

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

March 15, 2012



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2012 General Assembly adjourns without budget

By Dean Lynch
dlynch@vaco.org

The 2012 General Assembly adjourned Saturday, March 10, without taking action on the most important bill for local governments – the budget bills, HB 1300 (Putney) and HB 1301 (Putney). The budget bills stalled in the Virginia Senate for a myriad of reasons, prompting VACO and county governments to encourage Senators to begin deliberations immediately.

Action by the Virginia Senate carried the bills over to a Special Budget Session that is scheduled for March 21, while the House passed the \$85 billion spending plan. Budget issues for county governments that require resolution are aid to localities, sheriff and police funding, line of duty act provisions, public education funding, health and human services funding, water and waste-water treatment funding and provisions that would alter the collection of fines and fees collected for violation of local ordinances. VACO is anticipating that approval of the Commonwealth's \$85 billion spending plan will address these issues.

VRS

In the final hours of the Assembly's work, the House and Senate enacted legislation that requires local government employees to pay the 5 percent Virginia Retirement System member contribution beginning July 1. Local employers must give a 5 percent salary increase to offset the annual contribution. It was reported that Gov. Bob McDonnell will ask the General Assembly to adopt an amendment to allow the change to be phased-in over five years. The governor's amendment will be taken up at the veto session on April 18.

Read the final version of SB 497 (Watkins) here and according to the discussion of the bills on the floors of the House and Senate, the legislation is essentially the same as when the bill passed the Senate. Under that version, all local government employees must pay the 5 percent member contribution starting July 1. The 5 percent pay increase would be

implemented
July 1.

SB 497 treats employees of local school divisions differently than county government employees. Employees of school boards hired after July 1, 2012, would have to pay the 5 percent contribution immediately. School employees hired before that date would be required to pay 1 percent of the contribution each year until they pay the full 5 percent in 2016. School boards, however, would have the authority to have employees pay any whole percentage, up to the 5 percent, before that date.

There was discussion on the House floor that a governor's amendment to the bill will treat employees from county governments and school divisions the same. Other retirement bills impacted the current pension program. HB 1130 (W. Howell) and SB 498 (Watkins) retain the current benefit structure for Plan 1 employees (hired before July 1, 2010) who are vested, except that employees with fewer than 20 years of service will not receive a cost-of-living increase until a year after the retiree reaches normal retirement age.

The bills cap the cost of living increases for benefits at 3 percent for Plan 1 employees, who are not vested, and Plan 2 employees. The retirement multiplier will be 1.65 percent instead of the current 1.70 percent. Additionally, the average final compensation will be based on the highest 60 month salary instead of the current 36 months.

Finally, the bills transpose the Virginia Retirement System from a defined benefit



program to a hybrid retirement plan. The new hybrid plan is composed of a defined benefit and a defined compensation component for employees hired after Jan. 1, 2014, except for hazardous duty employees covered under LEORS or other similar programs for state employees.

The defined benefit component will require an employee contribution of 4 percent and the employer contribution will be based on rates as determined by VRS. The retirement benefit will be based on a 1 percent multiplier.

Out of the employees 5 percent contribution, 1 percent will be required for the defined contribution component, but employees will be able to contribute an additional 4 percent (for a total possible employee contribution of 5 percent). The employer will be required to match all of the first 2 percent, and 50 percent of the next 3 percent (for a total possible employer match of 3.5 percent).

The Senate analysis estimates these bills will bring the unfunded liabilities for VRS down to \$17.8 million by 2031. The analysis also states that employer costs will be reduced by \$24 million in FY15 with savings increasing to \$200 million in FY34.

[Click here to read the rest of the report.](#)

Enter the 2012 Achievement Awards Program

Dear VACo Members,

It's time for the 2012 Achievement Awards Program.

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

Award plaques will be presented at VACo's Annual Business Meeting on Nov. 13 in Bath County.

The winning entries will be recognized on VACo's Achievement Awards website page, in a news release sent to statewide media outlets and in an Achievement Awards booklet. VACo representatives also visit BOS meetings (see Page 2 of the link) to present the winners their certificates.

Entries must be postmarked by June 1.

All entries are required to be submitted in electronic form as well as two paper copies. The electronic copy should be a PDF or WORD file. The purpose of the electronic copy is so VACo can post all the entries on its website for our members and interested parties to peruse.

The judges for the 2012 event will be announced soon. Last year's judges were Tedd Povar, associate director of the Virginia Institute of Government; Barbara Rose, former Hanover County deputy county attorney; and Pete Stith, former Chesterfield County deputy county administrator for community development.

