

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

December 18, 2014



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Governor McAuliffe's budget amendments friendly to counties



There was good news for county governments and their citizens on December 17 when Governor Terry McAuliffe announced his amendments to the 2014-16 state biennial budget before members of the House and Senate money committees.

The governor revealed that his amendments do not include cuts to K-12 education, a top VACo priority. "Today, I am proud to announce that my budget recommendations contain no cuts or program reductions for elementary and secondary education and no additional cuts to higher education in Virginia," Governor McAuliffe said.

The governor was able to hold education harmless because of strategies to improve efficiencies, change user fees and create \$114.3 million in state general fund revenue. The revenue is created by implementing policy changes such as accelerated sales tax modifications, cutting the annual deduction on long-term care insurance policies, applying the state sales tax to online travel service charges and combining the state's three sales tax holidays into one holiday.

The governor's plan also includes generating \$225 million in revenue from selling a backlog of unclaimed property such as tax refunds, stocks, insurance policies and bank accounts that span numerous years. Governor McAuliffe said he is committing \$150 million of that revenue to pay down unfunded teacher pension liabilities in the Virginia Retirement System program. An additional \$75 million will go for school construction.

"This action will save money through reduced future retirement payments for the state as well as localities," the governor said.

The General Assembly must approve Governor McAuliffe's adjustments to the biennial plan. Delegates and Senators will convene on January 14 at the Capitol.

Though there was a dire projection of additional local cuts due to the \$2.4 billion budget shortfall, Governor McAuliffe's amendments are generally economically favorable to counties.

Another positive amendment is the inclusion of \$28 million to replace outdated ballot scanners and electronic voting machines. The new machines will provide a verifiable paper trail that improves transparency during the election process. The governor also included \$11.3 million for the fourth quarter jail per diem reimbursement for local and regional jails.

The governor's budget supports his priority of economic and workforce development. He proposes to add \$20.7 million to the Governor's Opportunity Fund, a tool he uses to support economic development.

Governor McAuliffe stated that broadband development is a key factor to Virginia's economy. "Virginia cannot be divided between two centuries, with some of us enjoying the high-tech advantages of the 21st century while others are still lagging behind," Governor McAuliffe said. "In order to begin to address the problem, I am reallocating funds to allow \$500,000 for broadband planning grants to localities, pursuant to the budget language allowing this change."

Also, the governor proposed to keep the Aid to Localities reversion account at the FY 2015 level of \$30 million. There was speculation that the figure could have increased for FY 2016.

"We appreciate Governor McAuliffe's efforts in supporting our county government platform," said VACo Deputy Executive Director Dean Lynch. "We worked hard with the Virginia Municipal League in advocating and educating the governor and his staff on the needs of local governments. We're thankful to the governor for holding K-12 harmless and for taking an important step to address the unfunded teacher pension liabilities issue in the FY 2016 budget. These changes are a great step forward, but we have a long short session ahead of us."

VACo Contact: [Dean Lynch](#)



Dear VACo Member.

In VACo's strategic plan, Steering Committees are described as "the hub for the organization's research, education, communications, advocacy and engagement efforts." In short, Steering Committees are vital to VACo's mission.

VACo seeks county supervisors and executive staff interested in serving on steering and operational committees. The Steering Committees consider proposals from member counties for inclusion in VACo's legislative program. They also provide direction to the VACo staff on policy issues arising from legislative and state agency studies.

Steering Committee members from VACo's 13 regions are selected to serve. The operational committees are responsible for helping direct the staff in the activities, programs and functions of VACo.

Join us and serve on a Steering Committee

Sign up today. The deadline is December 31.

[Join a committee by filling out the interest form.](#)

Contact

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VACo Executive Director

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Are you a county board chair or vice chair?

Are you a county board chair or vice chair?

If so, VACo's Chairpersons' Institute is for you. Join us at the Richmond Marriott on February 6-7.

The Institute offers a professional learning experience that is carefully tailored to the needs of county board chairs and vice chairs.

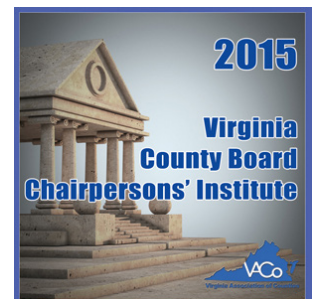
These uncertain times require county leaders who are prepared for every eventuality. To succeed, board chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

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

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 for a registration form with hotel information.](#)

[Click link for online registration.](#)



VACo's office is closed December 24-26 and January 1-2. Happy Holidays!

Barbour joins Loudoun County's communications team

Loudoun County is hiring a seasoned communications professional as its new Public Affairs and Communications Officer. Glen Barbour will begin his service with Loudoun on January 12, 2015, County Administrator Tim Hemstreet announced.

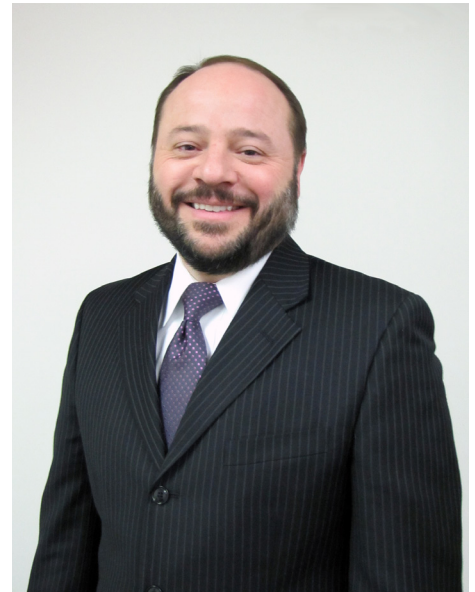
Barbour comes to Loudoun from Fairfax County, where he has served as the Communications Director/ Public Safety Information Officer of the Fairfax County Health Department since 2009. In that role, Barbour managed, directed and coordinated all aspects of communications. These included strategic and crisis communications, message development, employee communications, media relations and digital communications, including websites and social media platforms.

