

# COUNTY CONNECTIONS

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Virginia Association of Counties

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January 15, 2012



## Governor aims to make Virginia leader in reducing mandates

By Ted McCormack  
tmccormack@vaco.org

Gov. Robert F. McDonnell warmly received the first interim report of his task force on local government mandate review at a press conference on Jan. 16.

He congratulated the members of the body, which includes Pat Herrity of the Fairfax County Board of Supervisors and Fluvanna County's board chairman Shaun Kenney, for their work in identifying over 60 general government and education mandates



Photo by Michael White

**MANDATES**  
Continued on page 9

## 2012 General Assembly gets underway; look for Capitol Contact on Tuesdays and Thursdays

### Capitol Contact [www.vaco.org](http://www.vaco.org)

Virginia Association of Counties 1001 E. Broad St. SU LL 20, Richmond, VA 23219, 804-785-6652

The General Assembly convened on Jan. 11 to begin its 2012 session, which will last for 60 days and deliberate on issues of local government concerns, including tax, state budget, education funding, pension funding and other public policy matters.

VACo will continually provide updates during the session through Capitol Contact and its newly created General Assembly Page. Please ensure that the county administrator and members of board of supervisors are receiving Capitol Contact. Please send Gage Harter your best e-mail address. VACo will continue to release its newsletter, County Connections, around the first and 15th of each month.

Capitol Contact is published every Tuesday and Thursday. In addition, VACo will e-mail county officials with legislative alerts when local action is needed and talking points on many items before select committees. Please check our Web site, especially the General Assembly and Talking Points pages, often to get the latest information and bill updates. Also, be on the lookout for periodic VACo staff videos on issues that affect counties.

Click here to visit Capitol Contact page.

## 'Successful' Supervisors' Forum trained county leaders

By Ted McCormack  
tmccormack@vaco.org

VACo recently concluded its biennial 2012 Supervisors' Forum on Jan. 6-8 that provided training on a number of topics important to counties and their leaders.

Approximately 120 of the 172 newly-elected county supervisors attended the gathering in addition to some county staff members.

By the end of the forum, VACo received evaluation forms from about 60 percent of those who attended, and almost all concluded that it was a very useful and informative meeting.

On Friday evening, attendees heard Lt. Gov. Bill Bolling encourage those present to keep "moving the

ball forward" in providing services to county citizens. Saturday morning saw greetings from VACo President Cathy Hudgins as well as subject matter experts discussing topics on the Freedom of Information Act, Conflict of Interest Act, human resources, land use and planning issues and the role of supervisors and county administrators.

The afternoon session provided a very helpful, hands-on exercise in developing a county budget. The focus of Sunday's presentations was on an introduction to VACo, NACo, environmental issues and transportation concerns.

Videos from some of the Saturday sessions in addition to presentations and other material from the forum are posted on VACo's website.



## Are you a county board chair or vice chair?

If so, VACo's Chairpersons' Institute is for you. It will be held at the Richmond Marriott between Feb. 9-11. The Institute offers a professional learning experience that is carefully tailored to the needs of county board chairs.

These uncertain times require county leaders who are prepared for every eventuality and balancing a tight budget is only the beginning. To succeed, board chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

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

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

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



It's time to retire the county courthouse photos on the front of [www.vaco.org](http://www.vaco.org). We want to replace them with beautiful, unique, spectacular images from Virginia counties.

Please send us photos of your county so we can share them on our website. Photos of people, landmarks, events, nature are desired.

Send photos and a short description to [gcharter@vaco.org](mailto:gcharter@vaco.org).

## Henrico names Foster deputy county manager for community operations

Henrico County Manager Virgil R. Hazelett announced the appointment of Timothy A. Foster as deputy county manager for community operations, effective Jan. 28.

Foster, who currently serves as director of the Department of Public Works, will succeed Robert K. Pinkerton, P.E., who is retiring after more than 17 years in the position and 34 years with Henrico County.

As deputy county manager for Community Operations, Foster will have direct responsibilities over the departments of Public Utilities, Public Works and Real Property and the Division of Recreation and Parks — agencies with nearly 750 full-time personnel and combined budgets of more than \$132 million. He also will

oversee the Henrico office of Virginia Cooperative Extension.

Foster began his Henrico career as an assistant traffic engineer in 1989. He later worked as traffic engineer and assistant director of Public Works before being appointed director of the agency in March 2009.

