

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

February 1, 2012



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## Retirement bills being debated



By Dean Lynch  
dlynch@vaco.org

Numerous retirement and compensation bills will be debated during the 2012 session of the General Assembly. The following is a briefing on some of the most important bills that impact local governments.

HB 1129 (Howell) modifies several provisions of the defined benefit retirement plan. Beginning Jan. 1, 2013:

- The calculation for average final compensation will use the average of 60 months rather than the current 36 months. Current Plan 1 employees may use the 60 or 36 month final average (whichever is higher) to determine their benefit. This applies to state and local plans.
- Except for those members who are within five years of unreduced retirement, the cost of living allowance (COLA) will be restricted to 3 percent. This applies to state and local plans.
- Increases the employee contribution rate from 5 percent to 6 percent for all state employees and members covered under SPORS (State Police Officers Retirement System) and VaLORS (Virginia Law Enforcement Officers Retirement System). This is phased in with increments of 0.5 percent per year. This only applies to the state and excludes teachers.

### RETIREMENT

Continued on page 9

## Machinery and Tools Tax under attack again in 2012



By Dean Lynch  
dlynch@vaco.org

HB 512 (Purkey) and SB 549 (Wagner) proposes to reduce local revenue derived from the local machinery and tools tax.

The bills classify as intangible personal property, and therefore subject solely to state taxation, machinery and tools purchased on or after July 1, 2012, that have not been in service for more than three years. The new classification would apply only to machinery and tools purchased on or after July 1, 2012.

Under current law, idle machinery and tools are classified as intangible personal property and exempt from state and local taxation. Machinery and equipment used by farm wineries are excluded from the machinery and tools tax but are a separate classification for local tangible personal property tax purposes. Localities are authorized, by ordinance, to exempt or provide a different rate of tax for such classification.

As established in a 1950 opinion of the Tax Commissioner, machinery and tools used in the manufacturing business are those machinery and tools (1) actually and directly used in manufacturing processes and (2) those machinery and tools used in the manufacturing business that are necessary in the particular manufacturing business and are used in connection with operation of machinery that is actually and directly used in manufacturing processes.

According to the Auditor of Public Account's 2010 Comparative Report of Local Government Revenues and Expenditures, local revenues derived from the machinery and tools tax totaled \$213.8 million in Fiscal Year 2010. Of that amount, cities collected \$87.8 million; counties collected \$121.5 million; and the towns reporting data to the APA collected \$4.4 million.

### MACHINERY AND TOOLS

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## Join us for Local Government Day on Feb. 9

The Virginia Association of Counties, the Virginia Municipal League and the Virginia Association of Planning District Commissions will sponsor Local Government Day at the General Assembly on Thursday, Feb. 9.

The event will be held at the Richmond Marriott, located at 500 E. Broad St. in downtown Richmond.

Staff will report on legislation affecting local governments, and then local officials are encouraged to participate in committee meetings and lobby state legislators at the Capitol. In the evening, local officials are strongly encouraged to invite their state legislators to dinner. Please invite them soon.

The cost of the event, which includes a box lunch, is \$40 per person.

[Click here for a registration form and for more information.](#)

[Click here to register online.](#)

[Click here to watch a video by Jim Campbell.](#)

**VACo Contact:** Carol Cameron



## 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.](#)



James River Water Trail  
Botetourt County

We've received photos from half a dozen counties. They look great on our website.

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

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

## Amelia appoints new county administrator

The Amelia County Board of Supervisors is pleased to announce that we have selected Armistead Taylor Harvie, III, as the new county administrator.

Harvie is a lifelong resident of this community who served on the Board of Supervisors from 1992 to 2005. He is currently the owner of Coverly Farm in the County and operates Coverly Company, a real estate appraisal firm, with his son.

While a member of the Amelia County Board of Supervisors, Harvie helped develop standards for the operation and monitoring of the Maplewood Landfill and served for 14 years as a member of the Landfill Advisory Committee. He has served on the Heartland Regional Council.

As a supervisor, Harvie was a part of the building of a new elementary school, a renovation and addition to the middle school and the conversion of the former Amelia County High School building into county offices. He was instrumental in the development of

the county utilities system and created and helped staff the County Parks and Recreation Department.

Harvie currently serves as the chairman of the Amelia County Electoral Board and is a former board member of the Richmond Red Cross and the Saint Francis Hospital Advisory Board. He is married to Pamela Anderson Harvie and is the father of three children and the grandfather of two. He is a member of Christ Episcopal Church in Amelia.

His employment was approved by the Amelia County Board of Supervisors at the Jan. 18 meeting. Harvie's first day is Feb. 1.

Franklin D. Harris, Chairman of the Amelia County Board of Supervisors said: "After a search lasting for five months, the Board of Supervisors has determined that the County will be best served by appointing one of our longtime residents, Taylor Harvie, III, as our next administrator. The Board feels that Harvie has a unique combination



of government experience and local knowledge to lead this community. We know that the Amelia community will join us in welcoming Harvie to his new position and work with him and us to move this community forward in this difficult economy."

## Loudoun deputy county administrator to retire

Candice deButts, who has served as Loudoun deputy county administrator since 2001, is retiring effective March 30, County Administrator Tim Hemstreet recently announced.

deButts began her service with Loudoun County in 1978 in the Department of Mental Health/Mental Retardation and was later appointed director of Mental Retardation Services. She served as chief of management analysis before being named director of management services in 1992. In that position, she was responsible for the budget, purchasing and human resources functions within the county government.

As deputy county administrator, deButts has provided oversight to the departments of Family Services, Parks, Recreation & Community Services; Mental Health, Substance Abuse & Developmental Services; Community Corrections; and Animal Services. She also serves as the county administrator's liaison to Library Services, the Health Department and the Juvenile Court Services Unit.

"Candy's service to the county has been extraordinary," Hemstreet said. "In her early years with the county, she developed the first case management program for mentally disabled adults as well as an innovative employment program. She also led successful efforts in Loudoun to move people out of state institutions and into the community. As a deputy county administrator, she has encouraged team work among agencies and has led several countywide initiatives including the Domestic Violence and the Juvenile Detention Alternatives Program and the popular Family Connections Program. She has also been a valued member of my Executive Team."



## Loudoun County hires new human resources officer

Loudoun County's new human resources officer is Jeanette Green, who began her service with the county on Jan. 9.

Green comes to Loudoun County with 10 years of professional human resources and legal experience in the private and public sector.

Her areas of expertise include employee relations, employment law compliance and audits, policy development and implementation, training development and design, workforce planning, strategic planning and alternative dispute resolution.