A former broadcast journalist, Barbour was part of Emmy-award winning television news teams and served as an anchor and reporter at several TV stations, including ABC, NBC and FOX affiliates in Minneapolis; Dayton, Ohio; and Midland, Texas.

Barbour has been trained in the National Incident Management System, which provides the template for management of incidents involving all types of threats and hazards. He is proficient in Web EOC, which is the web-based emergency operations system used by Loudoun and the region. He also worked with Loudoun's regional partners as a member of the Regional Emergency Support Function group for public information officers in the Metropolitan Washington Council of Governments.

Barbour is a member of several professional associations and serves as Director at Large of the Virginia Government Communicators Board.

Barbour holds a Bachelor of Arts degree in Communication from George Mason University and a Master of Arts in Communication degree from The Johns Hopkins University.



Virginia Leaders Complete Yearlong Experience

LEAD VIRGINIA, the statewide leadership program educating Virginia's leaders about the issues most relevant to the Commonwealth, graduated its tenth class after having completed a seven-month journey across Virginia. The graduates now join *LEAD VIRGINIA*'s 450-plus alumni network of informed, engaged and connected leaders. VACo's Beau Blevins was one of the graduates.

The 53 members of the Class of 2014 graduated on Friday, November 21, at The Jefferson Hotel in Richmond with over 250 in attendance, including past *LEAD VIRGINIA* alumni, sponsors and family and friends of the current class members. The members of the Class of 2014 selected their fellow classmate, Kathy Albarado, Chief Executive Officer at Helios HR, as graduation speaker.

LEAD VIRGINIA's 2014 curriculum centered on the key themes of economy, education and health and cultivated a shared vision and statewide perspective by examining the technology, economic development, demographics, transportation, growth management and quality of life issues impacting the Commonwealth in each of the regions visited.

"*LEAD VIRGINIA* gives leaders insight into regional and statewide problems and access to essential resources to determine solutions by engaging class participants on issues relevant to their communities and others throughout the state," said Susan Horne, president and CEO of *LEAD VIRGINIA*. "Graduates of the *LEAD VIRGINIA* program are better equipped to facilitate change throughout the Commonwealth and offer innovative solutions that will positively affect citizens in the years to come."

The 2014 sessions were held in seven regions throughout the state. The leaders participated in an orientation and opening session in Williamsburg April 10-12 and visited Southern Virginia, the Valley, Northern Virginia, Southwest Virginia, Hampton Roads and Central Virginia. Additionally, an alumni conference was held in Bath County at the Omni Homestead Resort, October 2-3, 2014. The Conference program focused on key themes of professional development as well as bridging the generation gap, Virginia's energy landscape, healthy living and the importance of tourism to the region.

[Click here for a roster of graduates.](#)

About LEAD VIRGINIA

LEAD VIRGINIA was incorporated as a charitable and educational organization in March 2005 and is patterned after similar models of statewide leadership programs across the nation. Led by a board of directors composed of business, education, government, non-profit and community leaders from across Virginia, *LEAD VIRGINIA* uses a proven model for developing a statewide network of leaders by engaging academic, business, civic and government advisors to educate class members on the wide range of key issues in Virginia. 2014 sustaining sponsors of the program include Altria, Bon Secours Richmond Health System, and Norfolk Southern Corporation. Additional sponsors include Dominion Resources, Union First Market Bank, Claude Moore Foundation, Cox Communications, Virginia Business, Appalachian Power, Columbia Gas of Virginia, A Nisource Company, MWV, Northrop Grumman, Virginia Economic Development Partnership, Virginia Tobacco Indemnification and Community Revitalization Commission, Washington Gas, Wells Fargo and XO Communications. More information about *LEAD VIRGINIA* can be found at www.leadvirginia.org.



Loudoun Supervisors honor retiring Julie Pastor

The Loudoun County Board of Supervisors has presented a resolution of commendation to Julie Pastor, Director of the Loudoun County Department of Planning and Zoning, who is retiring effective January 1, 2015.

The Board's resolution points out that Pastor has served as Planning Director in Loudoun County since 1992, during a period of extraordinary growth and change in one of the fastest growing counties in the United States. During her service, the county's population has grown from 86,000 to more than 330,000. Some of her major accomplishments include two "firsts" for Loudoun: development of the county's first Countywide Transportation Plan and the county's first Heritage Resources Preservation Plan.

Other highlights include:

- Implementation of the 1991 'Choices and Changes' General Plan, including adoption of the 1993 Zoning Ordinance with neo-traditional design concepts, mixed use patterns and rural village and cluster land use programs.
- Adoption of the 2001 Revised General Plan which updated land use policies, growth strategies and introduced the green infrastructure as a basis for community design. Two years later, the entire county was re-mapped to implement the plan setting the stage for a revitalized rural economy.
- Introduction of the concepts of high-density mixed-use nodes and a phased approach to development that successfully allowed for the approval of Transit-Oriented-Developments almost 20 years in advance of Metrorail to Loudoun becoming a reality.

Pastor received one of the highest honors of her profession earlier this year when she was elected to the College of Fellows of the American Institute of Certified Planners (AICP) in recognition of her significant contributions to the planning community and the profession.

Prior to coming to Loudoun County, Pastor served in both the public and private sectors. She has a Bachelor of Arts from Tufts University and a Master of Urban and Regional Planning from The George Washington University.



