

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

October 16, 2014



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Ethics Co-Chair Rick Boucher to speak at VACo's 80th Annual Conference



Photo from Governor McAuliffe's Office

With ethics reform prevalent in the news especially after Governor Terry McAuliffe announced late last month the formation of a commission to study the issue, the Virginia Association of Counties is excited to host Rick Boucher as a keynote speaker at its 80th Annual Conference on November 9-11.

Boucher and Bill Bolling will serve as co-chairs for the Commission to Ensure Integrity and Public Confidence in State Government, which was established by Executive Order 28 on September 25. Fairfax County Chair Sharon Bulova also will serve on the commission.

"I'm honored that the governor has asked me to join with my friend, former Lieutenant Governor Bill Bolling, and other members of the commission in recommending a set of reforms for Virginia's ethics laws," Boucher said. "I'm impressed with the quality of the other members of the commission, who are distinguished and widely respected on a bipartisan basis. Our goal will be to draft a set of legislative recommendations that will enjoy the bipartisan support of members of the commission and are broadly reflective of the public's view that strengthening of Virginia's laws governing official ethics is necessary. I very much look forward to the work we have before us."

Boucher will address VACo members at the Opening General Session at 8:30 a.m. on Monday, November 9. Boucher served in the U.S. House of Representatives for 28 years and the Senate of Virginia for seven years. During his congressional tenure, Boucher served on both the House Energy and Commerce Committee and the Judiciary Committee, chairing the subcommittees on energy and air quality; and communications, technology and the Internet. He carved out a role as a trusted bipartisan leader on critical issues including telecommunications and Internet policy.

The executive order asks a 10-member panel to provide the governor with recommendations in December 2014 on ethics laws and policies with the goal of pursuing legislation during the Virginia General Assembly's 2015 session.

"I am creating this commission because it is imperative that we foster a culture of professionalism in state government that attracts future leaders of the highest caliber," McAuliffe said during the announcement at the Capitol. "I want to guarantee superior service to the next generation of Virginians. And I want to establish an enduring culture of integrity on which this state can prosper. These are not merely my values. They are the essential covenant of democracy."

Besides Boucher, Bolling and Bulova, the other commission members are Viola Baskerville, John T. Casteen III, Christopher Howard, Susan A. Magill, Courtney M. Malveaux, Joe T. May and John Sherman, Jr.

The appointees were selected based on their knowledge of government operations and the history of the issues they will examine.

"They are bipartisan and represent a cross section of political philosophies," Governor McAuliffe said. "They are pragmatists and problem-solvers. Most important, they are individuals with the highest credibility and integrity."



Henrico County celebrates an Achievement Award for its ESL Conversation Cafe, which is an English language conversation program offered by the County's Public Library (HCPL) in which non-native-English-speaking adults can practice speaking English, meet new people and participate in an American experience.

The Achievement Award was one of three Henrico County received this year. The other winning programs are "It's Your Decision: Meals Tax Referendum Public Information Campaign" and "Re-Imagine Training: Learning Through Conversations."

Pictured from left to right are VACo's Jim Campbell, Supervisor Pat O'Bannon, Christine Campbell, Supervisor Richard Glover, Barbara Weedman, Kate McClory, Gerald McKenna and Steven Carter-Lovejoy.

FREE WEBINAR

CONFLICT OF INTERESTS ACT

What it is, what's new and how to stay out of trouble

FREE WEBINAR
Thursday, September 25, 2014
10:00 AM – 11:30 AM

As an elected or appointed official, do you understand what qualifies as a gift? Do you know how to report it? Are you up to date on the State and Local Government Conflict of Interests Act (COIA) changes?

Join us for a FREE and informative webinar about COIA presented by a panel of state and local government attorneys, including Chief Deputy Attorney General, Cynthia Hudson.





Voting credentials for the November, 2014, VACo Annual Business Meeting scheduled for 11a.m. on November 11, have been sent to each county.

Please return these at your earliest convenience. You may send the credentials form back to VACo or fax it to 804.788.0083.

If you have questions or need a copy, please contact Vicky Steinruck (vsteinruck@vaco.org) or Amy Vealey (avealey@vaco.org).

Conflict of Interests Webinar Recap

[Watch Recorded Webinar](#)

[Download PowerPoint Presentation](#)

[Download Guide for Local Government Officials](#)

Leo P. Rogers chosen as new Loudoun County Attorney

Leo P. Rogers has been selected as the new Loudoun County Attorney. The Board of Supervisors voted Wednesday to approve Rogers' appointment, effective November 17. Rogers replaces John R. (Jack) Roberts, who retired in July after nearly 30 years of service with the Loudoun County government, 25 of them as County Attorney. Assistant County Attorney Ron Brown has served as Interim County Attorney since Roberts' retirement.