VACo received 165 entries over the past three competitions. Last year's "Best Achievement" winner was Isle of Wight County.

VACo encourages all counties, big and small, to enter the 2012 Achievement Awards Program.

[Click here for registration form.](#) [Click here for Achievement Awards website.](#)

[Click here to browse all of the 2011 entries.](#) [Click here to view past Achievement Award winners.](#)



Virginia Energy and Sustainability Conference

VACo is working cooperatively with other organizations in planning the Virginia Energy and Sustainability Conference between April 30 and May 2 at the Greater Richmond Convention Center.

This conference will feature national leaders across business and institutional market sectors to discuss how efforts to improve energy efficiency are changing their organizations. Here are some of the topics that the conference will address:

- Reducing energy consumption
- Increased employee productivity
- Improved employee health
- New product and service development

In addition to VACo, other sponsors are the Virginia Municipal League, Virginia Manufacturers' Association, Trane, Dupont, the Virginia Department of Environmental Quality, and the Virginia Society of Healthcare Engineers.

Registration and other information about the conference is available [here](#).



Henrico students seize county reins

Dozens of high school students from Henrico County got a firsthand look at the county's general government and public schools administrations on March 1 when they shadowed elected and appointed officials for the 55th annual Student Government Day.

Student Government Day matched 93 students from nine high schools with such leaders as members of the board of supervisors and school board, county manager, superintendent of schools, department directors and judges. The students, most of whom are seniors, spent the day learning the responsibilities of various departments and gaining insight into how local government works with and on behalf of the public in a democracy.

"It is the very best government on the face of the Earth," County Manager Virgil R. Hazelett, P.E. told the students. "It does work because of the people we elect. We may not always agree, but it does work."

Student Government Day started Feb. 29 at Hermitage High School with a ceremony in which many of the students took the oath for their respective positions.

All of the students reported to work early on March 1 and spent the day asking questions and interacting with various officials. Students also had opportunities to tour the county jail and register to vote.

For students who worked at the Henrico Government Center on East Parham Road, the day culminated with a student-run meeting of the board of supervisors, which included rigorous questioning and debate over such issues as regulations on the discharge of air-powered guns, a contract for renovation and expansion of Fire Station 13 and a stream restoration project near Skipwith Elementary School.

Student Government Day is sponsored by the Kiwanis clubs of North Richmond, Tuckahoe and Greater Richmond.



Henrico County Circuit Court Judge L.A. Harris, Jr. (right) administers the oath of office on Feb. 29 at Hermitage High School to students who acted as members of the Henrico Board of Supervisors for the 2012 Student Government Day. The students are (standing left to right) Avery Jones of Highland Springs High School, representing the Varina District; Dominique Robinson of Freeman High School, representing the Tuckahoe District; Breonna Green of Henrico High School, representing the Fairfield District; Namrata Thawrani of Deep Run High School, representing the Three Chopt District; and Sam Belvin of Hermitage High School, representing the Brookland District.

County leaders urge Virginia senators to pass a budget

On March 6, VACo called on state senators to meet their constitutional obligation by passing a budget that serves the needs of the Commonwealth's citizens.

VACo held a press conference and urged Virginia senators to engage in meaningful dialogue that would lead to the passage of a FY 2012–2014 state budget.

"We stand here to ask that (Virginia senators) avoid an impasse," VACo President and Fairfax County Supervisor Cathy Hudgins said at the press conference. "Our members, large and small, are depending on them. For many, their existence really depends on them. VACo is committed to protecting the reliability of a sustainable Commonwealth. That's what we do every day. But we do it in partnership (with the state)."

William Kyger, Jr., Rockingham County Supervisor and former VACo President (2008); William Robertson, Prince George County Supervisor and James Campbell, VACo Executive Director, also spoke at the press conference.

County leaders stressed the importance of a state budget for localities and cited



critical deadlines such as May 1 for teacher contracts and June 30 for local budgets and establishing the tax rate.

"We recognize legislating is a difficult task," Campbell said. "Legislating requires compromise. Compromise requires negotiation. Negotiation requires give and take. That's give and take from both sides of

the aisle. Negotiation requires sitting down and talking with each other and not at each other. Without talking with each other, we can't negotiate, we can't compromise and we can't adopt a state budget."

Watch the press conference here. Also, read VACo's budget letter that was sent to all Virginia senators.

Survey: America's local roads and bridges are in need of funding for maintenance and repair work

The nation's roads and bridges, nearly half of which are under the financial control of local governments, are in desperate need of federal assistance for long-delayed maintenance and repair work which would help create jobs in communities across the country, according to a new survey of county engineers by the National Association of Counties (NACo).