Loudoun County Board of Supervisors Chairman Scott K. York (left) and County Administrator Tim Hemstreet (right) present Planning and Zoning Director Julie Pastor with a Resolution of Commendation adopted by the Board on Wednesday. (Photo by Lorie Flading)

Governor McAuliffe announces major funding proposal for new voting machines

Governor Terry McAuliffe revealed on December 15 that he will include \$28 million in his budget to provide new voting machines to precincts across Virginia so all polling locations will have uniform, state-of-the-art equipment for the 2015 November elections.

Nearly 50 localities reported voting equipment issues on Election Day 2014. Currently, Virginia's precincts use a variety of machines, some lack paper trails and others must be updated.

"Currently, counties and localities are responsible for purchasing their own voting machines," said VACo Executive Director Jim Campbell. "This proposal will eliminate that unfunded mandate. The governor has declared the state will fully cover the cost of purchasing the new voting machines for 2,166 Virginia precincts and reimburse more than 400 precincts that have already purchased the approved machines. Besides helping localities' budgets, hopefully this proposal will give Virginia a more effective and transparent voting process."

Governor McAuliffe called participating in democracy as one of the "most important rights we have as citizens of this Commonwealth and country."

"However, we cannot expect Virginians to come to the polls on Election Day if we cannot ensure that their votes will be counted correctly and in a timely manner," Governor McAuliffe said. "The problems Virginia encountered on Election Day this year were unacceptable, which is why I have taken unprecedented steps to replace all legacy voting equipment in the Commonwealth with state-of-the-art machines that have paper trails and will update our Department of Elections website."

The governor is proposing a one-time investment of \$28 million in Virginia Public Building Authority bonds to replace all legacy voting machines in Virginia with digital-scan voting machines that have paper trails.

About \$1.7 million of this funding will update Virginia's electronic pollbooks. The governor will also include \$30,000 in his budget to update the Department of Elections' website to improve reporting for future elections.

VACo Contact: [Dean Lynch](#)

Eleven Generations of Family History

What does Shirley Plantation have to offer that no other plantation can? We offer the story of eleven generations of one family who to this day continue to own, operate, and work this grand colonial plantation.

Shirley Plantation is Virginia's first plantation. Founded in 1613, only six years after the first permanent English settlement at Jamestown, the crown grant carved Shirley Plantation out of the Virginia frontier. The chronicle of Shirley Plantation best exemplifies the period in our nation's history between the settlement at Jamestown in 1607 and the movement towards American independence from Great Britain in 1776. During its long history and under the leadership of one family, Shirley Plantation has survived Indian uprisings, Bacon's Rebellion, the American Revolution, the American Civil War, and the Great Depression.

Shirley Plantation is the oldest family-owned business in North America dating to Edward Hill I establishing a farm in 1638. Construction of the present mansion began about 1723 when Elizabeth Hill, great-granddaughter of the first Hill, married John Carter, eldest son of Robert "King" Carter. Completed in 1738, the mansion, referred to as the "Great House," is largely in its original state and is owned, operated, and resided in by direct descendants of Edward Hill I.

The guided tour of the Great House highlights original family furnishings, portraits, silver, and hand-carved woodwork as well as stories of the Hill Carter family, eye witnesses to eleven generations of American history. As one architectural historian contends, "Shirley Plantation is the most intact 18th century estate in Virginia". Several features such as the "Flying Staircase" and the Queen Anne Forecourt are the only remaining examples in North America of this architectural style. Included on the self-guided grounds tour are formal gardens and eight original colonial outbuildings.

Today, Shirley continues to be a working plantation, a private family home, a growing business, a National Historic Landmark, and a direct link between the past and the present and future. Shirley Plantation is privately owned and no assistance is received from any government agencies. The revenue from admissions fees supports preservation of this unique part of America's heritage.



Visit Charles City County and Shirley Plantation

501 Shirley Plantation Road
Charles City, Virginia 23030
Phone: 804.829.5121
Gift Shop: 804.829.5121
Website: www.shirleyplantation.com

PLANTATION HOURS

Winter: December - February | Open Seven Days a Week | 10 a.m.- 4 p.m.

Summer: March - November | Open Seven Days a Week | 9:30 a.m.- 4:30 p.m.

Mark Your Calendars



**Join us for the next
Supervisor Certification
Course**

**Governance in the 21st Century:
The Role of Leadership**

Should county supervisors be active or passive leaders? Is one type of leadership better than another? Can leadership be learned? Does the public sector, like the private sector, have a bottom line? Answers to these and related questions is the focus of this course. Leadership is examined and studied from a variety of vantage points during this course.

Leadership attributes, characteristics and promising practices are identified. The role leadership plays in fashioning a governance model is analyzed. By way of the assigned readings, each class participant explores individual values, habits, practices and priorities that drive leadership choices.

Using the six challenges of leadership described in the Real Leadership text, class participants can “test their mettle” while coming to grips with the challenges and opportunities only leaders can address either alone or in partnership with others.

[Registration Form](#)

[Register Online](#)

[Program Webpage](#)

There are many educational opportunities in 2015 for VACo members.

[Click here to view the 2015 calendar.](#)

More events and educational opportunities will be added as they are scheduled.



**83rd Virginia Certified
Planning Commissioner
Program**



Opening Session: January 29-30
Meeting Location: Richmond Marriott West Hotel (Henrico County)
Closing Session: April 16-17
Meeting Location: Richmond Marriott West Hotel (Henrico County)
Cost: \$500 per person
Registration Deadline: January 16
 Registration information/form available care of www.planvirginia.com.
Contact: Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or rmchan@vt.edu.