Rogers comes to Loudoun from James City County, where he has been the County Attorney since 2004. He began his service in James City County as Assistant County Attorney in 1990.

"I am pleased to welcome Leo as our new County Attorney," said Board of Supervisors Chairman Scott K. York. "He is very well qualified for this appointment and ready to tackle the many complex legal issues that the county faces as we move into the future." Rogers says he is looking forward to working in Loudoun. "As the County Attorney in James City County, I have had considerable experience with land use and development issues in one of the Commonwealth's fastest-growing communities, which I think will serve me well in Loudoun," he said.

As County Attorney, Rogers will serve as the chief legal counsel to the Board of Supervisors and county departments and agencies; will be responsible for drafting county ordinances; and defending or bringing actions in which the county or any of its boards, departments or agencies are parties. Rogers graduated from Rutgers College, where he was a Henry Rutgers Scholar in History, and earned his Juris Doctor degree from the William & Mary Law School.



Anas appointed to fill Assistant Administrator position

Rockingham County Administrator Joseph S. Paxton announced today that George K. Anas, II has been appointed to fill the Assistant County Administrator position effective October 15. Anas has almost 19 years of experience in the economic development field in both the public and private sector. Anas has worked closely with several Virginia governors, state government executives and business leaders from around the world to create jobs and capital investment opportunities in the Commonwealth of Virginia. With Rockingham County, Anas will serve as champion of the County's economic development activities.

In this role, Anas will have a leadership position in leading the County's efforts to attract new business and will work closely with the Shenandoah Valley Partnership and the private sector to coordinate activities in helping to promote strong economic growth for the County and Metro area. Together with Michele Bridges, the County's Economic Development/Tourism Manager, Anas will focus on the day-to-day activity of recruiting businesses to locate in Innovation Village @ Rockingham and within private business developments in the County and will provide support for the expansion of existing businesses in the Metro area. In addition to his duties with economic development, Anas will assist the County Administrator and Deputy County Administrator Stephen G. King in managing the operations of the County.

Most recently, Anas served as the Director of Business Development for HESS Construction, a Maryland-based design-build construction firm. In this role, Anas led business development efforts in the Commonwealth of Virginia. Prior to joining HESS, Anas worked for Faithful+Gould, an international construction consulting services firm, where he was global-client director for the Rolls Royce project in Prince George County.

Anas has served as a Project Manager with the Virginia Economic Development Partnership; Senior Marketing Manager at the Peninsula Alliance for Economic Development; and, as Director, State and Local Government, for Questerra, a Charlottesville-based technology company.

George Anas is a native Virginian, who received an A.S. Degree in Business Administration from Piedmont Virginia Community College and a B.B.A. in Marketing from James Madison University. He currently serves on the Virginia State University Board of Visitors and the Fork Union Alumni Association Board.



King William County Attorney installed as interim County Administrator

By Jodi Deal
Richmond Suburban News

The search is on for a permanent King William County Administrator to succeed Trenton Funkhouser, who worked his last day at the helm of county government on Sept. 19.

County Attorney Daniel M. Stuck is holding down the fort as interim county administrator.

The King William County Board of Supervisors voted unanimously Sept. 8 to appoint Stuck to serve in a part-time capacity as interim county administrator until a replacement is hired.

According to the terms of the board's agreement with Stuck, he will continue serving as county attorney during his time as interim county administrator.

Stuck will work in the King William County administrative offices three days per week, Tuesday through Thursday most weeks, and Monday through Wednesday on weeks when the supervisors meet.

Through his agreement with the board,

Stuck will receive a part-time salary of \$6,000 per month and \$250 per month for vehicle expenses.

His first day as interim administrator was Sept. 22.

Stuck, who has his own law firm, has been King William's county attorney since December 2010.

The board received seven responses to a request for proposals from executive firms interested in overseeing the hiring process for a permanent administrator, Stuck said. The board received the proposals in mid-September and took no action on hiring a search firm during its Sept. 22 meeting.

Stuck said the board could make a selection at a work session set for 7 p.m. Oct. 14 at the King William County Administration Building, 180 Horse Landing Road.

No limit has been set on the cost of the search, Stuck said, nor have supervisors set a deadline for when a replacement should be hired.

"They would like to do it as quickly as they can," said Stuck, but adding that once a firm is picked, there's lots of work left to do. The consultants will work with supervisors



Photo courtesy of Richmond Suburban News

to determine the county's needs, draft a job description, advertise the position and rank applicants, set up interviews and negotiate with candidates.