NACo, which represents the interests of county governments across the nation, recently commissioned a survey of 1,300 county engineers on America's road and bridge infrastructure and the economy. In many counties across the country, county engineers oversee roads and bridges on county designated routes.

Major findings of the survey report, "Fixing It: Infrastructure and the Economy," include the following:

- 81 percent of responding county engineers report that they have deferred maintenance since the beginning of the economic slowdown;
- 98 percent report that some of their roads are in poor and/or fair condition;
- 86 percent report having bridges in poor condition; and
- 91 percent say that the receipt of infrastructure funding would help create jobs.

The survey findings draw attention to the failure of Congress – under the leadership of both political parties – to pass a multiyear reauthorization of the surface transportation bill which since 1956 has provided federal funds for road construction and maintenance.

"The nation's county roads and bridges need work, and the American people need jobs," said NACo President Lenny Eliason, Commissioner, Athens County, Ohio. "Congress needs to stop playing politics and finding excuses not to reauthorize the federal highway and transit bill as has been

done successfully in a bipartisan way for many decades.

"Maintaining safe and reliable transportation infrastructure across America is a basic yet vital function of government," Eliason said. "It's long overdue for Washington to reach agreement on a multi-year surface transportation bill."

The county engineer is often responsible for designing, reviewing and approving plans for new developments, including roadways and bridges, bikeways, sidewalks and storm water facilities. In addition, county engineers are often responsible for the planning and maintenance of the local transportation network.

The county engineers in the sample group are all members of NACo's affiliate the National Association of County Engineers (NACE). National Research, LLC conducted the survey by telephone and received 400 completed responses from 31 states, all of which have road and bridge responsibilities.

Other highlights of the survey include the following:

- 11 percent report that more than \$50 million in additional funding would be needed to put all county roads in "good" condition;
- 52 percent of large urban counties report that more than half of their roads are not in "good" condition;
- 86 percent of large urban counties report that some of their roads are in poor condition; and
- 51 percent report that they experienced funding cuts of between 10 to 25 percent of funding levels since 2008.

In recent years, since the economy has slowed down, counties have been faced with



deteriorating road and bridge infrastructure and a loss of jobs in their communities. NACo's legislative representative for transportation issues has witnessed Congress extend the current surface transportation authorization eight times since it expired on September 30, 2009.

The current extension expires March 31, 2012. These extensions allow cities, counties and states to continue working on highway transit projects but hamstringing them due to the abbreviated length of the extensions. Typically these extensions have been for less than a year and make it difficult for counties to plan and execute infrastructure projects.

At the same time that Congress has made funding decisions more difficult, states and counties themselves have decreased the availability of funding for infrastructure maintenance.

Budget shortfalls at both the state and local level have caused counties to defer badly needed maintenance on transportation infrastructure.

As many counties have examined ways to save money and balance budgets, some have furloughed or laid off county employees. During the summer months of 2011, the monthly total of laid off state and local workers exceeded 23,000 a month.

Jobs that could be created by counties in the construction industry are not available because there is no secure funding stream for these infrastructure programs.

[Click here to read the survey.](#)

Tax Rates 2011

The 30th annual edition of this important reference book contains detailed information on tax rates and fees in all of Virginia's 95 counties and 39 cities.

Also, there is information for all of the state's large towns and for most of the remaining 154 smaller towns. The study is based on a comprehensive survey conducted by the Center for Economic and Policy Studies at UVA's Weldon Cooper Center for Public Service.

As local governments struggle with the fiscal aftermath of the Great Recession, now is the time to review state statutory restrictions and to examine local sources of revenue in comparison to what other localities are doing.

Such analysis is made easy by this page publication that contains explanatory text for each source, text tables, detailed tables and charts. Also included is an overview of local government taxation including text and graphics.

To order Virginia Local Tax Rates, 2011, open [this link](#).





Visit Appomattox County and the Appomattox Court House National Historical Park

Highway 24
Appomattox, VA 24522
434-352-8987
www.nps.gov/apco

One highlight of Appomattox attractions is the Appomattox Court House National Historical Park marking the site of the original village of Appomattox Courthouse.

Here, Generals Robert E. Lee and Ulysses S. Grant negotiated the terms of surrender which led to the end of the war between the states. The majority of the buildings are original to the site, and have been maintained just as they were on April 9, 1865.

Come walk the same dusty roads once walked by Robert E. Lee and Ulysses S. Grant, experience Civil War History at its best...come experience Appomattox, where our nation reunited.