A native of Damascus, Va., Foster earned a bachelor's degree in civil engineering from Virginia Tech University. He is a registered Professional Engineer in the Commonwealth of Virginia.

A member of the Institute of Transportation Engineers, Foster is a past president of the organization's Virginia section. He also is a member of the American Public Works Association.



## Loudoun receives award of excellence for hosting national softball tournaments

The Amateur Softball Association of America (ASA) awarded the Loudoun County Department of Parks, Recreation and Community Services (PRCS) the prestigious James Farrell Award of Excellence for hosting two of the highest rated tournaments in the country in 2011.

The ASA, the National Governing Body of Softball in the United States, recognized members and tournament hosts during an awards luncheon at the 80th Annual Governing Council meeting in Myrtle Beach, S. C., last November. Loudoun County hosted the Girls 14U Class A and 18U Gold Eastern Fastpitch Nationals in August.

Localities are judged on the quality of the event, staff, facilities, hotels and tournament direction and organization. To attain the James Farrell Award (named in honor of former St. Louis ASA commissioner and national office staff member James Farrell), cities or localities must receive an overall rating of 95 percent. Loudoun received a



score of 99 percent for the 14U Eastern Nationals and 98 percent for the 18U Gold Eastern Fastpitch tournament.

"ASA and tournament participants recognize that Loudoun County has outstanding facilities and, more importantly, the best staff to run these events. Employees from our sports, parks, and maintenance divisions work together to pull off these national events.

No one group could do it alone; this is truly a team event for PRCS. We have a long history of hosting high-quality, national sports events, which can generate millions of dollars in economic impact and benefit local businesses," stated Dave Carver, Sports Division Manager for PRCS.

For more information, visit [www.asasoftball.com](http://www.asasoftball.com) or call 703-777-0343.

## Money Matters for Virginians: Know the basics

If you're wondering how to begin your financial planning, why not begin with the basics?

Money Matters for Virginians, a series of online courses covering financial basics, is now available on the Virginia Retirement System website.

Courses are free and open to the public. No registration is necessary.

Each Money Matters course takes approximately 30 minutes to complete and covers various financial topics from banking basics to more complicated subjects such as home finance.

Help get the word out about this resource for Virginia's citizens by promoting it in your internal and external communications, or adding a link to the course homepage from your website. Courses include:

- **Banking** — finding the best account for you; the different types of electronic banking; the differences between a savings account, money market and CD.
- **Credit** — how to establish good credit; what your credit score means; interest rates and what affects them; how to read your credit report; how to make sure your credit report is accurate; how to improve your credit score.
- **Taxes** — understanding tax



brackets; figuring your withholding amounts; how to reduce your taxable income; filing taxes; how long to keep different tax records.

- **Investments** — the types of asset classes and advantages and risks of each one; stock characteristics; bonds; cash equivalents such as CDs, money market accounts, real estate holdings and their advantages and risks; the importance of asset allocation and the advantages of diversification; rates of return.
- **Financial Planning** — determining

your net worth; how to set short-, mid- and long-term goals; saving for college; saving for retirement; preparing for the unexpected; protecting yourself and your family through life and health insurance, disability protection and long-term care.

- **Home Finance** — planning for home ownership; prequalifying for a mortgage; avoiding overextending; types of mortgages; the buying process; equity and refinancing; tapping into your home's equity.



It was all smiles at the Essex County Annual Dutch Treat Legislative Dinner earlier this month. Great food was served and even better discussion and debate was digested. The event was held at Lowery's Seafood Restaurant.

Pictured (left to right) are State Del. **M. Keith Hodges**; Essex Board Chair **Edwin "Bud" Smith, Jr.**; State Sen. **Ryan T. McDougle**; Essex Supervisor **Margaret "Prue" Davis**; U.S. Rep. **Rob Wittman**; State Del. **Margaret B. Ransone**; and Essex Supervisor **E. Stanley Langford**.



Stratford Hall Plantation in Westmoreland County, Virginia, was the home of four generations of the Lee family of Virginia, including two signers of the Declaration of Independence, and it was the birthplace of Robert Edward Lee (1807 - 70), who became the Confederate General-in-chief during the American Civil War, and then became the president of Washington College, which later became Washington and Lee University.