Prior to accepting the position of Human Resources Officer in Loudoun, Green served as Employee and Labor Relations Manager with the Osceola County Government in Kissimmee, Florida.

Previous to that she was the

Employee Relations and Workforce Planning Manager with the Hillsborough County Government in Tampa, Florida.

Jeanette began her human resources career in the private sector as a Human Resource Manager and Associate General Counsel with Modern Business Associates, Inc. in St. Petersburg, Fla.

Green received her B.A. in Sociology from the State University of New York at Stony Brook, New York in 1997 and her Juris Doctorate from the University of Maryland, School of Law, in 2000.

She is licensed to practice law in Florida and Maryland and previously served as a Staff Attorney with the State of Maryland Office of the Attorney General. She is a member of several human resources and legal professional associations.



## Stafford appoints new deputy county administrator and public works director

Stafford County Administrator Anthony Romanello recently announced that he has appointed Keith Dayton as deputy county administrator and Mike Smith as public works director.

Dayton and Smith have been in "acting" roles since September 2011.

"Keith and Mike bring many years of experience in their fields as well as institutional knowledge to their positions," Romanello said. "They continue to successfully lead several projects that will enhance our customer service and improve our residents' quality of life including the Rocky Pen Run Reservoir, the Community Development Service Center and the Belmont-Ferry Farm Trail. They are assets to the organization, and to the greater Stafford community."

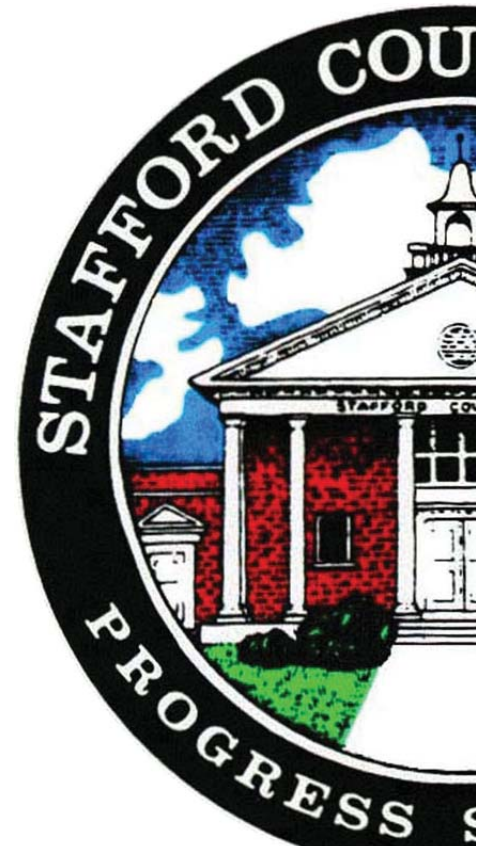
Dayton moved from Public Works to County Administration to take on former Deputy County Administrator Mike Neuhard's duties when Neuhard retired last September. Dayton has

worked for the County for 22 years, beginning his career in utilities where he rose to assistant director of that department before taking over Public Works in 2009. Dayton is responsible for development-related activities and will lead Public Works, Planning and Zoning, and Utilities. He will work alongside Deputy County Administrator Tim Baroody, who will continue to lead Economic Development, Parks, Recreation and Community Facilities and the Regional Landfill.

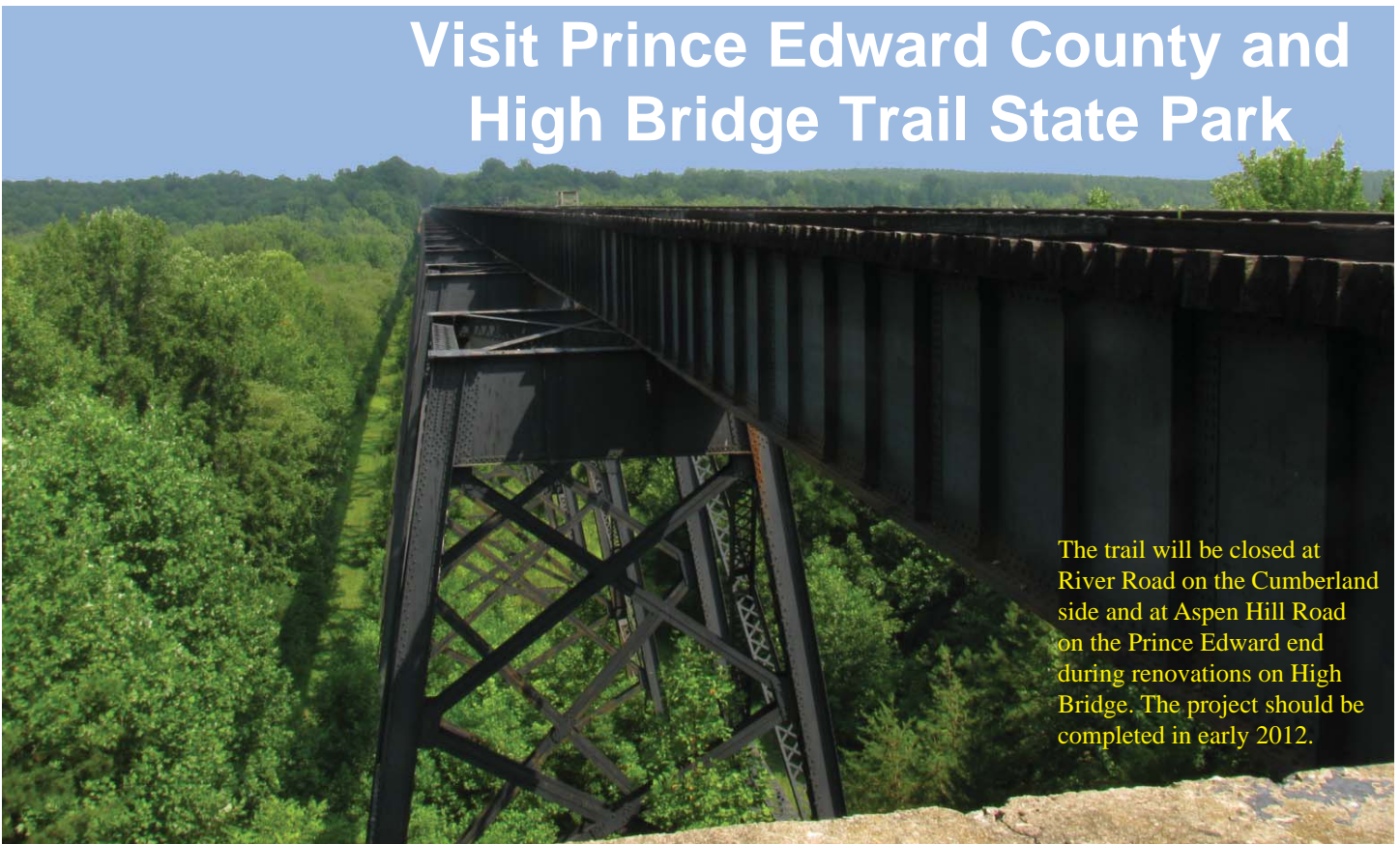
Smith served as assistant director of Utilities before moving to Public Works to take over Dayton's duties. Smith has worked for the County for 25 years, starting as a senior operator at the Aquia Wastewater Treatment Facility in 1986.