Mark Your Calendars



Virginia Tech/Richmond Hosts MPA, Local Government Certificate Info Sessions

March 12 and April 17
Virginia Tech Richmond Center
Information Flyer

Virginia Tech's Center for Public Administration and Policy/Richmond will host Graduate School Information Sessions on Monday, March 12 and Tuesday, April 17 both from 5:30-6:30 p.m. at the Virginia Tech Richmond Center, 2810 N. Parham Road, Suite 300 in Henrico County.

The sessions will discuss the Center's two part-time, evening programs: the Master of Public Administration and the Graduate Certificate in Local Government Management.

For questions, please contact Dr. Joe Rees at 540 250 5632 or reesj@vt.edu. Directions to the VT Richmond Center are at http://www.richmond.vt.edu/newsite/directions.html. A flyer for the information session is available at http://tinyurl.com/7vojxy.

The Master of Public Administration (MPA) is a professional degree intended to train and enhance the public sector leadership capacity of early and mid-career individuals. The program provides the skills needed for positions involving policy, management, or executive responsibilities in public and not-for-profit settings. MPA graduates work at all levels of government and non-profit organizations. Among other occupations, our recent graduates are currently working as policy analysts, higher education administrators, law enforcement officials, budget analysts, city/county administrators and non-profit executives.



Virginia Emergency Management Symposium

March 28-30
Hilton Richmond Hotel
Registration

Register for the 2012 Virginia Emergency Management Symposium.

Registration is now open for the 2012 Virginia Emergency Management Symposium. Topics include the Louisa County earthquake, Hurricane Irene, the Caroline County bus accident, cyberterrorism and more.

The conference will held March 28-30 at the Hilton Richmond Hotel and Spa in Short Pump. Register at www.vemaweb.org.



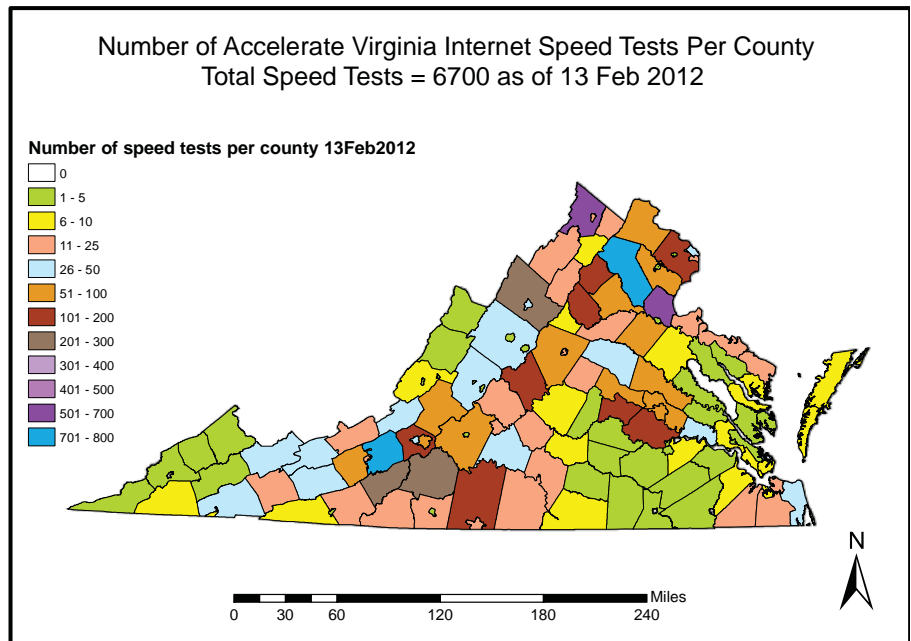
SAVE THE DATE
APRIL 25 2012
A Conversation:
A Local or State Administered Social Services System?
Roles · Responsibilities · Funding
Increasing Demand for Services, Economic Challenges, Changing Demographics and Pending Health Care Reform have created a catalyst for state and local government executives to come together for an unprecedented conversation. Examine the current social services delivery system and explore opportunities for how we can meet changing demands and improve delivery of effective human services to the citizens of the Commonwealth.
Join us for this informational and interactive gathering of executives to exchange ideas and shape Virginia's future. This one-day event will be held in Richmond. More details to follow.
Sponsored By: The Virginia Department of Social Services
In Cooperation With: The Virginia Association of Counties, The Virginia Municipal League, The Virginia Association of Local Human Services Officials and The Virginia League of Social Services Executives

Statewide broadband mapping initiative continues expansion

Broadband availability undergirds the American economy and is required for continued innovation and opportunity. Reliable broadband services are essential for economic development, educational and occupational opportunity, advanced healthcare, public safety and quality of life. Unfortunately, many counties in Virginia still have limited access to broadband services. Identifying areas that are in need of broadband is the first step towards maximizing investment in broadband infrastructure.