"This usually takes at least four months," he said, noting that the last time the county conducted such a search, it took nine months.

Funkhouser announced his resignation in August. He had accepted a job as economic development coordinator for Essex County.

GASB standards increase scope of audit requests to VRS employers

The Governmental Accounting Standards Board (GASB) accounting standards No. 67 and No. 68 change the accounting and financial reporting requirements for public pension systems, requiring substantially more financial disclosure and generating additional audit work related to pension benefits.

In addition, GASB is proposing new standards for other post-employment benefits (OPEB), such as group life and the retiree health insurance credit.

Because of the new standards, the Auditor of Public Accounts (APA) for the Commonwealth of Virginia has issued specific guidance to all accounting firms that audit the state's public entities (e.g., state agencies, school divisions, political subdivisions).

The APA guidance specifies audit steps necessary to ensure that the financial statements submitted by VRS-covered employers comply with GASB standards.

As instructed by the APA, auditors will be:



- Looking at VRS contributions paid by employers.
- Asking for more information about your employees' enrollment in the VRS pension plan and other post-employment benefits, such as group life and the retiree health insurance credit.
- Looking at underlying census data of active employees (e.g., date of birth, gender, compensation, covered service) for the purpose of evaluating actual pension expenses

and projecting future pension benefit needs.

VRS has created a [new website section](#) to centrally locate materials and links to assist you with financial reporting related to VRS-administered benefit plans. For more information, read [New Financial Reporting Webpage Resource Created for Employers](#) from the VRS August issue of Employer Update.

Source: [VRS October Employer Update](#)

VACo Contact: [Erik Johnston](#)

Visit Prince William County and the Leesylvania State Park

Photo from Virginia.gov

General Information

Leesylvania is nestled along the tidal shores of the historic Potomac River. Native Americans lived on this land for thousands of years. Capt. John Smith visited the area in 1608 on his voyage of discovery.

It's also the ancestral home of Virginia's legendary Lee and Fairfax families. Listed on the National Register of Historic Landmarks, Leesylvania offers many land and water activities, including hiking, picnicking, fishing and boating.

A universally accessible fishing pier, playground, boat launch, boat storage area, snack bar and store, visitor center and gift shop are available. A 20-station fitness trail and canoe and kayak rentals also are available.



Hours

6 a.m. - 8:30 p.m. Monday through Friday. 5 a.m. - 8:30 p.m. Saturday and Sunday.

Location

Leesylvania State Park is in the southeast area of Prince William County, about 25 miles from Washington, D.C., and Fredericksburg. From I-95, take Rippon Landing Exit 156, then go east on Dale Blvd. to U.S. 1. Jefferson Davis Hwy. Turn right on Jefferson Davis Hwy., and then turn left onto Neabsco Rd. (Route 610) east for about two miles. Latitude, 38.589344. Longitude, -77.263498.

Drive Time: Northern Virginia, half an hour; Richmond, one and a half hours; Tidewater/Norfolk/Virginia Beach, two and a half hours; Roanoke, four hours

Park Size

542 acres on a peninsula bordered by the Potomac River, Neabsco Creek and Powells Creek.

Contact

Address: 2001 Daniel K. Ludwig Drive, Woodbridge, VA 22191. **Phone:** 703.730.8205.

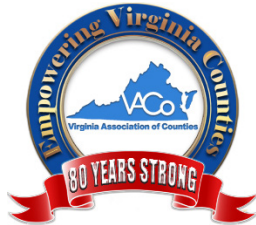
Email: Leesylvania@dcr.virginia.gov.

Website: www.dcr.virginia.gov/state-parks/leesylvania.shtml#general_information

SOURCE: Virginia.gov

Mark Your Calendars

**2014 Annual
Conference
Update**



VACo has created several new sponsorships to keep up with the growing technology needs of conference attendees.

If you attended this year's County Officials Summit, then you may have seen the Cyber Lounge Charging Station. This station, which the VACo team is calling the "modern-day water cooler," is the place to give your device a quick charge without having to lug around your charger, then sit by yourself beside an outlet.

Sporting a variety of eight charging connections, you can chat with others also receiving a charge and be assured that you will have the power to stay connected while at the conference. Find the Cyber Lounge Charging Station at All Points Broadband's Booth 705.

Attendees can also enjoy free Wi-Fi access while in the exhibit hall. An instruction sheet on how to get connected to the Wi-Fi sponsored by NRTC can be found in your conference bag, or you can visit them at Booth 911.