Stratford Hall is one of the great houses of American history. Its magnificent setting on a high bluff above the Potomac River and its bold architectural style set it apart from any other colonial house. But its highest distinction is the family of patriots who lived there. The Plantation is still managed as a farm today on 1,900 of its original acres. Come and enjoy an unhurried visit to the country!

The roads that lead to Stratford pass through one of the most historic sections of the nation. Yorktown, Jamestown, Williamsburg, Kenmore, Monticello, Gunston Hall and Mount Vernon are all within easy driving distance. Pope's Creek Plantation, birthplace of George Washington, is seven miles west of Stratford; the two historic properties make a perfect one day outing.

For additional information, e-mail [info@stratfordhall.org](mailto:info@stratfordhall.org).

**Website:** [www.stratfordhall.org](http://www.stratfordhall.org)

Stratford Hall

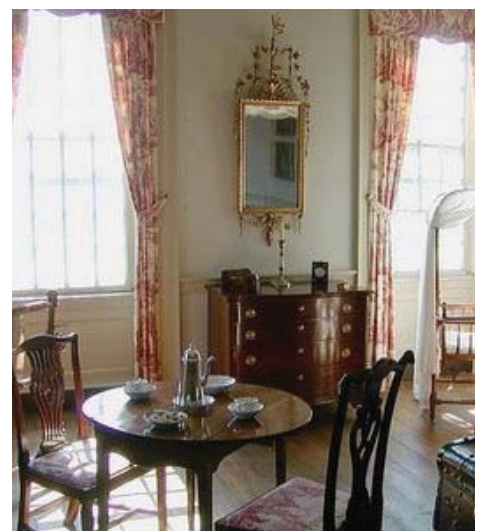
483 Great House Road

Stratford, VA 22558

**Phone:** 804.493.8038

**Fax:** 804.493.0333

**Source:** [www.stratfordhall.org](http://www.stratfordhall.org)



**Mark Your Calendars**

**VACORP WEBINAR**

**January 26  
10 a.m.-11:15 a.m.  
Information Flyer**



**VACORP**

On Jan. 26, from 10 a.m.-11 :15 a.m.,  
VACORP will host a FREE Webinar focused  
on Workers' Compensation in Virginia and the Statutes that direct coverage.

WWW.VACOINS.ORG  
Log-in and Click "WC Webinar" Prompt

Plan to join us!  
If you have questions or need additional information or assistance,  
please contact the VACSB office.

We look forward to seeing you in January!

**30th Virginia Certified  
Boards' of Zoning  
Appeals Program**

**March 5-6 and May 14  
Richmond  
Registration**



**30th Virginia Certified Boards' of  
Zoning Appeals Program.**

**Opening session:** March 5-6.

**Meeting location:** Richmond.

**Closing session:** May 14.

**Meeting location:** Richmond.

**Cost:** \$450 per person.

**Registration deadline:** February 17.

**Registration form** available at [www.planvirginia.com](http://www.planvirginia.com).

**Contact for information:** Mike  
Chandler at 804-794-6236 or by e-mail  
[rmchan@vt.edu](mailto:rmchan@vt.edu).

**73rd Virginia Certified Planning Commissioner Program**

**March 5-6 and May 14  
Richmond  
Registration**



**73rd Virginia Certified Planning Commissioner Program.**

**Opening session:** March 29-30.

**Meeting location:** Richmond.

**Closing session:** June 7-8.

**Meeting location:** Richmond or Charlottesville.

**Cost:** \$450 per person.

**Registration form** available at [www.planvirginia.com](http://www.planvirginia.com).

**Contact for information:** Mike Chandler at 804-794-6236 or by e-mail [rmchan@vt.edu](mailto:rmchan@vt.edu).

Virginia Association of Counties



Connecting County Governments since 1934

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**January 17, 2012**

**Dear VACo Member:**

The VACo Communications Committee has been charged with supporting the association’s key legislative positions. The committee has focused on one issue in particular, devolution, and its effects on not only secondary roads, but also on Aid-to-Localities, education, public safety and health and human resources. The overwhelming reaction of the committee: “enough is enough.”

However, the committee agreed that devolution is not a word we could use to express the way state leaders have neglected their responsibilities and shifted burdens to counties. It was suggested that our message would be better served with “STOP! Passing the buck!”

The committee sent a generic Op/Ed to several supervisors and asked them to put their voice to the piece. We hope to place these revised Op/Eds in local newspapers. In each Op/Ed, the message will be clear: “STOP! Passing the buck.”