He was promoted to plant manager the following year. He became the assistant director for Utilities in February 2009.

Both appointments are effective immediately.



# Visit Prince Edward County and High Bridge Trail State Park



The trail will be closed at River Road on the Cumberland side and at Aspen Hill Road on the Prince Edward end during renovations on High Bridge. The project should be completed in early 2012.

**HISTORY:** In December 2006, Norfolk Southern Railway Co. donated a 31-mile tract of abandoned railroad to the state for the establishment of a new state park. The rail line was part of the Petersburg to Lynchburg line. On Aug. 22, 2008, four miles of the linear park were opened to the public. On June 6, 2009, another 10 miles were opened to the public. Six more miles were opened on Nov. 14, 2009, and another four miles were opened on July 3, 2010. On Sept. 4, 2010, the trail's final six miles were opened.

**GENERAL INFO:** High Bridge Trail State Park is a multi-use trail ideally suited for hiking, bicycling and horseback riding. The trail, once a rail bed, is wide, level and generally flat. Its surface is finely crushed limestone. The trail's surface and dimensions make it easy for people of all ages and abilities to enjoy. Its centerpiece is the majestic High Bridge, which is more than 2,400 feet long and 160 feet above the Appomattox River. The original bridge was built in 1853 as part of the South Side Railroad. The steel-tower bridge was built in 1914.

- Twenty-eight miles of trail are open. Work on other park facilities continues.
- Be sure to bring plenty of drinking water because it's not available on the trail.
- Park size is 1,103 acres.

**AT-A-GLANCE:** The pictographs directly below show park offerings. Click on those of interest or read below for more detail. Mouse-over the image for a short text description or click here to view a legend in which each pictograph's meaning is expressed.

**LOCATION:** High Bridge Trail is about 31 miles long and runs through Cumberland, Nottoway and Prince Edward counties and the towns of Burkeville, Farmville, Pamplin City, Prospect and Rice.

**WILDLIFE:** Virginia State Parks are great places to discover and reconnect with the wild world. Bring a camera and share your captures with the world. But please don't disturb or get too close to the animals. The park is, after all, their home. Here are a few recent natural encounters others have had at High Bridge Trail.

**CONTACT INFO:** High Bridge Trail State Park, 6888 Green Bay Road, Green Bay, VA 23942 (The park's office and actual location are separate. Do not use the above address to determine directions); phone: (434) 315-0457; e-mail: [highbridgetrail@dcr.virginia.gov](mailto:highbridgetrail@dcr.virginia.gov); website: [www.dcr.virginia.gov/state\\_parks/hig.shtml](http://www.dcr.virginia.gov/state_parks/hig.shtml)



**Mark Your Calendars**



**Virginia Cooperative Extension**  
A partnership of Virginia Tech and Virginia State University 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: \_\_\_\_\_

Please complete this section if paying with credit card:

Credit Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_ Type \_\_\_\_\_

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

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

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.

**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).

# Botetourt's Jerry Burgess sets a perfect example

By Duncan Adams  
Roanoke Times

High school classmates in Norfolk called him "Jerry P."

The P was for "perfect."

Gerald "Jerry" Burgess said he has tried to temper his perfectionism as a manager.

"You shouldn't expect everybody to be perfect all the time, and I think that is a flaw I've tried to recognize and deal with over the years," he said. "I probably have been too demanding at times, especially earlier in my career."

Burgess, 64, has been Botetourt County's administrator since Sept. 1, 1992. He announced in June plans to retire early this year. A search for a successor is under way. Burgess said he will stay on as administrator until March 15.

During a recent interview, Burgess talked about his tenure with the county and about his life. He described accomplishments and acknowledged disappointments.

The consensus among those interviewed about Burgess' time at the helm suggests it has been productive, successful and honorable.

Terry Austin has been a member of the county's board of supervisors for 14 years.

"Jerry has become, in his 19 years of service to Botetourt County, everything you would ever want to find in a county administrator," Austin said. "He leads by example, and has put in place a solid foundation of local government which will serve Botetourt County well for many future years."

Former county supervisor Don Assaid has sometimes been critical of Burgess.

"While many people in the county felt that the administrator ruled the county with an iron fist and was not accountable to the board, from comments I've heard, I believe the board made it very plain to him and to county staff that Botetourt County was governed by the board of supervisors," Assaid said.

He said Burgess "has always been a strong advocate for Botetourt County."

## Early years

In 1947, Gerald Burgess was born in Jacksonville, N.C.

His father, D.B. Burgess, was the son of a sharecropper and one of 12 children. A former U.S. Marine, he drove a bus for Carolina Trailways.

Gerald's mother, Betty Council

Burgess, insisted her son be "Jerry" with a "J" because "Gerry" with a "G" sounded feminine. She worked at home, raising Jerry and three other children.

"Neither of my parents got past seventh grade," Burgess said.

The family moved to Henrico County when Burgess was 3 and then to Norfolk when he was 12.

At an early age, Burgess began earning his keep.

"My parents didn't have a lot of money. I was always looking for ways to make money."

At 15, he landed a job bagging groceries at the Value Fair grocery store in Norfolk.

"I was always proud that I made all the money for my clothes," he said.

## West Point

As a high school senior, Burgess gained an appointment to the U.S. Military Academy at West Point.

"West Point to me was everything. West Point absolutely changed me as an individual," he said.

He graduated as a second lieutenant in 1969 and served in Vietnam from 1971 to 1972.

He left the army as a captain in 1974. With the GI Bill, Burgess earned a master's degree in urban studies. Jobs followed with the cities of Norfolk, Portsmouth and Fort Lauderdale, Fla. A mentor in Norfolk was Julian Hirst, a former Roanoke city manager.