We would like to thank all of our sponsors for their support. Sponsorships provide attendees with additional conference benefits and better quality services at a reduced registration cost. You can find information on all of our conference sponsors in your conference bag.

Keep up with conference events in real time by following #VACo80 on Twitter and using the same hashtag on your personal conference Facebook and Instagram posts, so your followers and friends see your conference experience.

Please don't hesitate to contact us for more information on conference registration, events, sponsorships, exhibitors, or hotel questions.

VACo Contact: [Amy Elizabeth Vealey](#)

**2014 FREEDOM OF INFORMATION
(FOIA) WORKSHOP**



In the month of October 2014, the Commonwealth of Virginia's Freedom of Information Advisory Council will be having its 2014 FOIA Workshop in the following areas:

- 1. Manassas** - Monday, October 20
- 2. Richmond** - Tuesday, October 21
- 3. Norfolk** - Thursday, October 23

Persons, including citizens, public officials, local government employees and media representatives, with an interest in learning more about the VA Freedom of Information Act are invited to register for these workshops. For more information, contact the FOIA Council directly toll free at 86.448.4100 OR check the FOIA Council's website at <http://foiacouncil.dls.virginia.gov>.

Contact: **Maria J.K. Everett**, Director Organization: Virginia Freedom of Information Advisory Council Telephone: 804.786.3591 | Toll Free: 866.448.4100 Fax: 804.371.8705. Email: foiacouncil@dls.virginia.gov.

Click link for event flyer. http://foiacouncil.dls.virginia.gov/2014_workshops.htm

introducing a new associate member

Solving Local Government Challenges: Regional Service Delivery

Greg Blount, IBTS Local Government Solutions Manager



By sharing and consolidating services, a growing number of local governments are providing faster service, cutting costs and streamlining processes. Regional service delivery is customizable and allows local governments to determine how to most effectively collaborate and pool resources. This “sharing economy” is a means to help governments deliver the services their citizens require on an as-needed basis. As a result of sharing solutions, citizens enjoy real benefits without incurring long term costs or tax increases.

As you learn about regional service delivery, local governments need to consider:

- A pay-as-you-go model is funded by the users paying fees associated with their service needs, instead of retainer fees or reliance on tax dollars. The flexibility of this approach provides value for localities. “It provides us access to top quality people without maintaining full-time employees that may be underutilized during slow times of development,” noted Michael Webb, City Manager for Edwardsville, Kansas.
- The opportunity to operate efficiently and effectively. Georgia Nesselrode is the Director of Local Government Service for the Mid-America Regional Council (MARC), which entered into an agreement with the Institute for Building Technology and Safety (IBTS) to provide regional service delivery in November of 2013. She notes, “While many of our larger cities and counties have the capacity to handle these services in house, this program will provide a cost-effective option for those that need additional support. Local governments are all looking for ways to operate more efficiently and save money while still offering quality services, and the IBTS agreement will give them additional options that they might not be able to provide on their own.”
- The effectiveness of technology in managing finances. Many governments believe that a collaborative solution will result in a loss of autonomy in areas like decision making authority or finances. However, actual users of regional service delivery find that this is not true. While certain service aspects, such as customer service portals and fee payments, are delivered through a common interface, the technology also allows for clear separation of costs for every participant.

This service delivery approach is being implemented in many regions throughout of our nation. IBTS will be exhibiting at the 2014 VACo Annual Conference. Please visit us at **booth 405** to learn more about the Regional Approach and other services offered by IBTS.

Read more on this topic by visiting:

<http://www.ibts.org/articles/328/solving-local-government-challenges-regional-service-delivery.html>.

Can't wait until VACo Annual Conference to learn more? Contact Greg Blount at gblount@ibts.org or Dana Johnston at djohnston@ibts.org.

September 2014 General Fund Revenue collections up 5.3 percent from previous year fiscal-year-to-date collections up 6.7 percent

Governor McAuliffe recently announced that the September General Fund revenue increased 5.3 percent from the previous year with all major sources contributing to the increase. This is the first time revenues have increased for three consecutive months since April-June of 2013. The Governor also stated that September completes the first quarter of fiscal year 2015 and is a significant month for revenue collections. Estimated payments from individuals, corporations and insurance companies are all due in September, along with regular monthly collections in withholding, sales taxes and other sources.

"I am pleased to see that our revenue collections are up, however, we must remain cautious because the Commonwealth has only collected about one-quarter of its general fund revenue estimate to date. My administration will continue to take a prudent approach to help ensure that Virginia remains fiscally strong," said Governor McAuliffe.