Linked here is a draft resolution that we would like you to modify to fit your county. Please adopt the resolution and send it to your delegation and to VACo.

Lastly, we will soon send a link to a video by VACo President Cathy Hudgins that explains devolution and “STOP! Passing the buck.” We hope you link the video on your website and pass it to your local television station.

Thank you for your time and consideration. If you have any questions or concerns, please don’t hesitate to contact me at lawyers@visuallink.com or VACo staff (Dean Lynch or Gage Harter).

Sincerely,

**Michael Hobert**

Chair, VACo Communications Committee  
Member, VACo Board of Directors  
Chair, Clarke County Board of Supervisors

1207 E. Main St., Suite 300  
Richmond, Va. 23219-3627

Phone: 804.788.6652  
Fax: 804.788.0083

E-mail: mail@vaco.org  
Web site: www.vaco.org



**Virginia Cooperative Extension**

A partnership of Virginia Tech and Virginia State University [www.ext.vt.edu](http://www.ext.vt.edu)



**Managing While Leading: Understanding Your Duties, Powers and Responsibilities**

Friday, March 2, Location TBA

10 a.m. - 4 p.m.

Monday, April 30, Location TBA

10 a.m. - 4 p.m.

**Cost:** \$350 per person, includes books, materials, lunch

This comprehensive program with home study and a follow-up session is open to all County Supervisors. It is one of the five core courses in the Virginia Certified County Supervisor Program, a joint effort of Virginia Tech and the Virginia Association of Counties.

Mike Chandler, Professor Emeritus at Virginia Tech, and Extension Specialists for Community Viability with Virginia Tech will lead the course, utilizing examples and calling on practitioners from around Virginia. There is an eight-week home study segment following the March segment.

**REGISTRATION FOR: Managing While Leading: Understanding Your Duties, Powers and Responsibilities**  
**Fee: \$350. Deadline: February 17.**

**Name:** \_\_\_\_\_

**Home Address** \_\_\_\_\_

**Phone #** \_\_\_\_\_ **Fax #** \_\_\_\_\_ **E-mail** \_\_\_\_\_

**Title or Position:** \_\_\_\_\_

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Please complete this section if paying with credit card:

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**Name as it appears on Credit Card** \_\_\_\_\_

**Signature Authorizing Payment** \_\_\_\_\_

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**Meeting Location: TBA.**

**Make checks payable to VACo. Send all registrations to:**

Virginia Association of Counties  
1207 E. Main Street, Suite 300  
Richmond, VA 23219

**OR FAX** this form with credit card information to: (804) 788-0083.

**Refund Policy** - Requests for registration refunds are honored if received by **February 17**; however, substitutions are accepted at any time. For questions about registration, call VACo at (804) 788-6652.

## Please read before signing CWA letter

By Larry Land  
lland@vaco.org

A number of our Virginia counties have received requests to sign onto a Clean Water Act (CWA) letter being circulated by an organization known as Environment Virginia.

This letter is asking county officials to support changes to the CWA that would expand federal jurisdiction over local waters. This is known as the “water of the United States” proposal.

It is very controversial nationally. VACo would urge further research before committing to Environment Virginia’s letter.

According to the Environmental Protection Agency, the proposal increases the number of “waters” (aka ditches) under federal jurisdiction.

The regulatory proposal would broaden the scope of the “waters of the U.S.” definition within the Clean Water Act.

Originally proposed as a draft guidance, the EPA is now drafting

a regulatory proposal based on the guidance.

Based on EPA briefings and written documentation, the changes will have significant impacts on state and local governments.

Additionally, the definitional changes will impact a host of CWA programs beyond Section 404, such as the National Pollutant Discharge Elimination System (NPDES), total maximum daily load (TMDL) and other water quality standards programs, state water quality certification process, or Spill Prevention, Control and Countermeasure (SPCC) programs.

The National Association of Counties (NACo) has expressed concern over the depth of the proposal



and has urged the EPA to complete a detailed and comprehensive analysis on how the definitional changes will directly and indirectly impact all CWA programs, beyond Section 404, for federal, state, local governments and private parties, before moving forward with the regulation.

VACo urges counties to read the December 2011 letter NACo sent to the EPA and the NACo fact sheet on “waters of the United States.”