**34th Virginia Certified
BZA Program**



Opening Session: March 30-31
Meeting Location: Richmond Marriott West Hotel (Henrico County)
Closing Session: June 8
Meeting Location: Richmond Marriott West Hotel (Henrico County)
Cost: \$450 per person
Registration Deadline: March 9
 Registration information/form available care of www.planvirginia.com.
Contact: Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or rmchan@vt.edu.

news from our
associate members



municode

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THE FEEDING FRENZY FOR INFORMATION

Thinking critically about the business of codifying local laws, it strikes me that there is a high interest in technology, but infrequently does anyone ask about the substantive side of codifying ordinances.

It seems technology has created a feeding frenzy for information; the faster (e-mail), more easily researched (search engine), more readily accessible (Internet) information is; the more we salivate to be first to get it. However, this frenzy has little nutritional value; we are consuming the informational equivalent of a diet soda (that contains zero calories and tons of additives). The missing ingredient is revealed in the question: “What about the substance of the information?” Do the words say what we want them to say? Do they describe what we really do? Are they consistent with state law? Court cases? The Charter? Is any of the language too vague? Does it improperly delegate authority?

As Chairman of Municode, I believe our customers have the privilege of determining what’s important, but to redefine our product so that its salient features are attributes of *delivery* instead of *content*, is in my opinion a mistake. Ask any codifier and they will tell you they started with a focus on helping local governments make sure their ordinances were substantively consistent, free of conflicts and reflective of the intent of the governing body. Printing pages or posting content online was necessary, but secondary. Technology has helped make processing and delivering the information more efficient, but it cannot replace the judgment of an experienced attorney or editor who is critically reviewing the ordinances for conflicts.

As the role of Information Technology in local government grows, the idea of “common sense” must also grow. I have observed a deferral by experienced staff to IT people when facing the question of purchasing and implementing software. Balancing an understanding of human nature, priorities, skills and experiences against technical “efficiencies” promised by a more powerful computer or new software should be a discussion won by common sense.

There is a concept emerging among technology firms called “Civic Technology.” Essentially firms are striving for “data access and transparency,” “data utility” and “resident feedback.” Proponents of Civic Tech believe that the best way to engage the public is to make maximum use of technology. My belief is that the public is comprised of all manner of people: technologically astute, technological neophytes, young people, old people, highly educated, less educated, public servants, capitalists and everything in between. The point is that no one method of engagement is best; all methods must be embraced in order for the substance of our government and laws to accurately reflect the will of the elected and electorate.

A. Lawton Langford
Chairman/CEO
Municipal Code Corporation

introducing a new associate member



ALL POINTS BROADBAND

Live Connected.

Tom Innes, 703.554.6616

tinnes@allpointsbroadband.com

www.allpointsbroadband.com

All Points Broadband is very pleased to join VACo's community of public servants and various service providers.

Broadband Internet is required for economic development and is now considered an essential residential utility. Community anchor institutions, business parks, government facilities and residential neighborhoods all require high quality broadband. Traditional Internet service providers have deployed fiber or cable in high-density regions but have forced customers onto expensive cellular services across much of Virginia. For most of underserved Virginia, a hybrid-fiber-wireless network is the best option for solving your broadband gap.

All Points Broadband is committed to delivering reliable broadband Internet to everyone, regardless of where they live. We build and operate hybrid-fiber-wireless broadband networks supported by quality customer service. Subscribers include everyone from rural homesteads to apartments to commercial buildings. Our service is ideal for community anchor institutions such as schools, libraries and numerous county administrative facilities.

All Points Broadband operates Virginia's premier fixed wireless Internet service provider and is making substantial investments to upgrade and expand this network and expand into new regions. We are partnering with counties to design and build broadband networks in their jurisdictions.

Our hybrid-fiber-wireless network will be the optimal solution to provide content-neutral broadband to underserved regions without ongoing subsidies. Resource constrained local governments can reduce costs by consolidating their telecommunications budgets and leveraging their underused vertical assets.

We have the expertise and capital to partner with local government and close the ever-expanding digital divide. The successful process involves collaboration between the public and private partners. First, we work with you to determine your telecommunications needs at public facilities and what vertical assets (water towers, building rooftops, tower access rights, etc.) can be used to expand broadband. We use these inputs to design the core of a state-of-the-art hybrid-fiber-wireless network. Once this core is in place, your county can receive better service at reduced cost. We will then invest private capital to continue to expand the network to serve the underserved areas in your county.

Depending on resource availability, the time between network planning and providing high quality broadband can be as short as six months. All Points Broadband is available to meet with your county or region to discuss your broadband needs and options.

introducing a new associate member



With over 112 years of experience, Printelect is a full-service elections provider.

From Presidential to Federal, State, County and Municipal elections, Printelect excels in delivering the very best election products and services nationwide while keeping customer service and satisfaction top of mind. With an office in Virginia, our knowledgeable elections staff and superior customer service team provide you, the locality, with individualized attention to meet your unique needs and specifications.

We specialize in:

Equipment Sales & Field Services: Printelect is the exclusive sales and service representative for Election Systems & Software (ES&S) in Virginia. ES&S is the largest voting solutions provider in the United States, with over 60 percent of the registered voters in America voting on ES&S products. With industry-leading equipment and innovations combined with our decades of experience and expertise, Printelect and ES&S have the ways and means to support election officials. We offer both new and used voting equipment in addition to certified repair and maintenance services.

Election Products: Our all-encompassing product line ranges from accessibility ramps, to ballot bags, to signage for precincts and everything in between. As a turnkey provider, Printelect helps our customers achieve the benefits of streamlined communication, faster delivery, and combination pricing.