On a fiscal year-to-date basis, total revenue collections rose 6.7 percent, well ahead of the revised annual forecast of 2.9 percent growth. The main drivers of the revenue increase were the individual income tax, the corporate income tax and sales tax. With an additional deposit day compared with last year, collections of payroll withholding taxes rose 8.3 percent in September. September is a significant month for collections in non-withholding, since the first estimated payment for fiscal year 2015 is due. Collections rose 2.8 percent in September from last year. Collections of sales and use taxes, reflecting August sales, rose 3.5 percent in September. As with non-withholding, September is a significant month in corporate income tax collections, since the first estimated payment for the fiscal year is due in September. Collections of corporate income tax grew 6.9 percent in September from September of last year. Finally, collections of wills, suits, deeds and contracts – mainly recordation tax collections – were \$26.4 million in September, compared with \$25.9 million in September of last year. The 1.9 percent growth in September ended 13 consecutive months of negative growth.

On a year-to-date basis, collections of payroll withholding taxes – 64 percent of General Fund revenues – increased 6.3 percent, ahead of the revised annual forecast of 2.7 percent growth. Year-to-date non-withholding collections were \$427.7 million compared with \$372.8 million in the same period last year, rising by 14.7 percent and ahead of the annual estimate of 6.3 percent growth. Sales tax collections – 19 percent of General Fund revenues – increased 4.6 percent through September, ahead of the annual forecast calling for a 4.4 percent increase. Through the first quarter of the fiscal year, corporate income tax collections have grown 12.4 percent from the same period last year, ahead of the annual estimate of a 0.9 percent decline.

Read the full report [here](#).

Virginia's Congressional Maps Declared Unconstitutional



On October 7, a panel of federal judges from the U.S. District Court for the Eastern District of Virginia declared Virginia's congressional maps unconstitutional. The ruling does not impact the upcoming Congressional elections but does require the General Assembly to create new maps by April 2015.

The majority in the ruling said the maps are unconstitutional because they concentrate African Americans into a single district, thus lessening their influence in other districts.

Attorney General Herring will decide

whether the state will appeal the ruling, which sided with Democratic plaintiffs, directly to the Supreme Court.

If the ruling stands the General Assembly will have to change the map for the majority-minority 3rd Congressional District, represented by Congressman Bobby Scott. The ruling could make one or two Republican controlled districts competitive for Democrats. Governor Terry McAuliffe will have to sign off on the GOP plan or the courts will decide the composition of the new maps.

The court order is likely set off a politically charged battle between the governor, leaders in the State House and Senate and Congressional incumbents during the 2015 session of the General Assembly.

VACo Contact: [Erik Johnston](#)

VRS posts 15.7 percent return for FY 2014



The Virginia Retirement System (VRS) achieved a 15.7 percent net return on its investment portfolio for fiscal year 2014, ending the year with \$66 billion in assets, marking a historic high for the fund. Market gains amounted to \$9 billion for the fund this year.

[Read the full news release.](#)

Join us for VACo's 80th Annual Conference on November 9-11 in Bath County



2014 CONFERENCE REGISTRATION

ATTENDEE INFORMATION		Please print or type.
FIRST & LAST NAME		
PREFERRED NAME TAG NAME		
TITLE		
COMPANY OR ORGANIZATION		
MAILING ADDRESS (street or P.O. Box)		
CITY/STATE/ZIP		
E-MAIL (for confirmation/receipt)		
2 nd E-MAIL (Optional)		
CONTACT PHONE	Area Code _____	- _____

GUEST INFORMATION		<i>There is no additional fee charged for a spouse/guest.</i>
MY SPOUSE or GUEST'S NAME		
NO GUEST	<input type="checkbox"/>	<i>(Check here if you are not bringing a guest to the conference.)</i>

BANQUET INFORMATION		The Banquet is Sunday, Nov. 9, at 6:30 p.m.
Those who are staying at The Omni Homestead Resort may attend the banquet at no additional cost. Please mark your choice below. Attendees staying elsewhere may purchase banquet tickets @ \$75 per person.		
YES, I PLAN TO ATTEND THE BANQUET	<input type="checkbox"/>	NO, I am not going to the banquet <input type="checkbox"/>
YES, GUEST PLANS TO ATTEND BANQUET	<input type="checkbox"/>	Guest is not going to the banquet <input type="checkbox"/>
Check here for VEGETARIAN <input type="checkbox"/>		