### MANDATES

Continued from page 1

for elimination. The governor stated that his goal, working with the task force and localities, was to make the Commonwealth the “national leader in reducing red tape on our localities.”

Gov. McDonnell also indicated that he would introduce legislation to eliminate 20 of the mandates contained in the task force’s report and seek to remove others by administrative action.

Among those to be included in the omnibus mandate-elimination bill are:

- Remove ability for a Circuit Court to mandate localities to construct a new courthouse;
- Allow localities to contract with CSBs for more than a one-year term;
- Remove mandate for state inspections of erosion and sediment control programs where localities have inspections;
- Remove mandates that prevent

localities from creating their own procurement guidelines;

- Remove mandate that proceeds from education surplus property go to capital improvements;
- Clarify that state law does not mandate that notices be mailed to every parent on per pupil educational costs; and
- Remove mandates for various local education advisory committees.

In addition, he will request the Department of Education to identify burdensome or unnecessary state statutory and federal data collection and reporting requirements and submit recommendations to the governor and General Assembly on ones to eliminate or consolidate with a goal of reducing reporting requirements by 15 percent.

The governor also indicated that he supported other recommendations in the interim report designed to reduce mandates on localities. These include:

- Impose a moratorium on any new unfunded legislative mandates, including those that may be in the budget bill;
- Reinstate the requirement that any bill that imposes a local fiscal impact be introduced by the first day on each legislative session;
- Allow localities or school divisions representing 35 percent of the population to petition the Commission on Local Government to review bills or budget amendments that impose unfunded or unfunded mandates on localities;
- Remove the two-year waiting period before a new mandate can be assessed for its local fiscal impact; and
- Provide for more frequent review of existing mandates, under certain circumstances, than permitted under the current four-year cycle.

A copy of the interim report of the task force is available at this website.

**Employment Opportunities**

Employment ads are edited due to space considerations.

To view the full versions, visit [www.vaco.org](http://www.vaco.org) and click on the employment link on the top left corner.

**Recycling Specialist/Loudoun County**  
Municipal Solid Waste Division in fast growing County seeks qualified applicants for a recycling specialist to support recycling/diversion programs. Position administers the contracted collection programs for Household Hazardous Waste (HHW), contracted automotive batteries, oil, antifreeze, scrap metal, tires and yard waste. Position requires a BA/BS in environmental, physical or life sciences, public/business administration, marketing or related field and three years of related experience. Proficient in Windows Office applications including word processing, spreadsheet, relational databases, graphics and/or desktop publishing. Social media marketing experience desired. Hiring Range of \$44,507-\$60,084 DOQ. Apply online by Jan. 24 at [www.jobaps.com/ldn](http://www.jobaps.com/ldn).

**Deputy Animal Control Officer/  
Gloucester County**

Responsible for enforcing County ordinances and statutes related to control of animals and operation of an animal shelter. Work involves capturing, confining, and euthanizing stray, diseased, and dangerous animals. Work hours involve week-day evenings and monthly on-call duty assignments after hours, weekends and holidays. Work hours involve week-day evenings and monthly on-call duty assignments after hours, weekends and holidays. Ideal candidate will be HS graduate or equivalent with 1-2 years training or work experience dealing with animals, and excellent communication and customer service skills. Salary Range: \$26,731-\$40,097, DOQ. Visit our website to view job description, application instructions and to apply online. [www.gloucesterva.jobs](http://www.gloucesterva.jobs). Deadline: Jan. 29.

**Director of Human Resources/Goochland County**

This position is solely responsible for managing and implementing human resource policies and programs for the County in a "one person" operation. The successful candidate must demonstrate a comprehensive knowledge of human resources principles and practices, federal and state regulations, and statutes related

to HR management. This position requires the candidate to have the skills necessary to: recruit, select, and retain qualified staff; administer classification and compensation plans; and develop, implement, and interpret personnel policies and procedures. This position offers excellent benefits, including: medical (health/vision/dental), Virginia Retirement System membership, a competitive annual/sick/holiday leave program, and flexible supplemental benefits. This position reports directly to the County Administrator. The expected hiring range for this position is \$50,000 to \$62,000 per year. Applicants must complete a Goochland County application and include a Resume and Cover Letter to [HR@co.goochland.va.us](mailto:HR@co.goochland.va.us) to be considered for this position, by the deadline of Feb. 3.