West Point's imprint is obvious to anyone who visits Burgess' office in Fincastle. Decorations include a framed copy of the Cadet Prayer.

Burgess quoted a portion, "Make us to choose the harder right instead of the easier wrong ..."

"And that's really the guiding principle for me," he said.

Burgess' voice hitched when describing the camaraderie that remains among members of his company at West Point. Several seconds passed.

"We still are tight," he said.

## Team Botetourt

Before Botetourt, Burgess was assistant city manager in Fort Lauderdale.

"I worked there for two years and found out Fort Lauderdale was a great place to visit," he said.

Botetourt County's constitutional officers reached out to Burgess even before his first day. He said regular communication with these officers - the sheriff, commissioner of the revenue, commonwealth's attorney,



Photos by REBECCA BARNETT | The Roanoke Times

treasurer and clerk of courts - has paid off.

"Jerry made a point of keeping us up to date," said Commonwealth's Attorney Joel Branscom. "Politics was left at the door." Branscom has served occasionally as a special prosecutor in other jurisdictions.

"I realized very quickly that we were blessed in Botetourt to have what we have," he said.

Burgess credited Superintendent of Schools Tony Brads with helping to initiate a better relationship between the schools and county government.

"By far, the thing that I'm absolutely proudest of is this total team environment that we have here, which is really, really unique," Burgess said.

## Accomplishments

He said he was hired with a goal of advancing industrial development and noted that the recruitment or expansion of businesses has created about \$520 million in investment and more than 3,000 new jobs, and diversified the tax base.

"I think we have been pretty successful," he said.

He leaves the county with three AA bond ratings.

"We've weathered the recession," he said. "We've done the things we needed to do. Assuming the economy continues to recover, I think Botetourt is in a good position to move forward."

During Burgess' 19-plus years, new schools have been built and older schools renovated and expanded. A new sports complex attracts national tournaments. Many other capital projects have been launched.

## Disappointments

One capital project has been the Botetourt Center at Greenfield, which includes the Greenfield Education and

**BURGESS**

Continued on page 8

VACo President Cathy Hudgins discusses "Stop! Passing the Buck"



VACo President and Fairfax County Supervisor Cathy Hudgins talks about devolution and its effects on county government.

**BURGESS**

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Training Center.

Burgess said the fallout from the Sept. 11, 2001, terrorist attacks cost the Greenfield site a German company that manufactured sprinkler systems. The county had already landed Koyo Steering Systems, now closed, and Altec Industries.

"If we had secured the German company, it would have continued the momentum at Greenfield," Burgess said. "That held up what might have been a much quicker development there."

Also difficult, he said, was sometimes bitter conflict last year among members of the board of supervisors. November's election changed the board's composition.

"It was such a disappointment to see the acrimony on the board of supervisors," he said. "Board members over the years have disagreed on individual issues, but they've never had the lack of communication and civility that was demonstrated this past year."

**'Where else?'**

Burgess was asked what advice he might offer a successor.

"First of all, you've got great people here," he said. "Get to know them. Understand their strengths and understand that they're here for a reason. Secondly, you are walking into a unique team environment. Hold on to it. Reinforce it."

As a public official, "you are a great big target," Burgess said.

"There are a lot of reasons not to do it.

On the other hand, where else can you have an impact on your community in so many different ways? Where else can you help ensure that you have the best possible schools, the best possible recreational facilities, good libraries -- the kinds of things that benefit communities?"

Burgess said he plans to take some time off. He said he'll then pursue part-time or consulting work.

"I don't know what it's going to be like not having a job to go to," he said. "I think I'm still a young person, mentally and physically, and I think I still have something to offer."

**Loope named to Southern Economic Development Council's Board of Directors**

The Southern Economic Development Council (SEDC), the oldest and largest regional economic development association in North America, is pleased to announce Jill Loope, acting director of Economic Development for the Roanoke County, as the Mid-Atlantic Regional Director to serve on the SEDC Board of Directors for the 2012 year.

The director serves a one-year term on SEDC's board. Loope also serves as the State Director for Virginia. Jill is a committed member of SEDC, having joined in 1999.

The Southern Economic Development Council is a 830-plus member, nonprofit organization composed of a broad cross-section of active and influential industrial and economic developers from business and industry, utilities, transportation, financial and education institutions, chambers of commerce, and local, regional and state development agencies.

"As a professional association our main goal is to provide tangible benefits to our members allowing them to advance the



economic prosperity of the area they serve. Jill will be a great asset in helping us achieve this goal," said Mallie Combs, SEDC Chairman.

Members in the 17-state area share a common interest: the promotion and enhancement of the economic development profession.

The SEDC region is comprised of 17 states and the District of Columbia.

For more information about SEDC visit the website at [www.sedc.org](http://www.sedc.org).



Appearing in the January 2012 issue of The Virginia News Letter: **"Virginia's Never-ending Moratorium**

**on City-County Annexations,"** by Andrew V. Sorrell and Bruce A Vlk

This article explores the history of city-county annexation and its peculiarities that make the commonwealth of Virginia unique. Sorrell is a senior planner in Albemarle County's community development department and Vlk is programs director at U.Va.'s Center for Politics.

Click here to view the article.

**MACHINERY AND TOOLS**

Continued from page 1

VACo opposes the bills and the patrons have been unwilling to work on alternative language. Your assistance is needed to defeat the measures. HB 512 (Purkey) is expected to be before House Finance this week and SB 549 (Wagner) will be before Senate Finance on Wednesday.

Contact committee members and tell them to oppose the measures. TAKE ACTION NOW!

**Action**

Contact your Delegate or Senator immediately to oppose HB 512 (Purkey) and SB 549 (Wagner). These bills are likely to be heard in House Finance and Senate Finance this week. Save this revenue tool for local governments!

**Talking Points**

- The bills would reduce local revenue with no replacement revenue.
- Machinery and tools would be depreciated during the three-year exemption, thus lowering revenue to the depreciated amount after year three and continuing.
- Localities would no longer be able to use the abatement of the local Machinery and Tool Tax as an economic development incentive.

**Key Contacts**

House Finance and Senate Finance  
Please call or e-mail your Delegate or Senator today! It is extremely important to keep this revenue for 39 cities, 89 counties and 72 towns that implement the machinery and tools tax.

Read  
Capitol  
Contact  
every  
Tuesday and  
Thursday

**RETIREMENT**

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- The cost of prior service credit that currently can be purchased for 5 percent increases to 6 percent. This applies to state and local plans.
- The multiplier will be lowered from 1.7 percent to 1.6 percent for those members hired on or after Jan. 1, 2013, except for hazardous duty employees and judges.