Ballot Printing: As one of the largest ballot printers in the country, Printelect is able to offer ballot printing services that are easily scalable to fit each customer's needs. We have the capacity to print one million ballots per week during any election cycle while maintaining the integrity of each ballot. With our extensive equipment knowledge, we are able to test everything from the precision of the format, information, color, image position, to the trim of the ballot.

Election Coding: Election ballot coding is the comprehensive process of creating the appropriate ballot for each locality, based on jurisdictional information. Printelect provides coding services based on our superior level of service and expertise.

Mobile Voting Precinct: Over the past decade, it has become evident that both responsiveness and flexibility in elections are crucial. This need energized the Printelect team to create the Mobile Voting Precinct, a 38-foot custom vehicle equipped with registration desks, individual voting stations, ballot scanners, touchscreens and ADA voting equipment.

With a significant presence in the Commonwealth, our team has an intimate understanding of Virginia elections. Put our extensive experience with elections and voting equipment to work for you and learn why Printelect is the premier choice for your election needs.

Printelect is a wholly owned subsidiary of the Owen G. Dunn Company, headquartered in New Bern, N.C., with additional operations in Raleigh, N.C. and Richmond, VA.

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Governor announces legislative agenda for economic development

Governor Terry McAuliffe released his [New Virginia Economic Strategic Plan](#) and several related legislative proposals on December 5. The plan focuses on five areas: infrastructure, high-growth industries, business climate, innovation and entrepreneurs and workforce development.

VACo members and staff participated in the regional roundtables that Secretary of Commerce and Trade Maurice Jones conducted to assist in developing the plan. The plan includes a focus on broadband expansion efforts and workforce development, which are both 2015 VACo legislative priorities.

The broadband component of the plan includes numerous proposals to expand financing and better utilize state owned assets to expand and improve broadband connectivity. The plan says that the state will maximize its resources to help localities develop strategic plans to acquire broadband service. Expanding wireless hot spots for residents at schools and libraries is also suggested as one local policy tool. The governor's budget proposes adding \$500,000 in FY 2016 for Broadband planning grants to localities.

The workforce development plan focuses on increasing competitiveness through credentialing programs that meet business and industry needs. The proposal also recommends a better focus on incentivizing the public and private sector at the local level to work regionally. VACo supports increasing state incentives for credentialing that meets employer needs and state efforts that assist voluntary regional collaboration on workforce development.

Below is a summary of the specific legislative proposals the governor announced he will pursue:

- Increase accountability and transparency for taxpayer dollars spent on workforce development
- Promote more public-private partnerships in order to foster greater innovation in workforce training
- Streamline Virginia's workforce development system and better align it with the needs of our employers on a regional basis
- Increase investments in Virginia's workforce development system in the Governor's budget proposal
- Invest in the Governor's Opportunity Fund to keep Virginia competitive with other states
- Create an Energy Diversity Plan and establish the Virginia Solar Energy Development Authority to further diversify our energy mix
- Offer new energy economic development incentives to attract and retain businesses
- Reform the Tobacco Commission to maximize return on investment on Commission investments and create a long-term sustainable funding model
- Extend tax credits for green jobs and also tax exemptions for capital gains by technology start-ups set to expire in 2015
- Promote a Virginia Tourism Growth Incentive Fund to assist in tourism development projects

JLARC Workforce Development Report Recommendations

[JLARC's Workforce Development Report](#) was released in early December. Below is a summary of the report's recommendations.

Legislative action

- Require the Board of Workforce Development to annually evaluate the extent to which workforce development programs emphasize training and education opportunities that align with the needs of employers.
- Enhance the authority of the Board of Workforce Development to influence the workforce development policies of state agencies.
- Create a formal advisory council to the Board of Workforce Development, composed of key state and local entities not currently represented.
- Require state agencies to develop standard categories of program spending that can be reported to the Board of Workforce Development.
- Require the Board of Workforce Development to establish standard performance measures for all workforce development programs and ensure that all measures support the state's highest workforce development priorities.

Executive action

- Require school divisions and community colleges to include employers on CTE advisory committees and to meet at least every six months.
- Require community colleges to adopt a common curriculum development process that fully incorporates employer input.
- Develop criteria to measure whether new CTE courses proposed by school divisions are aligned with labor market demand.
- Require school divisions' CTE advisory committees to annually develop recommendations to improve the relevancy of CTE program offerings.
- Designate a single entity in each workforce region to lead workforce development efforts, including the development of a local plan for employer engagement and the formation of a formal region-wide workforce development council.

The Governor and General Assembly are also likely to work together to implement some of the recommendations of the [JLARC Study on workforce development](#) released in early December (see pull out box with JLARC recommendations). VACo will work with the Administration and the General Assembly to advance VACo's [workforce development and broadband agenda](#) in the upcoming session.

VACo Contact: [Erik Johnston](#)

Mandates Task Force Puts Forward Recommendations

The Governor's Task Force for Local Government Mandate review met on December 10 and agreed upon several priorities to put forward to the Governor and General Assembly in advance of the 2015 session. The [interim report](#) focused on three themes: (1) protecting local government revenue sources; (2) discouraging the practice of shifting state financial responsibilities to local governments; and (3) implementing legislative process improvements to better inform the legislature and administration of the impacts of proposals on localities.

The task force put forward the following six priorities:

- Protect local government authority to raise revenue.
- Eliminate the state capture of local fines and fees.
- Eliminate the return of local aid to the state.
- Fully fund the Line of Duty Act Program and look to efficiencies that can be implemented from the December 2014 JLARC study.
- Fully fund the Health Insurance Credit for Retired Teachers.
- Reinstate the First-Day Introduction for local fiscal impact legislation.

