valid Virginia driver's license and have a satisfactory driving history. Must pass a post-offer, pre-employment physical and drug screen. Visit our website at www.gloucesterva.jobs for additional information and to apply online.

Communications Officers/Orange County

Will perform work receiving emergency and non-emergency calls for service utilizing E-911. The successful candidate must pass a criminal background check and take mandatory courses once hired and must successfully complete pre-screening Critical test with a score of at least 80 percent. 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: orangecountyva.gov. The position is open until filled. EEO. Salary range is \$28,750 - \$37,374.

Network Analyst #3158/City of Harrisonburg

Information Technology Department. Full-Time position with benefits. Preferred hiring range: \$40,248 - \$46,311. Installs, configures, documents and maintains changes to network architecture to meet application requirements; Makes recommendations to meet needs for hardware, software and network solutions. Monitors hardware and network performance, availability, capacity, utilization and security. Assist users in solving operational problems. Application deadline: Applications will be accepted until a suitable pool of candidates is received. After 10 calendar days, this position may be closed at any time. In order to be considered for this position you must submit a City of Harrisonburg Application Form. Applications will be accepted online only at www.harrisonburgva.gov/jobs. The City provides an excellent benefits package including health insurance and paid retirement, life insurance, vacation and holidays.

EMPLOYMENT

Continued from page 10

County Administrator/Cumberland County

Cumberland County, home to 10,052 residents, seeks to appoint a County Administrator to serve at the pleasure of a five-member Board of Supervisors. Qualified applicants should submit a cover letter and resume (including three professional references) along with salary requirements by e-mail to countyinfo@esteslawva.com or by mail to Howard Estes, County Attorney, Estes & Associates, 105 East Cary Street, Richmond, VA 23219 by Jan. 15, 2012. Applicants selected for interview by the Board of Supervisors will be subject to a criminal history/credit/driver's license check prior to the interview. Cumberland County does not discriminate on the basis of race, color, national origin, religion, sex, age, marital status, creed, or disability in its programs, activities or employment practices. Contact the County Administrator @ 804/492-3625 with questions regarding alleged discrimination.

Water Resource Planner (Job #2011-003)/GKY & Associates

GKY is seeking an applicant to provide technical assistance for our water resources projects, with a focus on assisting senior staff and clients with Clean Water Act regulatory compliance tasks. The successful applicant will have some experience interpreting regulations and a working knowledge of municipal separate storm sewer system (MS4) and total maximum daily load (TMDL) plan development and implementation strategies. The successful applicant will also offer the ability to clearly communicate complex technical concepts, both orally and in writing. If you are a highly motivated individual, this is an opportunity to grow professionally and go as far as your ambition, dedication, and work ethic will take you.

Required Qualifications

- BA/BS in Environmental Science, Urban/Environmental Planning, or other discipline related water resources planning, MS preferred
- Experience with Clean Water Act programming compliance and implementation, with specific experience with MS4 and TMDL programming
- Excellent technical writing skills
- Public meeting facilitation skills and experience is a plus
- Ability to perform occasional fieldwork in difficult terrain and year-round weather conditions

GKY offers competitive salary and benefits, including a 401(k) retirement plan, medical, disability, vision, dental, and life insurance, bonuses, vacation, holidays, and tuition reimbursement. Qualified applicants should e-mail their qualifications, including a writing sample, to careers@gky.com noting the job opening number in the subject line.

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. 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 wood-pln2@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: orangecountyva.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.

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.

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.

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



Executive Committee

President: Catherine M. Hudgins, Fairfax County
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

Staff

Executive Director: James D. Campbell, CAE
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
VACo Risk Management Programs: Chris Carey, Administrator,
(888) 822-6772

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

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

County Connections is a semimonthly publication.

Editor: Gage Harter
(804) 343-2502