HB 1130 (Howell) creates an optional hybrid plan with DB (defined benefit) and DC (defined contribution) components for all state employees, except judges. This applies to the state plan only, excluding teachers.

The defined benefit component has a multiplier of 1.0 and a required employee contribution of 4 percent, and the employer's contribution is actuarially determined using the same methodology used for the current defined benefit retirement plan. The defined contribution component includes a required employee contribution of 2 percent and a corresponding mandatory contribution from the employer of 1 percent, with optional additional employee contributions of up to 4 percent that could be matched by another 2.5 percent from the employer. Maximum contributions to the defined contribution plan are 6 percent from the employee and 3.5 percent from the employer, for a total of 9.5 percent.

If a current employee elects to participate in the new plan, his accrued service in the defined benefit plan at the time of his election would transfer with a

multiplier of the defined benefit plan from which he is leaving, but his service thereafter would accrue with a 1.0 multiplier.

SB 498 (Watkins) creates a new hybrid retirement program, administered by the Virginia Retirement System, that contains a defined contribution and a defined benefit component. All new state and local employees commencing employment on or after Jan. 1, 2014, would make an irrevocable election to participate in the hybrid plan or the traditional retirement plan. Employees in-service on Dec. 31, 2013, would be given the opportunity to make a one-time, irrevocable election to participate in the new hybrid program.

SB 497 (Watkins) requires that persons employed by local government or school board employers be required to pay the 5 percent employee contribution to the Virginia Retirement System. School boards would be authorized to allow a phase in of the payment of the 5 percent member contribution by their employees over a maximum of five years.

HB 636 (Iaquinto) adds attorneys for the Commonwealth and their assistants as members of the Virginia Law Officers' Retirement System. According to the Compensation Board, since the impacted localities have reached the reimbursement cap, the additional costs associated with this bill will be borne by the respective localities.

In addition, analysis only includes positions covered by the Compensation Board for which data was available. There

are some positions which are solely funded by the locality for which data was not available. The local fiscal impact is \$3.29 million per year for local government. VACo opposed the bill in House Appropriations. Contact House members to oppose.

HB 702 (Filler-Corn) and SB 198 (Marsden) provide that the health insurance credit currently being provided to retired teachers would also be provided to all retired employees of the local school division at the option of the local school division and as a cost borne by the local government. Local school boards could exercise this option but mandate that local governments pay the credit. VACo opposed the bill in House Appropriations. The local fiscal impact is \$7.25 million per year. Contact House and Senate members to oppose.

HB 740 (C. Jones) and SB 125 (Watkins) grant authority to non-participating employers to make determinations for eligibility of LODA benefits and to make benefit payments accordingly. Currently, the Virginia State Police (VSP) are responsible for conducting investigations into LODA claims and for reporting the findings to the State Comptroller who then is responsible for determining eligibility and making payment of benefits owed on behalf of all employers statewide.

Currently, non-participating employers must reimburse the State Comptroller in an amount equal to benefits paid out on its behalf in addition to any administrative costs. VACo supports the bill. Contact House and Senate members to support.

# Equalize county taxing authority with cities and towns

By Dean Lynch  
dlynch@vaco.org

HB 1157 (Merricks) grants counties all the powers of taxation that are currently given to cities and towns pursuant to the Uniform Charter Powers Act, regardless of whether such powers are established by county charter.

Under current law, while cities and towns are granted broad authority to tax pursuant to the Uniform Charter Powers Act in order to raise money to pay necessary expenses and debts, counties are limited in their ability to impose certain taxes and are limited in the tax rates that they may impose for other taxes.

The issue of equalizing city and county taxing authority was addressed most recently in the report of the Commission on Virginia's State and Local Tax Structure for the 21st Century (2001 House Document No. 22).

The Commission recommended that the distinction in the taxing authority of Virginia's cities and counties be eliminated. The Commission report states that the distinction is based "solely on an historical legalism which has no relevancy to modern service responsibilities..."

The Commission report also notes that equalizing city and county taxing authority will "broaden the potential revenue base of counties, reduce their dependence on their real estate tax base, and make the potential revenue bases and therefore the measurement of revenue effort of cities and counties directly comparable."

Under the Uniform Powers Act, cities and towns have the authority to raise whatever money is necessary to pay the debts and defray the expenses of the municipal corporation by annually imposing taxes and assessments on property and people.

As a result, cities and towns are given broad authority to tax in order to raise necessary funds. The differences between the taxing authority of



counties and municipalities are based on historical notions that counties are primarily rural and have less need for revenue and services. Unlike cities, only two counties (Arlington and Henrico) are responsible for secondary road maintenance and construction.

Under the terms of this bill, like cities, all counties would be granted the authority to impose the admissions tax on one or more, all or none of the classes of admissions, and would be authorized to impose the tax at any rate.

The bill would also create a new classification for purposes of the admissions tax for admissions charged to any off-track horse race wagering facility.

HB 1157 would authorize all counties to impose the cigarette tax. Additionally, the bill would remove the cap on the cigarette tax Arlington and Fairfax counties are allowed to impose.

This bill would provide a formula for determining the meals tax rate where a business is located partially within two or more local jurisdictions. While counties already follow this formula under current law, cities and towns are not currently subject to this limitation.

The bill would specifically retain the provisions authorizing James City and York County to impose an additional transient occupancy tax of \$2 per night to advertise the historic triangle area.

In addition, the county of Rockbridge and the cities of Lexington and Buena Vista would continue to be authorized to impose transient occupancy tax at a maximum rate of 2 percent of the amount of charge for occupancy of any room or space occupied.

The bill would also retain the provisions specifically authorizing Rappahannock County and Madison County to levy tax on occupancy in a bed and breakfast establishment and on food and beverages, when the charges for the occupancy of the room or space and for the sale of food and beverages are assessed in the aggregate and not separately stated.

However, the bill would remove the provisions specifically authorizing the counties of Chesterfield, Hanover and Henrico to impose additional transient occupancy taxes.

In addition, the bill would repeal all other county transient occupancy tax statutes, in order to grant counties the same authority to impose the tax broadly as cities and towns have under the Uniform Charter Powers Act.

VACo supports the measure and needs your assistance as a rocky trail is expected. Please contact your legislators in the House Finance Committee and the Senate Finance Committee.

## Key Contacts

Members of House Finance  
Members of Senate Finance

## Bill to create a moratorium on unfunded mandates reported out of committee

By Dean Lynch  
dlynch@vaco.org

SB 129 (Stanley) was reported out of Senate General Laws and Technology.