Virginia's Broadband Mapping initiative is about one third of the way through a five-year campaign to assess broadband availability in our state. To date:

- The Virginia Broadband Mapping site has been developed as part of a federal initiative to map broadband availability at the state level. Participating service providers have made broadband service data available to the Office of Telework Promotion and Broadband Assistance. The provider data was migrated into a Geographic Information System (GIS) and is presented in an easy to understand online mapping website. The Virginia Broadband Map provides tools that allow the user to identify broadband service providers, type of service and upload/download speeds that might be available at any location in the state. CIT encourages all Virginians to explore this new resource.
- Virginia Tech's Accelerate Virginia Campaign is working in conjunction with the state to collect consumer data on broadband connectivity and quality. The Accelerate Virginia Internet speed test allows Internet subscribers to contribute data on the quality and cost of their Internet service by taking



a simple online speed test. To date, Accelerate Virginia has collected data from over 6700 locations across the state (see map), but a good deal more participation is needed. Accelerate Virginia invites all county leaders to initiate a free Internet speed testing campaign for their county. The data collected will support Virginia's effort to accurately map broadband availability across the state.

In addition, citizens who have no access to broadband services are encouraged to register their address with the Federal Communications broadband dead zone registry.

County officials are asked to help promote Virginia's Broadband Mapping initiative by encouraging citizens to utilize these new services. Options include featuring a link to the Accelerate Virginia campaign

on a prominent place in their county web site, posting fliers, adding a note to payment notices or other county mailings or sending a press release to local newspapers or community websites. Accelerate Virginia offers guidance, sample press releases and customizable marketing materials to simplify the job of promoting citizen participation in the online speed test. Together, the data produced by these services will enable a better understanding of broadband availability and quality of service throughout the Commonwealth of Virginia.

Currently, more than 20 counties in Virginia are promoting the Accelerate Virginia campaign, but much more support is needed.

If your county is interested in partnering with the Accelerate Virginia Campaign, please contact Project Manager Jean Plymale at (540) 231-2270 or vplymale@vt.edu.

165 uploads
and counting



**news from our
associate members**

DJG adds new staff members

DJG, Inc. is pleased to announce the following hirings.

Darren Curtis, PLA, LEED AP, recently passed exams to earn registration as a professional landscape architect. Curtis has been with DJG for three years and holds a bachelor's in landscape architecture from Pennsylvania State University. Supporting the Land Development Group, Curtis recently designed the renovations to the Cottages at Camp Pendleton with the VA Department of Military Affairs and the addition and renovation to Hiden-Hussey Dining Hall with Christopher Newport University.

Steve Carter, PE has joined the firm's Industrial Group as a mechanical engineer. Carter earned a Bachelor of Science degree in mechanical engineering technology and a master of engineering management from

Old Dominion University. Carter recently designed the Athletic Administration Building HVAC Replacement for Old Dominion University.

Susan Dyer has joined the firm's Architectural Group as an architect. Dyer earned a master of architecture from Savannah College of Art & Design and is currently assisting with the design to renovate the Community Center at Langley Air Force Base.

DJG, Inc. is an award-winning full-service engineering, architecture and planning firm who offers services to Clients from federal, state and local governments, as well as private companies. Founded in 1978 and based in Williamsburg, VA, DJG offer design expertise to Clients throughout Virginia and the Mid-Atlantic. To learn more about DJG, visit www.djginc.com.



**Darren
Curtis**



**Steve
Carter**

Mixed scorecard on mandates

**By Ted McCormack
tmccormack@vaco.org**

While there was an increase in legislation introduced in the 2012 General Assembly to provide local mandate relief, the session ended with some significant new burdens placed on localities.

The centerpiece of the relief effort was HB 1295 (Byron)/SB 679 (Newman), companion bills that contained the recommendations of the Governor's Task Force on Local Government Mandate Review. As introduced, the bills proposed elimination of 18 local mandates. Despite attempts of some interested parties to weaken the legislation, by the end of the session the bills provided for the removal of 14 current local government mandates.

Those mandates that will no longer burden localities include:

- Remove the 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 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 two local education advisory committees.

In addition, there were other mandate elimination bills passed by the legislature such as no longer requiring urban development areas [HB 869 (Rust)/SB 274(Smith)] and providing some relief from the annual recycling survey report for localities with populations of 90,000 persons or less [SB 676 (Garrett)].

Unfortunately, a bill to permit the Governor to suspend temporarily certain unfunded mandates pending review by the Commission on Local Government [SB 129 (Stanley)] was carried over to next session.