The [interim report](#) includes specific facts and figures about the impact of these current big ticket mandates on Virginia's localities. The priorities of the task force mirror many of the issues identified in VACo's 2015 Legislative Program. VACo will continue to partner with the task force to bring these issues forward in the 2015 General Assembly session.

The task force plans to meet again in May of 2015 and will turn its attention to mandates and potential process improvements at specific state agencies. The Department of Planning and Budget (DPB) and the Department of Environmental Quality (DEQ) are likely to be the first agencies to speak to and receive feedback from the task force.

[Click here](#) for a link to the task force web page.

VACo Contact: [Erik Johnston](#)

JLARC's Line of Duty Act study released

The Joint Legislative Audit and Review Commission (JLARC) released a [comprehensive study](#) on Virginia's Line of Duty Act (LODA) on December 8. The General Assembly directed JLARC to study the costs, structure, and administration of Virginia's Line of Duty Act and to identify recommendations to improve the program's design and implementation.

The Line of Duty Act provides a lump sum death benefit and lifetime health insurance benefits to the families of public safety officers who were killed or permanently disabled in the line of duty. The state and localities paid a combined \$12.2 million in Line of Duty Act benefits to 952 beneficiaries in FY 2013. The Department of Accounts (DOA) determines eligibility for the program and administers benefits for state agencies and localities that opted to participate in the LODA Fund, which was established to fund benefits. Other localities administer their own benefits. The state and localities are responsible for the cost of benefits for their employees and volunteers.

The JLARC study found that LODA costs will double over the next ten years. The financial burden of this increase will mainly fall to local governments who employ around 75 percent of eligible employees. The study also found administrative challenges, policy changes that would reduce costs and funding options to reduce the long-term cost.

JLARC's legislative recommendations include:

- Transfer the administration of the LODA program from DOA to the Virginia Retirement System for eligibility determinations and to the Department of Human Resource Management for ongoing benefits.
- Clarify ambiguous language pertaining to eligibility determinations in the Line of Duty Act and require the development of program regulations or formal policies.
- Adopt a new standard for "comparable" health insurance coverage that would be relative to the coverage available to active employees.
- Consider options to reduce costs in light of advantages and disadvantages to employers, LODA beneficiaries, public safety officers and active state and local employees.

VACo's 2015 legislative program calls on the General Assembly to fully fund the Line of Duty Act (LODA) obligations and return LODA to a state program. LODA benefit eligibility determinations should be the responsibility of the Virginia Workers' Compensation Commission and not the State Comptroller's Office. [The Governor's Task Force for Local Government Mandate Review](#) was briefed on the JLARC study last week and will ask the governor to return the funding responsibility of this program to the State and to look for potential efficiencies in program administration.

VACo Contact: [Dean Lynch](#) and [Erik Johnston](#)

Local governments have a role to play in new Watershed agreement

By Penny Gross
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from the [Bay Journal](#)

On June 16, a new Chesapeake Bay Watershed Agreement was signed by the governors of Delaware, Maryland, New York, Pennsylvania, Virginia and West Virginia; the mayor of the District of Columbia; the EPA administrator; and the chair of the Chesapeake Bay Commission. While local governments are not official signatories to the new agreement, we have an important role to play in the protection and restoration effort.

We also have much to gain.

The drafting of the Watershed Agreement was a team effort, involving federal, state and local governments; legislative commissions; nongovernmental organizations; and citizens from across the watershed.

Members of the Local Government Advisory Committee were also actively engaged, making sure that the interests

of local government were represented. The signing of the agreement represents a recommitment to clean local rivers and streams and a healthy, resilient Bay.

Local governments throughout the nation are faced with many challenges, not the least of which is ensuring that our communities have a safe and reliable source of water.

The 2014 Elk River chemical spill in West Virginia made us all too aware of the risks our communities face when drinking water supplies are threatened. And, the increasing severity of storms has heightened our awareness of the need to build resiliency into implementation actions to account for climate change.

While the new Watershed Agreement doesn't solve any of these problems, it will help the Chesapeake Bay Program partners better direct their attention to the many issues affecting the health of the watershed.

Meanwhile, those of us working at the local level can focus on those issues that matter most to our citizens, whether that be addressing flooding, protecting drinking water or restoring a trout stream.

To implement the Watershed Agreement, teams of scientists, issue experts, state and local governments, nongovernmental organizations and citizens are drafting plans that will guide restoration and conservation for many years to come.

These plans, called Management Strategies, will identify what role, if any, there is for local governments in achieving a particular outcome, and what actions, tools or technical support are needed to empower local governments and others to do their part.

I encourage you to read the new agreement and to identify the goals and outcomes that intersect with your community's priorities. Then, get involved at www.chesapeakebay.net/managementstrategies. The collective impact of our individual efforts cannot be underestimated!
This column by VACo President and Fairfax County Supervisor Penny Gross appeared in the December 8 edition of the Bay Journal. Gross also serves as chair of the Local Government Advisory Committee to the Chesapeake Executive Council.

State Board of Elections Endorses Pay Raise for General Registrars

The State Board of Elections (SBE) endorsed a significant pay raise for General Registrars at their November 24 meeting. The recommendation came at the request of the [General Registrar/Electoral Board Duties Workgroup](#) which was tasked with studying duties, responsibilities and compensation of general registrars and electoral boards in maintaining voter registrations and administering elections. The workgroup is composed mostly of members of the Virginia Electoral Boards Association (VEBA) and the Voter Registrars Association of Virginia (VRAV) and is co-chaired by former Lt. Governor John Hager and Jean Jenson.

The SBE voted unanimously to approve the following four recommendations and to continue the charter of the work group through December 2015 to implement the recommendations and further study elections administration in Virginia.