The bill will be before the Senate for debate this week. The bill directs the governor to temporarily suspend certain unfunded state mandates on localities pending a review of such mandates by the Commission on Local Government. Under existing law, the governor may suspend such mandates for up to one year.

In the 2011 edition of the Catalog of State and Federal Mandates on Local Governments, the Commission on Local Government (CLG) identified 478 mandates administered by executive branch agencies.

Of these mandates, 114 are administered by the Department of Education and would not be subject to the provisions of this legislation. Consequently, a total of 364 mandates administered by 41 executive branch state agencies would be subject to the provisions of this legislation.

In order for the Gov. McDonnell to temporarily suspend these mandates

beginning on July 1, 2012, these 41 executive branch state agencies would have to make a determination prior to that time as to (1) whether the mandate is "unfunded" and (2) whether its suspension would adversely impact public health or safety.

Any fiscal impact this review may have on the 41 affected agencies is unknown. While state agencies are required to conduct assessments of the mandates that they administer and the CLG oversees this process, these assessments do not occur until after the mandate has been in effect for at least two years and assessments do not occur more frequently than every four years.

Therefore, some of the mandates subject to this legislation will never have been assessed and others will not have been assessed in the last four or more years, which may impact the time it takes the administering state agency to determine whether it is unfunded and whether its suspension will pose a threat to public health or safety.

In addition, a decision will have to be made, based on each state agency's findings, as to whether an individual mandate meets the criteria for temporary suspension by the governor.



Additionally, the process for the review by state agencies will have to be established and overseen by the staff to the CLG.

Finally, this legislation requires that, during the two-year temporary suspension period, a determination as to whether such unfunded mandates will be permanently eliminated be made pursuant to § 15.2-2903, Code of Virginia.

VACo spoke in favor of the measure and needs immediate action to contact Senators to support the moratorium. Please contact your Senators today.

## Budget amendments restore state funding for wrap-around services

On Jan. 30, Sarah Snead, Chesterfield deputy county administrator, spoke in support of budget items 283#4s (Hanger), 283#5s (Hanger) and 283#3s (Colgan), which restore funding in the governor's biennial budget for children's wrap-around services in the CSA program.

This funding is important as it allows localities to offer an array of community-based services and support to a particular population of children and families whose situations could easily deteriorate to a crisis stage.

VACo supports these budget amendments.



156 uploads and counting

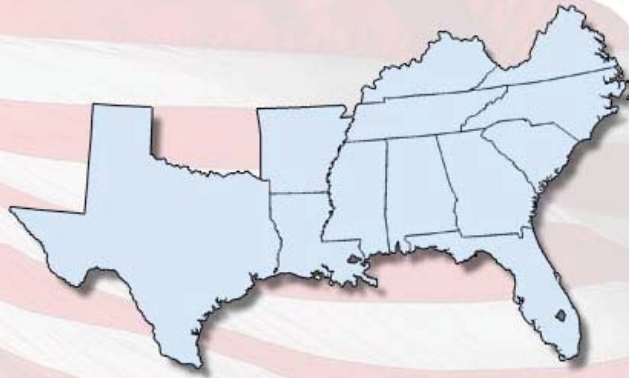


**NACo** National Association of Counties

Counties Care for America

**South Region Update**

**Commissioner Joe Bryan  
Wake County, NC**



ALABAMA | ARKANSAS | FLORIDA | GEORGIA | KENTUCKY | LOUISIANA | MISSISSIPPI | NORTH CAROLINA | SOUTH CAROLINA | TENNESSEE | TEXAS | VIRGINIA

On Jan. 9, I spent a day touring NACo headquarters in Washington, D.C. I was accompanied by David F. Thompson, the Executive Director of the North Carolina Association of County Commissioners, and Lisa Nolen, who is our Outreach Coordinator. We met with many staff and department heads and received a briefing of the various services NACo provides to the nation's counties. It was a wonderful trip, and I strongly urge you to visit with your NACo staff if you get the opportunity.

NACo's staff is divided into seven departments, and each department has specific responsibilities and an experienced, talented staff that represent, assist and promote counties. The departments are: County Services, Executive Management, Finance and Administration, Financial Services Corporation, Information Technology, Legislative Affairs and Public Affairs. NACo staff members enjoy working with commissioners from around the nation, so if you have any questions about federal legislation or other issues, please make sure to call your NACo staff. They will be more than happy to lend a hand.

If you are not familiar with NACo's website ([www.naco.org](http://www.naco.org)), you should spend some time touring it. There is an abundance of information on the site, and it's easy to navigate. There are databases for best practices in all sorts of areas of county government, research papers on hot button issues, and winning entries from their many awards programs. I am sure you will find some piece of information that will prove beneficial to your county.

\*\*\*

**For those of you who will be in Washington, D.C., in early March for the Legislative Conference, please note that the South Region will meet Sunday, March 4, from 4 - 5 p.m. in Georgetown West, which is on the Concourse Level. If you have any issues that you would like to discuss during this meeting, please let me know and I will add them to the agenda.**

\*\*\*

Don't forget that National County Government Month (NCGM) is coming up in April. The celebration is designed to raise public awareness and understanding about the roles and responsibilities of county government. The 2012 theme is "Healthy Counties, Healthy Families." There are many ways to participate in the celebration – such as tours of county facilities, recognition ceremonies for county employees and volunteers, distribution of information about county programs and services, sponsoring student essay contests, meetings with business and community leaders, and adoption of resolutions. Make sure that your county participates in this year's celebration, and then enter the National County Government Month awards program, NACo's newest competition.

\*\*\*

As I promised in our last newsletter, I wanted to update you about my attempt to run a marathon, which fits perfectly with NACo President Lenny Eliason's Healthy Counties initiative. In November, I participated in the SunTrust Richmond Marathon, which bills itself as America's Friendliest Marathon. I finished the 26.2 mile course in 4:56.39 and ran the entire course, other than slowing down for the water stations.

The marathon experience was awesome. The cool weather was perfect. The fall leaves were in their full brilliance, the James River was very scenic, and the historic homes along the route kept you interested. Most importantly, there were plenty of volunteers who encouraged you to keep going, especially from miles 20 through 26.2.

In a marathon the race does not really start until about mile 20. The last few miles really hurt physically – your quads and hamstrings are screaming, but you just have to slow down and mentally keep pushing forward to the next mile.

The sense of accomplishment far outweighed any fatigue and muscle soreness I experienced. I will never forget the sight of a man in his 80s who had on a T-shirt that said, "If I can do this, so can you." It was a great experience, and I can't wait for my next one.