Although counties are extremely grateful for the efforts of the governor to translate the recommendations of his mandates review task force into legislative results, it must also be observed that the recently adjourned legislative session imposed expensive mandates on localities.

An initial review found at least 17 new mandates among the legislation enacted by the 2012 session. Just to name a few, the new local retirement overhaul bill – SB 497 (Watkins) – will require local governments and school boards to give their



employees a 5 percent pay raise. HB 1248 (Lingamfelter)/SB 639 (Wagner) requires major revisions to the transportation component of the local comprehensive plan. HB 1065 (Sherwood)/SB 407 (Hanger) mandates that all localities outside of the area subject to the Chesapeake Bay Preservation Act assume the responsibility previously held by the state for the management of stormwater programs by July 1, 2014.

For the future, counties need to redouble their work with the governor's task force and their general assembly delegation to seek additional relief from existing mandates and to prevent additional burdens from being imposed on local governments.



Drive your future forward. (And theirs too)

Your high school senior could be awarded \$2,000 for college...

You may not have thought about it, but you're in a race against time to get ready to retire. The good news is--participating in your employer's retirement plan puts you in the driver's seat. As in any race, how well you do depends on knowing when to accelerate, how to get around obstacles and what to do as you near the finish line. Nationwide and the National Association of Counties want your high school seniors to understand how important it is to start saving early to be ready for retirement.

Nationwide/NACo 2012 College Scholarship

Nationwide will give four NACo college scholarships--each worth \$2,000--to four high school seniors whose parent or grandparent participates in NACo's 457 Deferred Compensation Plan. Throughout their 32-year relationship, Nationwide and NACo have been committed to helping you plan for your retirement, as well as your family's future!

Here's how your student can apply

Complete application online. If you are unable to select the link, copy and paste the entire url www.nrsforu.com/scholarship into your browser and press enter. Go to www.naco.org/retirementscholarship or www.nrsforu.com/scholarship.

Eligibility requirements

- Graduating high school seniors who are legal U.S. residents are eligible to apply.
- Applicant's parent or grandparent must be enrolled in and contribute to the NACo 457 Deferred Compensation Plan.
- Applicants must enroll in a full-time undergraduate course of study no later than the fall term of the 2012-2013 school year at an accredited two- or four-year college.
- Immediate family members of NACo employees, or members of the NACo Deferred Compensation Advisory Committee, or its governing board of directors, or Nationwide employees are not eligible to apply; this program is not offered outside the United States.
- Application and entry must be submitted on line between March 1 and April 16.

Judging criteria

- Scholarship entries will be reviewed by a committee of associates from both Nationwide and NACo; scholarship recipients will be chosen based on the content of their entry.
- All entries submitted will become property of Nationwide and may be used for educational and/or marketing purposes. The original author will be credited.

How will scholarship recipients be notified?

- Scholarship recipients will be notified in May 2012.
- A check payable to the institution will be mailed directly to the institution of each scholarship recipient in August 2012.

The winner must enroll in an accredited institution by the fall term of the 2012-2013 school year.

Nationwide Retirement Solutions (Nationwide) makes payments to the National Association of Counties (NACo) and the NACo Financial Services Center Partnership (FSC) for services and endorsements that NACo provides for all its members generally related to Nationwide's products and services sold exclusively in public sector retirement markets. More detail about these payments is available at www.nrsforu.com.

Employment Opportunities

Employment ads are edited due to space considerations.

To view the full versions, visit www.vaco.org and click on the employment link on the top left corner.

Social Services Office Associate II/Prince George County

SALARY: \$28,242/Year. **OPENING DATE:** March 9. **CLOSING DATE:** March 23 5 p.m. The position will be responsible for opening difficult cases; assessing needs; ensuring accuracy and completeness of applications; entering data; preparing reports; typing, word processing and data processing duties; assisting clients. Candidate must have thorough knowledge of standard office practices, procedures and office equipment. Pre-employment drug testing and criminal background check, to include fingerprinting and a Child Protective Services Information System background check is required. To apply online click [here](#). To be considered for this position, applicants must fill out a County application and the supplemental questionnaire form which can be completed online. **STATE APPLICATIONS WILL NOT BE ACCEPTED FOR THIS POSITION.** For additional information, please call (804)722-8669.