**Program Manager for Locally Administered Projects/VDOT**

This position provides leadership, guidance, and support for the federal-aid and state-aid locally administered transportation projects program, to include the coordination of the local/ state project agreement process, the development and implementation of locally administered projects program policy and guidance, and management of various other locally administered project programs. This is a great opportunity for an experienced professional to, not only build upon current successes, but to put their mark on a multi-faceted, innovative program working with the VDOT Districts, FHWA, and local governments, among others. Position closes on Jan. 24. Hiring range: \$53,510-\$95,000. For more information and to apply, please visit the State Recruit system at [jobs.agencies.virginia.gov/applicants/jsp/shared/Welcome\\_css.jsp](http://jobs.agencies.virginia.gov/applicants/jsp/shared/Welcome_css.jsp).

**Director of Planning and Development/  
City of Lexington**

Position is responsible for managing the land use planning, zoning, building inspections, housing, community development and economic development programs for the City. Serves as staff to the Planning Commission, Board of Zoning Appeals, Architectural Review Board and City Housing Board. B.A. in Urban or Regional Planning required, M.A. preferred. Minimum of five years experience in municipal planning. Starting salary range \$55,000-\$60,000. Application forms are available in the Human Resource Office, City Hall, 300 E. Washington Street, Lexington, VA 24450, or at [www.ci.lexington.va.us](http://www.ci.lexington.va.us). Applications must be

returned to the Human Resource Office by 5 p.m. on Friday, Feb. 3.

**Director of Finance/Northampton County**

The position requires any combination of education and experience equivalent to graduation from an accredited college or university with major course work in accounting. A degree in a related field (i.e. business, etc.) is acceptable with strong experience in local government finance. CPA desired. 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. Résumés received by Jan. 31 will receive priority consideration. Position is open until filled. Submit letter of application, detailed résumé 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](mailto:Richmond@springsted.com). For further information visit [www.springsted.com](http://www.springsted.com).

**Wastewater Department Manager/  
Rivanna Water & Sewer Authority  
Charlottesville - Wastewater Department Manager**

In light of a July 2012 retirement, the Authority is seeking qualified candidates for Wastewater Manager. Candidate must be able to communicate effectively with staff, management, and customers. Comprehensive knowledge of the principles and practices of treatment plant operation, wastewater sanitary engineering and current treatment standards required. Any combination of education and experience equivalent to graduation from a 4 year college/university in a related field and at least 5 years of increasingly responsible experience in directing and operating treatment facilities. This position reports directly to the Director of Water & Wastewater. Please see attached job description for a complete list of duties and responsibilities. Application and job description available at [www.rivanna.org](http://www.rivanna.org).

**EMPLOYMENT**

Continued from page 10

**Water Department Manager/Rivanna Water & Sewer Authority**

Charlottesville – Water Department Manager

In light of a July 2012 retirement, the Authority is seeking qualified candidates for Water Manager. Any combination of education and experience equivalent to graduation from a 4 year college/university in a related field and at least 5 years of increasingly responsible experience in directing and operating treatment facilities. This position reports directly to the Director of Water & Wastewater. Application and job description available at [www.rivanna.org](http://www.rivanna.org).

**Executive Office Assistant/Charles City County**

The right candidate will possess excellent interpersonal, organizational, and computer skills; be a proven successful multi-tasker, and capable of working with minimal supervision. Prior experience and proficiency in MS Suites programs and website posting required. Salary DOQ. Submit application, resume and cover letter to: County Administrator, P.O. Box 128, Charles City, VA 23030. Deadline: Jan. 27 COB. County application may be secured via the website: [co.charles-city.va.us](http://co.charles-city.va.us) or call 804-652-4701.

**Purchasing Division Director/Hanover County**

The candidate selected will work closely with County departments to identify cost efficient procurement solutions and effective service delivery. If you are looking for a rewarding job with a dedicated team of professionals that allows you to use your talents, then Hanover County, Virginia is for you! The ideal candidate for this executive level position will be a dynamic, customer service oriented individual with a Bachelor's degree in a related field and at least five (5) years of progressively responsible governmental or industrial purchasing experience, including supervision. Also requires comprehensive knowledge of specification development, contract negotiation and administration, insurance and bonding requirements and contractor licensing. Local government experience and certification in the Purchasing field preferred. Salary range: \$73,242 - \$98,882 plus excellent benefits. For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804-365-6489 (TDD# 365-6140).