Best regards,



Joe Bryan, NACo South Region Representative

**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.

**Construction Compliance Manager/  
Botetourt County**

Botetourt County is currently accepting applications for the position of Construction Compliance Manager. Require experience with construction practices, erosion and sediment control, ability to read and interpret plans/blueprints, proficiency with Microsoft Office products, and excellent communication skills. Utility installation experience desirable; Certified Building Official and managerial experience preferred. Full-time position with excellent benefits including retirement. Starting salary to the mid-\$40's DOQ. For required application and job description go to: [www.botetourt.org](http://www.botetourt.org). Position open until filled. Preference will be given to applications received by 5 p.m. Feb. 8.

**Human Resources Specialist/Gloucester County**

The position performs entry to journey level technical work in the personnel operations of the County with an emphasis on recruitment and on-boarding of new employees. Work deals on a continuing basis with sensitive and confidential matters, and requires sound judgment, personal initiative and discretion in completing assigned tasks. Certification as a Human Resource professional through an approved agency is desired. This is a full-time position with benefits. Hiring Range: \$30,035-\$35,000 DOQ. Visit our website to view job description, application instructions and to apply online. [www.gloucesterva.jobs](http://www.gloucesterva.jobs). Deadline: Feb. 17.

**Director of Emergency Services/Botetourt County**

Botetourt County is currently accepting applications for a Director of Emergency Services to lead a progressive combination department with 12 volunteer agencies and a full-time staff of 28. The successful candidate will be responsible for all aspects of Fire, EMS and emergency management. Must be a team oriented and consensus-building leader, with a strong history of progressive management experience in fire services, EMS or emergency management. Salary negotiable DOQ. Competitive benefit package. For questions contact

Mary Blackburn, Human Resources, 5 West Main Street, Suite 200, Fincastle, VA 24090; 540-473-8349. A completed application form is required to be considered for the position. Application, cover letter with salary requirement and resume can be mailed to the above address or e-mailed to [mblackburn@botetourt.org](mailto:mblackburn@botetourt.org). Position open until filled. Preference will be given to applications received by 5 p.m. Feb. 15.

**Deputy County Administrator for  
Community Development/Goochland County**

The salary for the position will be based upon qualifications and experience up to a maximum of \$104,000. Excellent benefits package includes retirement, vacation, discretionary and sick leave, group life insurance, medical insurance and professional dues. The application deadline is March 2. To be considered, please submit a completed Goochland County application, a letter of interest and your résumé outlining career accomplishments including salary history and a minimum of three (3) professional references to: K.C. McCullough, Goochland County Administration, 1800 Sandy Hook Rd., P. O. Box 10, Goochland, VA 23063; Fax: (804) 556-4617; E-Mail: [kmccullough@co.goochland.va.us](mailto:kmccullough@co.goochland.va.us). To see the complete position and County profile, and obtain a County Employment Application, please go to [www.co.goochland.va.us](http://www.co.goochland.va.us). Incomplete applications will not be considered. Complete applications will be acknowledged.

**County Administrator/Charles City County**

The successful candidate will report to a 3-member Board of Supervisors, implement Board policy, and manage day-to-day operations of County government. Budgetary management skills are desirable. Salary is negotiable DOQ. Submit current resume, Charles City Co. application, salary requirements, salary history and five professional references to Gilbert A. Smith, Chairman of the Board, P. O. Box 128, Charles City, VA 23030. Applications must be postmarked no later than February 17, 2012. County application may be secured via website: [www.co.charles-city.va.us](http://www.co.charles-city.va.us) or call 804-652-4701.

**GIS Information Systems Manager/  
Roanoke County**

This person serves as a critical member of the department's leadership team and will

be responsible for the design, development and implementation of the County's GIS and related services, systems, projects and policies. The successful candidate must have strong leadership and technology skills and experience and the ability to communicate effectively with all types of audiences. Roanoke County offers an excellent benefits package including Virginia Retirement System benefits and a matching and deferred compensation program. Starting salary range: \$53,934-\$66,886. To apply or for more information, please visit our website: [www.roanokecountyva.gov](http://www.roanokecountyva.gov). Deadline: March 4  
Roanoke County Application Required  
Human Resources  
5204 Bernard Drive, SW  
Roanoke, VA. 24018  
(540) 772-2018

**Assistant County Administrator and  
Director of Planning and Zoning/  
Richmond County**

The Assistant County Administrator shall provide direct support and assistance to the County Administrator and serve in the Administrator's place when needed. The position will serve as staff to the Richmond County Planning Commission and Board of Zoning Appeals. Salary range is \$45,000 to \$60,000 based on qualifications and experience. Excellent benefits including health insurance, life insurance, and retirement program. Applications may be obtained from the County Administrator Office, 101 Court Circle, Warsaw, Virginia 22572 or by calling 804-333-3415. Applications (signed original) and resume shall be delivered (mail, courier or in person) by 5 p.m. on Friday, Feb.10, to be considered.

**General Manager/Washington County  
Service Authority**

The WCSA General Manager is charged with supporting the WCSA Board of Commissioners in establishing the mission and understanding and fulfilling that mission. For more information about WCSA and the position requirements, please visit our website at [www.wcsa-water.com](http://www.wcsa-water.com). Salary is dependent upon qualifications, with an excellent benefits package. All employment offers are contingent on the successful completion of a post-offer drug test as well as background and reference checks. Resumes and a

**EMPLOYMENT**

Continued from page 13

cover letter should be accompanied by a completed WCSA application. Applications may be obtained at [www.wcsa-water.com](http://www.wcsa-water.com) or by contacting our office at (276) 628-7151. Completed application packages should be mailed to Washington County Service Authority, Attn: Robbie Cornett, General Manager at 25122 Regal Drive, Abingdon, VA 24211. Position is opened until filled.

**Chief Wastewater Plant Operator/Amelia County**

The County of Amelia is soliciting applications for a full-time salaried position of Chief Wastewater Plant Operator. The salary shall be based on qualifications. Interested individuals shall obtain an employment application and a detailed job description from either the Office of the County Administrator, 16360 Dunn Street Suite 101, or the Office of Public Works, 9030 N Five Forks Road. This information can be obtained as well from the Amelia County website ([www.ameliacova.com](http://www.ameliacova.com)) under the downloads tab. Applications can be returned to the Office of the County Administrator, 16360 Dunn Street Suite 101 until 5 p.m. on Feb. 17. Amelia County is an EOE and maintains a drug free workplace. Drug testing and background check is required. Questions about the application process can be addressed to the Amelia County Administrator's office at (804) 561 3039.