County Attorney/Orange County

Orange County, population 33,885, located in Virginia's Piedmont, invites resumes of application for the position of County Attorney. Graduation from an accredited law school, admitted to practice law in the Commonwealth of Virginia, and preferably five to ten years of increasingly responsible experience in the practice of law. A complete description of the position and the County's profile is available at www.springsted.com. The application deadline is March 31. To be considered, please submit a resume, with references and salary history to:

John A. Anzivino, Senior Vice President
Springsted Incorporated
1564 East Parham Road
Richmond, VA 23228
Fax: (804) 726-9752
E-Mail: richmond@springsted.com

Director of Fire and EMS/Orange County

Duties include, but are not limited to, planning, organizing and supervising the operations of the Orange County Fire and EMS Department. Bachelor's degree in business administration, fire administration

or a related field supplemented by senior management experience preferred and 5-7 years progressively responsible command experience in firefighting and emergency response; or equivalent of training/experience. Fire Officer II, Fire Instructor II, Firefighter II, EMT-B, Hazmat Operations certifications required. The successful completion of a criminal history check is required. Salary range is \$69,189-\$89,946. Application packets may be obtained in the County Administration Office located at 112 West Main Street, Orange, VA 22960; or by calling (540) 672-3313. County applications may also be downloaded from the County website: orangecountyva.gov. A completed County application must be received in the County Administration Office by 4:30 p.m. on Thursday, March 23.

Assistant County Attorney/Isle of Wight County

The successful candidate will have comprehensive knowledge of laws and policies governing local governmental operations. Emphasis of the work is on research and preparation of legal opinions on proposed or existing laws, rules, and regulations or in providing opinions on procedures and policies which affect County government operations. Work may also include the resolution of routine complaints and inquiries of a legal nature from department management personnel and the general public. Salary is commensurate with experience. Interested candidates should submit a County application, detailed resume with salary history and work related references by April 6 to: Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Visit our website at www.iwus.net or call us at 757-365-6263.

Executive Director of the Blacksburg, Christiansburg, Montgomery Tourism Office/Montgomery County

The Executive Director has primary accountability for the accomplishments and integrity of the Montgomery Tourism Development Council (MTDC) and the Tourism Office. Working with MTDC, position determines the focus and direction of the Tourism Office and develops the Office's capabilities, directs operations, oversees the activities of the Visitor's Bureau and serves as central spokesperson for tourism matters. Hiring range \$38,697-\$48,372, DOQ with excellent benefits (paid health, dental and vision, flex spending, life, disability, retirement, wellness program). For more information about this

position or to apply for accommodation for disabilities, contact Human Resources at (540) 394-2007; TTY/Voice (1-800-828-1120 or 1-800-828-1140); County Job Line: (540) 394-2010. Visit our website at www.montgomerycountyva.gov/e-services to apply for this position. A resume must be attached to the online application. Deadline: March 30.

Airport Operations Manager/Town of Leesburg

SALARY: \$65,327-\$87,487* DOQ. **CLOSING DATE:** April 6 at 5 p.m. This position is a working--hands-on supervisory position that reports to the Airport Director, who is also the Deputy Town Manager. The Airport Operations Manager is responsible for the day-to-day operations of the Leesburg Executive Airport, and supervises the daily efforts of the Maintenance Staff. The Airport Operations Manager shall work closely with the Airport Director to effectively manage the facilities, programs, projects, leases, contracts, tenant management, billing/collections, capital project improvements and report submissions to the FAA and DOAV. **TO APPLY:** See www.leesburgva.gov or request an application from the Human Resources Department at 703-737-7177. Mail or hand-deliver application to: Town of Leesburg, Human Resources Department, 25 W. Market St., Leesburg, VA 20176. Applications may be faxed to the Human Resources Department at 703-737-7190. Applications must be received by 5 p.m. on the closing date in the Human Resources Department, unless otherwise noted. Resumes may be submitted as supplemental only.

Regional Homeless Management Information System (HMIS) Coordinator/George Washington Regional Commission
General Description

Part-time position (with no benefits) responsible for coordinating with project software/database provider and local HMIS user group, participating in system start-up planning and implementation with new users, and through provision of on-going training and technical support to user group, development of program monitoring and performance reports. Hourly salary in the range of \$15 - \$23 per hour, depending on experience and qualifications. Mileage

EMPLOYMENT

Continued from page 10

reimbursement at prevailing GWRC mileage reimbursement rate (currently \$.555 per mile). No employee health insurance, retirement or annual leave benefits. GWRC will pay employees social security contribution (currently 5.65 percent). Performance will be reviewed every 60 days through the completion of 6-month probation period. Please submit a letter of interest, describing your qualifications to be considered for this position, with 3 work references, along with a personal resume or curriculum vita to:

Kevin F. Byrnes, AICP
Director of Regional Planning
George Washington Regional Commission
406 Princess Anne St
Fredericksburg VA 22401

Electronic applications may be submitted via e-mail by sending application letter, references and resume to: byrnes@gwregion.org. To receive a confirmation e-mail to acknowledge receipt of your application, be sure to include an e-mail address in your contact information in your application letter. Applications will continue to be accepted until the position is filled. Please no phone calls!