- 1) The General Registrar should be designated as "Director of Elections" for the locality being served — this can be accomplished by an amendment to §24.2-114(18), adding language to the effect that "The general registrar shall serve as Director of Elections for the locality."
- 2) The Code of Virginia should be modified to reassign duties associated with absentee voting and campaign finance reporting to the General Registrar in the role as Director of Elections, Chapters 7 and 9 respectively in §24.2.
- 3) The salary and population brackets for General Registrar/Director of Elections should be the same as that of the Treasurer, including the additional compensation for completing a subject specific certification program as part of continuing education.
- 4) The General Assembly should be requested to resume 100% reimbursements through the Department of Elections for general registrar and electoral board salaries as provided for by statute 24.2-108 and 24.2-111.

Increasing salaries for General Registrars by equalizing their pay with the salaries for treasurers funded through the Compensation Board could raise salaries by up to 39 percent for some registrars and raises questions for localities. The Appropriation Act sets the salaries for registrars, but the state currently only pays about 65 percent of authorized salaries with localities making up the difference. If the state authorizes higher salaries but continues to not fully fund these salaries, then localities could be forced to pay the requested raise.

For more information about the workgroup and their full report and proposal, [click here](#).

VACo Contact: [Erik Johnston](#)

Virginia awards \$21.5 million in grants for Stormwater pollution reduction efforts

Governor Terry McAuliffe recently announced that Virginia has awarded about \$21.5 million in grants under the Stormwater Local Assistance Fund. The grants cover 64 projects in 25 localities.

“Clean water is essential to a healthy and thriving economy,” said Governor McAuliffe. “Our ongoing efforts to improve water quality in the Commonwealth will benefit significantly from these grants. The funds focus on the needs of local governments as they help ensure improved methods of reducing pollution to the state’s waters.”

The fund, administered by the Department of Environmental Quality, was established by the 2013 General Assembly. This year, \$28 million was available to local governments as matching grants for best management practices that reduce pollution from stormwater runoff.

The local government projects cover a wide variety of stormwater management practices.

For example: **Albro Creek stream restoration and constructed wetlands project.** The city of Richmond’s Albro Creek stream restoration and constructed wetlands project aims to restore a portion of a previously disconnected natural flow path of Albro Creek, a tributary of Goode’s Creek. Restoring and returning the creek to its natural condition not only will reconnect the historic flood plain and alleviate flooding downstream, it also will slow the flow of polluted stormwater runoff. By restoring the natural flow patterns and in combination with constructed wetlands, additional nitrogen and phosphorus will be removed that otherwise would have been discharged to the James River and ultimately to the Chesapeake Bay.

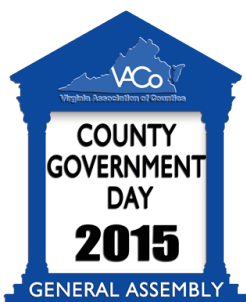
Cavalier Trail Park bioretention facility. The city of Falls Church submitted an application for a bioretention facility that will be implemented in Cavalier Trail Park. Bioretention is a process that filters pollutants from stormwater. The project’s location will allow the facility to serve a dual purpose: providing pollutant reductions that will contribute to meeting local and Chesapeake Bay TMDL reduction requirements, and serving as a public education opportunity. Falls Church plans to place signs around the facility that will provide information on bioretention design, how it works, and the impact of stormwater runoff on water quality.

The complete list of stormwater projects is available on the DEQ website at www.deq.virginia.gov.

DEQ plans to award the remaining \$6.5 million in the fund in late 2015. This will enable localities to identify other options for improving water quality, focusing on cost-effectiveness and enhanced stormwater management plans that address required water quality improvements.

The approved projects are designed to reduce levels of phosphorus, a key pollutant in stormwater. They have relatively high environmental benefits in terms of pounds of phosphorus removed per year, and they are the most cost-effective of the proposals that DEQ considered.

VACo County Government Day 2015



The Virginia Association of Counties invites county officials to **VACo County Government Day** on **February 5** at the Richmond Marriott Downtown.

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

Join us
February
5

February 5 at 9 a.m.

[Registration Form](#) | [Register Online](#) | [Richmond Marriott Downtown](#)

Officials who need to stay overnight at the Marriott can get a special room rate of \$113. For reservations, call 1.800.228.9290 by **January 14, 2015** with the following code: [VACo Legislative Day](#).

Refund Policy: Requests for registration refunds are honored if received by January 26, 2015. However, substitutions are accepted at any time. For more information, call VACo at 804.788.6652.

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.

MECHANIC | Rockbridge County

Candidate should have a minimum of four years verifiable experience working in an automotive maintenance shop. A detailed job description and application can be accessed at www.co.rockbridge.va.us/jobs. A complete application is required to be considered for the position. Application, cover letter and resume can be emailed to brandy_whitten@co.rockbridge.va.us (please reference "Mechanic" in the subject line) or mailed to Office of the County Administrator, ATTN: Brandy Whitten, 150 S. Main Street Lexington, VA 24450. Open until filled.

TOWN MANAGER | Town of Louisa

SALARY: Negotiable Depending on Qualifications and Experience. The Town Manager is appointed by the town council and serves as the chief administrative officer for the town and oversees the daily business of the town. Current Town Manager is retiring on or about February 1. Send resume and completed job application to: Town Manager Search Committee, Town of Louisa, P.O. Box 531, Louisa, VA 23093. For more information on the Town of Louisa and a complete job description, visit www.louisatown.org. Open until Filled.

FIRE SERVICES DIRECTOR | Wake County, N.C.