**Transportation Planner/ Central Shenandoah Planning District Commission**

Applicants must possess the ability to carry out planning projects independently and to work well with local and state staff and the general public. Coordinates work with other agencies especially VDOT and DRPT. Strong oral and written communication skills and proficiency with Microsoft Office - Word, Excel, Outlook, PowerPoint, etc. Requires a master's degree in planning or related field or equivalent combination of education and work experience. Local and/or regional planning experience a plus. Salary: Depending on qualifications. To apply, send a resume to Bonnie S. Riedesel, Executive Director, Central Shenandoah Planning District Commission, 112 MacTanly Place, Staunton, Virginia 24401. Please submit your resume by Feb. 17.

**County Engineer/Isle of Wight County**

Starting Salary: \$69,069-75,000  
Isle of Wight County is seeking a Virginia licensed, Professional Engineer to manage

and oversee the County's Engineering and Environmental functions including stormwater management, erosion and sediment control, MS-4 permit and TMDL programs. The successful candidate will need to be self motivated and complete tasks with limited supervision, oversight, and guidance. Interested candidates should submit a County application, resume, copy of current DMV (within 30 days) record, and Virginia PE license by Feb. 17 to Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Visit our website [www.iwus.net](http://www.iwus.net) or call 757-365-6263.

**Senior Accountant/Town of Culpeper**

Full-Time – Excellent Benefits  
Salary Range - \$48,230 - \$73,986  
The Town of Culpeper's Treasurer's Office is seeking qualified applicants for a Senior Accountant. The successful candidate will plan, design, and implement systems of accounts and procedures in accordance with generally accepted accounting principles; establish and maintain the implementation of sound internal controls, ensure financial records are reconciled. Application and position profile are available at [www.culpeperva.gov](http://www.culpeperva.gov) or at Town Hall, 400 S. Main Street, Culpeper, VA 22701. Applications should be submitted to the Department of Human Resources or by e-mail at [hr@culpeperva.gov](mailto:hr@culpeperva.gov). Open until filled.

**City Manager/City of Winchester**

The City operates with an approved FY 2012 operating budget of \$140 million. The salary for the position is negotiable based on the candidate's qualifications and experience and is supplemented by an excellent benefit package. 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, VA 23228; Fax (804) 726-9752 or e-mail [Richmond@springsted.com](mailto:Richmond@springsted.com). The position remains open until filled, but applications received by Feb. 12 will receive priority consideration. For a complete community/position profile related to the position please visit [www.springsted.com](http://www.springsted.com).

**Sanitary District Manager/Warren County**

This full-time position, under the regular supervision of the Deputy County Administrator, performs difficult skilled, technical and administrative work supervising employees and participating in the management, operation and maintenance of the Shenandoah Farms Sanitary District. Salary range for this position is \$43,665.40-\$66,442.08 with an

excellent benefits package. For employment application, including job description, contact Warren County Administrator's Office, 220 North Commerce Avenue, Suite 100, Front Royal, VA or by calling (540) 636-4600 or by visiting our website at [www.warrencountyva.net](http://www.warrencountyva.net). Open until filled.

**Associate Director/Joint Industrial Development Authority of Wythe County**

Basic function—Under general direction of Executive Director, provides professional staff support to the Joint Industrial Development Authority; implements economic development programs of the Authority with lead responsibility for existing industry program. Compensation \$35,000 to \$50,000 plus benefits depending on qualifications. Interested candidates should submit application form ([www.WytheIDA.org](http://www.WytheIDA.org)) and current resume with cover letter to Joint IDA, 190 S. First Street, Wytheville, VA 24382 by COB Feb. 24.

**County Administrator/Fluvanna County**

Fluvanna County (pop 25,691; \$67.9 million FY12 budget) invites applications for the position of County Administrator from experienced, results-oriented professionals with an emphasis on strong communication and management skills. Visit [www.co.fluvanna.va.us](http://www.co.fluvanna.va.us) for an application and additional information on the County. Salary range \$95,000-\$130,000 DOQ. Interested professionals are encouraged to submit a resume, cover letter with salary history and a minimum of three professional references along with a Fluvanna County Application to Brandy Amos, Human Resources Director, at [bamos@co.fluvanna.va.us](mailto:bamos@co.fluvanna.va.us) by Feb. 24.

**Assistant to the Building Official/Sussex County**

Salary: \$26,000-\$29,900 DOQ.  
Successful candidate shall be responsible for receiving and processing zoning, building, trades, and land disturbance permits, maintaining records and files, issuing certificates of occupancy. Candidate should possess or have the ability to possess within 12 months the Permit Technician Certification from the International Code Council and the Commonwealth. Submit Virginia State Application no later than 5 p.m. Friday, Feb. 17 to: W. Travis Luter Sr., Building Official, P. O. Box 1397; 20135 Princeton Road; Sussex, Virginia 23884 or e-mail: [tluter@sussexcountyva.com](mailto:tluter@sussexcountyva.com). Open until filled.

**EMPLOYMENT**

Continued from page 14

**Senior Utilities Maintenance Worker-Utilities Distribution Crew/City of Falls Church**

The City of Falls Church has a challenging opportunity in the Public Utilities Operations Division for an experienced professional. As a member of the Utilities Distribution Crew the position reports directly to the Crew Leader. This is a full-time position, Monday through Friday from 7 a.m. to 3:30 p.m. Salary Range & Benefits: \$30,503-\$48,803. Starting salary \$30,503 + 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, and more. See [www.fallschurchva.gov](http://www.fallschurchva.gov) for additional information. 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](mailto: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.

**County Administrator/Halifax County**

Halifax County (population 36,241) Current County Administrator is retiring. Salary & benefits \$115,000 - \$140,000 DOQ; reports to 8 member Board of Supervisors elected by districts; \$86.2 million budget. Requires bachelor's degree and minimum 5 years in public sector experience as a County Administrator, City Manager or assistant, or a senior level position in a successful local government operation. Responsible for 65 direct full/part time employees; and the day-to-day operations of the County. Candidate should possess considerable skills in leadership & motivation, staff & public relations, policy development & implementation, budget, capital improvement planning, & written & verbal communication. Send a confidential cover letter and resume to George Nester, Clerk, Board of Supervisors, P. O. Box 699, Halifax, VA 24558 by Feb. 15.

**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.

**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. 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).

**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).

**Purchasing Division Director/Hanover County**

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. 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).



#### **Executive Committee**

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(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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