PAYMENT INFORMATION	Per Person	How Many	TOTALS
Member Conference fee (County Members / Associate Members)	\$225		
Non-member Conference fee	\$250		
\$50 Late fee after Nov. 1 [date received by VACo] - MEMBER	\$275		
\$50 Late fee after Nov. 1 [date received by VACo] - NON-MEMBER	\$300		
Banquet Ticket (<i>for those not staying at the Omni Homestead</i>)	\$75		
VACo's Annual Golf Tournament, Sat. Nov. 8 [Golf handicap/Avg. Score is: _____]	\$50		
Rental Golf Clubs for the tournament	\$75		
VLGMA Networking Luncheon, Mon., Nov. 10	\$40		
GRAND TOTAL			

CREDIT CARD PAYMENT OPTIONS			
Check one:	<input type="checkbox"/> American Express	<input type="checkbox"/> VISA	<input type="checkbox"/> MasterCard <input type="checkbox"/> Discover
Card Number:	Exp. Date _____ / _____		
Name as it appears on card:			
Authorized Signature:			
E-mail for credit card receipt:			

CHECK IS ENCLOSED

Fax registration form with payment information to: **804.788.0083**
 Make checks payable to **VACo**. Mail check with completed registration form(s) to:
 Virginia Association of Counties, 1207 E. Main St., Ste. 300, Richmond, VA 23219
 Questions? Call VACo at 804.788.6652



**Land Application of Biosolids: Basic Information
Virginia Tech webinar series on biosolids**



Please join us for the first in a series of three land application of biosolids webinars on November 18, 2014 from 1:30-3:00 p.m.

SESSION ONE: Basic Information

Agenda:

Introduction to Biosolids	Dr. Greg Evanylo, Virginia Tech
Understanding biosolids generation	Mr. Chris Peot, DCWater
Virginia's biosolids regulatory program	Mr. Neil Zahradka, DEQ
Summary & Questions	Dr. Greg Evanylo

Pre-registration is required for this webinar at:

Registration and webinar link: <http://goo.gl/reyVvP>

Webinars no. 2 and 3 will be held December 4, 10-30 a.m.-12:00 p.m.; and December 16, 10:30 a.m.-12:00 p.m. Separate registration and webinar links will be provided for the December webinars.

Test your computer before the meeting to be sure your computer has the necessary plugins to join the meeting. To test your computer, please follow the instructions found here:

<http://www.provost.vt.edu/briefs/webex-instructions.pdf>.

If you are unable to log onto the meeting, contact Mark Sumner (sumnerm@exchange.vt.edu) for technical assistance.

Employment Opportunities

Employment ads are edited due to space considerations. Visit www.vaco.org to view the full versions. Click on the County Employment link on the menu bar.

DIRECTOR OF SOLID WASTE | Shenandoah County

The Director of Solid Waste will provide administrative oversight to all aspects of the County's solid waste collection, disposal and recycling services. Starting salary will be dependent on qualifications and experience. The preferred hiring range is \$59,874 - \$69,436. Full time benefits are included. A detailed job description and position profile may be found at www.shenandoahcountyva.us/administration/employment. A completed Shenandoah County employment application, resume and other credentials should be submitted to Mary T. Price, County Administrator, 600 N. Main Street, Woodstock, VA 22664 by November 14, 2014. Electronic submissions may be sent to hwilliams@shenandoahcountyva.us.

DIRECTOR OF HUMAN SERVICES | Wake County, N.C.

Under the policy direction of the County Manager's Office, the Director is expected to form true partnerships with the Human Services Board, County management and the Board of County Commissioners. He or she must be a "genuine" team player who is open and inclusive in his or her interpersonal relationships with everyone, regardless of status. Visit our Career Site @ www.wakegov.com to apply. Salary and benefits are highly competitive and negotiable, depending on qualifications.

CHIEF OF ADMINISTRATIVE SERVICES | Chesterfield County Sheriff's Office

\$60,427 - \$71,117. Deadline: October 23. This person will plan, organize, and manage a \$32+ million dollar budget. Good driving record required. Must not reflect a total accumulation of six or more negative points within the past three years or a major violation within the past four years. Pre-employment drug testing and FBI criminal background check required. A Chesterfield County application is required and must be submitted online by deadline. Visit careers.chesterfield.gov to view instructions and to complete and submit an application. 804.748.1551.

BUDGET ANALYST | Gloucester County
\$46,934 - \$75,094. CLOSING DATE:
November 2. Hiring Salary Range: DOE and

DOQ. Work involves developing guidelines and policies governing the formulation and maintenance of the budget, measuring organizational performance, assessing the effects of various programs and policies on the budget, and conducting training sessions on new budget procedures. For a complete job description and to apply online, visit our website www.gloucesterva.jobs.