Facilities Manager/City of Falls Church

The Facilities Manager is responsible for overseeing the initial development of design, costs, responsible for the construction and major renovations for the City government, including construction contract administration and facilities-related contracts administration and responsible for overseeing a variety of building trade tasks in accordance with verbal and written work orders. Individual will report to the Director of Public Works. Salary & Benefits: \$54,042 + depending on qualification. Comprehensive benefits package included. See www.fallschurchva.gov for additional information. To Apply: Send City application or resume to the City of Falls Church, HR Div, 300 Park Ave, Falls Church, VA 22046 or e-mail to hr@fallschurchva.gov.

Finance Director/Union County, N.C.

The next Director will be a strategic and proven leader with experience in financial and debt management/financing, budget development and administration, financial policy evaluation and development, cash management and investments, information technology, general accounting and financial reporting; local government

financial experience preferred. The desired candidate will have specific knowledge of regulations impacting public finance as well as knowledge and experience in the requirements of obtaining and maintaining a high credit rating. He/she should possess a minimum of a Bachelor's degree in Accounting, Business or Finance, with an MBA or MPA. Visit www.co.union.nc.us to view a detailed job description and to apply online. Open until filled.

Executive Director/Halifax County Industrial Development Authority

Halifax County seeks candidates for the position of Executive Director of its Industrial Development Authority. The IDA is a nonprofit organization dedicated to job retention, job creation, and increasing the local tax base. The IDA currently has \$41,000,000 in assets and a \$2,100,000 budget. Develop and implement the IDA's target industry retention, expansion and recruitment programs; manage the County business incentive programs; and, provide technical assistance to local business community. Bachelor's degree in business, economic development, real estate, economic analysis, marketing/communications or related courses of study. Salary Range - \$110,000 - \$135,000 (DOQ) with medical coverage and 401k participation. Apply with a cover letter and a resume at: <http://www.halifaxvirginia.com>. This job will remain posted until March 30. Questions call Mrs. Patsy Vaughn at 434.572.1734.

County Attorney/Russell County

The Russell County Board of Supervisors seeks an experienced attorney to assume the general duties of full time County Attorney. The applicant is required to possess a Virginia license to practice law, be willing to disclose his or her disciplinary record and submit to background checks upon request. Salary: The salary range and benefits are competitive and will reflect the applicant's experience and other qualifications. Good research and writing skills are a must and samples will be required. Contact Information: Send resumes, writing samples and a cover letter to Bud Phillips, P.O. Box 36, Castlewood, Virginia 24224 on or before 4 p.m. on March 15. Only applications submitted during this period will be considered. The application will be kept confidential during the screening process and interviewing process.

County Administrator/Powhatan County

Powhatan County, centrally located just west of the capital of the Commonwealth

of Virginia, encompasses 260 square miles of beautiful rural countryside and is home to an outstanding school system. Powhatan County has a population of 28,046 (2010 Census), which is a 25 percent increase from the 2000 Census. This rapidly growing County is governed by a five-member Board of Supervisors, elected for four year terms, to which the County Administrator reports. The County Administrator is responsible for the day-to-day operations of the county, its 135+ full/part-time employees and a \$68.4 million FY12 budget. Salary: \$90,000 - \$130,000 (+) generous benefits package. Submit a confidential cover letter, detailed resume with salary requirements and salary history, five (5) work related references, and a completed Powhatan County Employee Application Form (found at www.powhatanva.gov, under the Employment Opportunities link) directly to: Mr. Elmer Hodge, Interim County Administrator, P.O. Box 208, Powhatan, Virginia 23139. Deadline: March 20.

Accountant/Hanover County FINANCE & MANAGEMENT SERVICES - #22000-5.

Incumbent will be responsible for complex financial accounting, analyses and reporting, GL maintenance, debt service, audit assistance and staff supervision. Bachelor's degree required, preferably in Accounting, with minimum of 4 years experience in financial & governmental accounting desired and proficiency in MS Office Suite. CPA and governmental experience preferred. For more information and to apply, visit www.hanovercountyjobs.com or call 804-365-6489 (TDD # 365-6140).

Senior Administrative Assistant/City of Falls Church

The City of Falls Church is recruiting for a full-time Senior Administrative Assistant to provide services to the Public Works Department. Individual will report to the Director of Public Works. Salary & Benefits: \$40,602 +, 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 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.



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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

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Editor: Gage Harter
(804) 343-2502