**County Administrator/Madison County**

The County operates with a FY 2012 budget of \$31 million and approximately 34 full time equivalent general government employees. To be considered for the position candidates must possess a bachelor's degree in business or business, management, governmental studies, public administration, planning, engineering or a related field; with a master's degree in similar academic areas considered a plus.

Please submit a letter of application, detailed résumé with salary history and five (5) work related references to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, Virginia 23228; Fax 804-726-9752 or e-mail [Richmond@springsted.com](mailto:Richmond@springsted.com). Résumés received by Jan. 30 will receive priority consideration. For a complete community/position profile related to the position please visit [www.springsted.com](http://www.springsted.com).

**Assistant Town Manager/Town of Christiansburg**

This position will assist the Town Manager in management of Town affairs, primarily in areas of economic development, community and business relations, and special projects. They will serve as Acting Town Manager during their absence. Salary range for the position is \$68,665 to \$95,668/year; with excellent benefits that include vacation, sick leave, fully paid retirement, life insurance, and employee medical insurance (the employee pays a modest portion of medical insurance). A Town of Christiansburg application and a resume are required for this position by 5 p.m. on Jan. 26. Applications are available in the Town Hall, 100 East Main Street or can be downloaded at [www.christiansburg.org](http://www.christiansburg.org).

**Director/Pasquotank-Camden Central Communications Center**

Deadline: Open Until Filled

This is a full-time, exempt, position responsible for public safety communications operations for Pasquotank County, Camden County and the City of Elizabeth City. The Communications Director is also responsible for maintaining staffing levels, overseeing employee scheduling, calculating payroll, providing reports to various agencies along with implementing and overseeing communications center projects. Salary: Negotiable up to \$54,353 plus benefits. Application may be submitted to the following:

Pasquotank County Personnel Office  
206 East Main Street  
P.O. Box 529  
Elizabeth City, NC 27907-0529

**Director of Information Technology/Gloucester County**

The ideal candidate will have a Bachelor's degree in Computer Science, Management Information Systems, Public Administration or related field and 6-9 years of progressively responsible management level experience in IT, 5 years of which must have been in a supervisory capacity. Considerable knowledge and experience in computer programming, systems analysis and design is required, preferably in a municipal government environment. Salary Range: \$71,980-\$107,970, DOQ. Visit our website to view job description, application instructions and to apply online. [www.gloucesterva.jobs](http://www.gloucesterva.jobs). Deadline: Jan. 23.

**Laboratory Services Coordinator/Hanover County**

Hanover County seeks an experienced Laboratory Services Coordinator with strong management, technical and team building skills. The Laboratory Services Coordinator reports to the Assistant Chief of Operations & Maintenance and supervises the Laboratory Technician and may oversee the work of Technicians and/or Operators assigned to Laboratory Services. Hiring range is \$46,972 - \$63,402 (mid-point) plus excellent benefits. For more information or to apply for this position, please visit our career site at [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com). (804) 365-6489, (TDD #365-6140).

**County Administrator/Caroline County**

The County Administrator reports to a 6-member Board of Supervisors and is responsible for the overall administration of the county government, executing the policies of the Board and the day-to-day operations of local government. The County employs approximately 180 full-time employees with a budget of approximately \$135 million in FY 2011/12. Additional information about the county is available on the county website at [www.visitcaroline.com](http://www.visitcaroline.com). Salary is negotiable based on the candidate's qualifications and experience and is supplemented by a generous benefits package. Interested candidates should submit a current resume, completed county application, salary history and five (5) work related references to the Caroline County Board of Supervisors, c/o Alan Partin, Interim County Administrator. Applications may be submitted via mail at P.O. Box 447, Bowling Green, Virginia 22427, by e-mail at [apartin@co.caroline.va.us](mailto:apartin@co.caroline.va.us) or by fax at (804) 633-4970. Applications may be obtained on line at [www.visitcaroline.com](http://www.visitcaroline.com) or by contacting the County Administrator's Office at (804) 633-5380. The closing date for the position is Jan. 27.



#### **Executive Committee**

**President:** Catherine M. Hudgins, Fairfax County  
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**1st Vice President:** Harrison Moody, Dinwiddie County  
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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.

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

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Editor: Gage Harter  
(804) 343-2502