WASTEWATER OPERATOR II | New Kent County

The Wastewater Operator II - Wastewater System, working on a shift basis under the general supervision of the Wastewater Plant Manager, performs skilled work in the operation and maintenance of New Kent County's wastewater treatment system. Interpersonal contacts are within and outside the department. Problems encountered are routine in nature. Work is performed indoors and outdoors where uncomfortable conditions may exist. The work involves moderate physical strain requiring strength and endurance. The incumbent is expected to perform other job related tasks as assigned or required.

DIRECTOR OF HUMAN RESOURCES | Montgomery County

Are you an experienced human resources professional who would enjoy working in a growing and diverse community? Are you a leader who likes to be actively involved with projects, while working with staff and elected/appointed officials to make a positive difference in your community? If so, you should consider joining us in Montgomery County, Virginia! Starting salary is \$69,403 to \$83,283, depending on qualifications and experience. All qualified candidates are encouraged to apply by October 31 (first review - position open until filled). To apply for this position, please visit www.montgomerycountyva.gov/e-services for information on how to apply. For more information about this position, or to request an application accommodation for disabilities, contact the Department of Human Resources at 540.394.2007; TTY/Voice at 1.800.828.1120 or 1.800.828.1140; the County's Job Line at 540.394.2010.

ENGINEERING TECHNICIAN II | City of Manassas

Salary: \$53,934 - \$70,116. Compiles and analyzes field data to be utilized in the design of various public improvement projects. Compiles data to update G.I.S. base maps, utilities, boundaries, tax maps and

city street maps. **This position may be underfilled to an Engineering Technician I if the appropriate combination of education, skills and qualifications are present in a potential candidate.** VA DEQ State Certification as an Erosion and Sediment Control Plan Reviewer is highly desired. To apply, complete the City application at <http://www.manassascity.org/hr/jobs>. This position is open until filled.

DIRECTOR OF ECONOMIC DEVELOPMENT | Isle of Wight County

Duties include directing, coordinating, and administering economic and industrial development activities throughout the county in order to expand the local tax base, retain and attract business to the area and to market the county's attractiveness for economic development purposes. Requires considerable initiative and independent judgment in executing all tasks and responsibilities. Salary: \$72,522.00 - \$112,410.00 Annually, Depending on Qualifications. To apply and for information on the County's Total Compensation Package, visit www.iwus.net. Position is Open until Filled.

ASSISTANT COUNTY ADMINISTRATOR | Rappahannock County

SALARY: \$50,000-\$55,000 (+) Benefits For an application and a complete job description, please contact Candace Wroth, Administrative Assistant to the County Administrator, at 540.675.5330 or at cwwroth@rappahannockcountyva.gov. Applications shall include a minimum of three professional references and a resume and be submitted to Ms. Wroth at the Office of the County Administrator not later than Friday, November 7 at 4:30 p.m. for priority consideration; position remains open until filled. After a probationary period of six months during which he or she shall serve at the pleasure of the County Administrator, consideration shall be given to reclassifying this position as a Deputy County Administrator.

TELECOMMUNICATOR TRAINEE | Rockbridge County

Rockbridge Regional 911 Center is accepting applications for the position of Telecommunicator Trainee. The position will be part-time with a transition to full-time when proficiency on the job is shown or the applicant may hire in as full-time

EMPLOYMENT

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with appropriate certification or job experience. Applicants must have the ability to work with the public, must speak clearly, type proficiently, handle stressful situations calmly and be available to work varied shifts. Applicants must have a minimum of a high school education or equivalent degree. Experience in the public safety field preferred. Applications can be picked up at the 911 Center located at 306 Park Avenue, Buena Vista, VA 24416 or downloaded from www.lexingtonva.gov. (under applications + forms, then employment application) Position open until filled.

CODE ENFORCEMENT OFFICER I | Albemarle County

The Code Enforcement Officer performs professional work in enforcing the County's Zoning Ordinance, the Subdivision Ordinance, and certain sections of the County Code. Performs site compliance inspections for non-residential and residential sites. Completes tasks within specific guidelines of work to be performed, and develops work methods and sequences under general supervision. **PAYGRADE:** 12, Benefits-eligible, VRS-eligible. **FLSA STATUS:** Non-exempt. **HIRING SALARY RANGE:** \$36,094-\$43,313/Per Year, depending on experience and qualifications. **DEADLINE FOR APPLICATIONS:** Thursday, October 16, 5 p.m. **For additional information visit:** Albemarle County Human Resources at <http://www.albemarle.org/hr>.

COUNTY ADMINISTRATOR | Spotsylvania County

Spotsylvania County, Virginia (pop 122,392) is seeking a County Administrator with excellent management skills who is proactive, change-oriented and values diversity of ideas and philosophies leading to thoughtful, insightful, informed and well-balanced decisions for the community. Spotsylvania County lies in Virginia's "Golden Crescent" and is strategically located between Washington, D.C. and Richmond, Virginia, the State Capital. The salary for the position is negotiable, based on the candidate's education, qualifications and experience within a range of \$155,000 to \$175,000. Résumés received by October 31 will receive priority consideration. Position remains open until filled. Finalists should be interviewed in Spotsylvania County during the month of November 2014. To be considered, please submit a letter of interest, detailed résumé outlining

career accomplishments including salary history and a minimum of five (5) professional references to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228. Fax: 804.726.9752. E-Mail: richmond@springsted.com. **Please visit www.springsted.com to view the County's complete Community and Position Profile and learn more about the position.**

TOWN MANAGER | Town of Cape Charles

The historic Town of Cape Charles, Virginia, located in Northampton County near the southern tip of Virginia's Eastern Shore, invites applications from highly skilled candidates to serve as the Town's next Town Manager. Since its founding in 1886, Cape Charles has evolved into a dynamic town capable of meeting the needs of a diverse array of residents, visitors, and businesses. The Town is governed by a Town Council consisting of six members. Three Council members are elected every two years with each serving a four-year term. For a full profile describing the position please visit: www.Springsted.com. The salary for the position is negotiable, within a range of \$70,000 to \$100,000, based on qualifications and experience. The deadline for receipt of application materials is October 30. To apply for this position, send a cover letter, résumé, salary history and five (5) work-related references to John Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, Virginia 23228, Fax 804.726.9752 or richmond@springsted.com. Electronic submissions are preferred.

SENIOR PLANNER/ZONING ADMINISTRATOR | Clarke County

This position performs intermediate professional work interpreting/enforcing the County's Zoning and Subdivision Ordinances and serves as primary point of contact for customers, elected/appointed officials, citizens, and other stakeholders seeking land use information. Salary DOQ. For more information, please contact Brandon Stidham, Planning Director, at 540.955.5130 or email bstidham@clarkecounty.gov. Send resume and cover letter to: Attn: County Administration, County of Clarke, 101 Chalmers Court, Suite B, Berryville, VA 22611. Position closes Friday, November 15.

UTILITIES OPERATOR | Powhatan County

Salary Range \$33,877 - \$35,570. This is a technical position responsible for the operation, repair, and maintenance of the

water and wastewater systems. Applications may be obtained at the Powhatan County Administration Building located at 3834 Old Buckingham Road Powhatan, Virginia or at www.powhatanva.gov. A pre-employment drug test is required. Deadline is October 17 at 5 p.m.

FINANCE DIRECTOR/CHIEF FINANCIAL OFFICER | Beaufort County, N.C.

Beaufort County, a community rich in history and located along the Pamlico Sound in one of the oldest historical areas in the Southeast, is seeking a Finance Director/Chief Financial Officer. A full profile of the position may be found at www.Springsted.com or www.co.beaufort.nc.us. The salary for the position is negotiable within a range of \$70,202 - \$84,241 based on the candidate's qualifications and experience. An initial screening of applications received by Beaufort County will be ongoing with the position remaining open until filled. To be considered, please submit a Beaufort County application (available under the 'Jobs' tab at: <http://www.co.beaufort.nc.us>) and a letter of introduction and résumé with five (5) business related references and salary history to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228, 804.726.9750. Fax: 804.726.9752, E-Mail: richmond@springsted.com.

PLANNER II | Roanoke County

Located in the heart of the Blue Ridge Mountains, Roanoke County is seeking a Planner II to perform difficult professional work preparing and amending programs, policies, and ordinances used to guide current and future development within the County. Online Roanoke County application required. Submit resume and online application at www.roanokecountyva.gov. Closing Date: October 26. SALARY RANGE: \$41,667 - \$53,876.

PLANNER I | Roanoke County

Located in the heart of the Blue Ridge Mountains, Roanoke County is seeking a Planner I to assist in carrying out current planning and zoning administration functions. The employee in this position handles land use ordinance violations, conducts field investigations, prepares evidence and testifies in court regarding these violations. Assists in the preparation of zoning regulations and planning policies. Online Roanoke County application required. Submit resume and online application at www.roanokecountyva.gov. Closing Date: October 26. SALARY RANGE: \$37,794 - \$48,867.



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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.

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