The Fire Services Director reports to the County Managers Office and is responsible for effectively and efficiently managing a large and complex fire service delivery system. Wake County Government offers a competitive salary and benefits package. Salary range is \$97,000 - \$165,000 depending on qualifications. TO APPLY PLEASE VISIT OUR CAREER SITE: www.wakegov.com/employment. Include resume when applying. Open until filled. First review of applications on January 12. FOR MORE INFORMATION, VISIT FIRE SERVICES DIRECTOR RECRUITMENT WEBSITE: www.wakegov.com/employment/fire.

DIRECTOR OF TRANSPORTATION |

Richmond Regional Planning District Commission
This position reports to the RRPDC Executive Director and directs the work of the Urban Transportation Planning Division. The salary for this position

will be contingent upon experience and qualifications. The RRPDC offers a highly attractive benefits package, which includes participation in the Virginia Retirement System. Interested candidates should submit a cover letter, salary history, resume, and RRPDC employment application to Julie Fry, Executive Secretary at jfry@richmondregional.org. Employment application, submission instructions and a full job description are available on the RRPDC website at www.richmondregional.org. The review of candidates will begin January 20, 2015.

SCHOOLS SENIOR PROJECT MANAGER | Albemarle County Public Schools

Serves as the primary point of contact for school division Capital Improvement projects, including Office of Facilities, Community Development, Architects, Engineers, State and Local Agencies, to plan and manage projects throughout all phases of design and construction. Hiring Range: \$59,073 - \$70,888/annual equivalent based on education and experience | Internal candidates will receive pay adjustments in accordance with County School Board Policy, GCBA-R. DEADLINE: January 16.

ENVIRONMENTAL HEALTH & SAFETY COORDINATOR | Albemarle County Public Schools

Supports the strategic plan and initiatives through the research, implementation, management and continuous improvement of the environmental and safety programs. Bachelor's degree from a four-year college or university in environmental sciences or similar program required. Prefer prior experience in environmental and/or safety programs. Ability to obtain Virginia Class VI Waterworks License within 6 months of employment. Hiring Range: \$17.35 - \$20.82/ per hour based on experience and education. DEADLINE: January 5.

RECREATION PROGRAM COORDINATOR | James City County

\$35,126/year or higher, DOQ + benefits; Parks & Recreation is seeking an enthusiastic individual with high professionalism and ability to work in a team environment in the planning, development, supervision, management and evaluation of comprehensive county-wide sports/athletics and outdoor camps, classes and activities for families and individuals of all ages. Applications will be accepted until midnight until position is

filled. To be considered for this position a James City County online application must be completed. Please visit: <https://jobs.jamescitycountyva.gov>.

COUNTY MANAGER | Beaufort County, N.C.

SALARY RANGE: COMMENSURATE WITH EDUCATION AND EXPERIENCE.
The county has a population of near 50,000 and is located in the eastern coastal area of North Carolina on the Pamlico River. The County operates under a commission/manager form of government with a seven member board, 318 full time employees and an annual general fund budget of over \$54,000,000. Submit Beaufort County application with resume to: Deloris Creasman, Beaufort County Administrative Building, 121 W. 3rd Street, Washington, NC 27889. Beaufort County applications are available online at www.co.beaufort.nc.us or can be obtained at the Beaufort County Administrative Building. Application deadline: Open Until Filled.

DIRECTOR OF BUILDING & DEVELOPMENT SERVICES | Washington County

Under the direction of the County Administrator, the director is responsible for administration and enforcement of the adopted Virginia Uniform Statewide building codes and permits. Salary range DoQ, DoE with benefits. A complete Position Description along with an Application for Employment may be obtained through the Human Resources Department, Washington County Government Center, 1 Government Center Place, Suite A, Abingdon, Virginia 24210. Applications are available for print via the County website www.washcovva.com. Applications will be accepted until the position is filled.

EROSION & SEDIMENT CONTROL/STORM WATER MANAGEMENT ADMINISTRATOR | Rockbridge County

Rockbridge County is seeking a full-time employee to administer technical documentation, permitting, inspection, and enforcement of Rockbridge County Erosion & Sediment Control/ Storm Water Management regulations. A detailed job description and application is available at <http://www.co.rockbridge.va.us/jobs.aspx>. A completed application, cover letter and resume can be emailed to brandy_whitten@

EMPLOYMENT

Continued from page 14

co.rockbridge.va.us (please reference E&S Position in the subject line) or mail to: Rockbridge County Administrator, 150 S. Main St. Lexington, Va. 24450. Open until filled. Preference given to applications received by December 30.

DIRECTOR OF FINANCE | Town of South Boston

The Finance Director will work closely with and report to the Town Manager. The Town has an annual operating budget of nearly \$9.2 million with 75 full-time employees and 15 part-time employees. The salary for the position is negotiable within the established range of \$54,300 - \$94,000 depending on the candidates experience and qualifications. A complete job description and Town Application for Employment Form can be found on the Town web site at www.southboston.com. Please submit a completed application, cover letter and resume including five (5) work related references to Timothy L. Wilson, Town Manager, 455 Ferry Street, South Boston, VA 24592. This position will remain open until filled.

COMPTRROLLER | Isle of Wight

\$59,664 - \$76,072. CLOSING DATE: Continuous. Isle of Wight County seeks individual to ensure the financial integrity of the County's operations by recommending and maintaining sound financial practices and procedures, reporting and in the processing of all financial transactions. Under limited supervision. Provides responsible fiscal guidance to the Director of Budget and Finance, to include department heads, and others.

PURCHASING AGENT | Isle of Wight

\$46,749 - \$59,604. CLOSING DATE: Continuous. Isle of Wight County seeks individual to perform advanced professional procurement services for the County exercising independent judgment. Work primarily involves planning, developing and implementing policies and procedures for negotiating and entering into contracts to procure services, including professional and construction, supplies and equipment for County departments at prices and quality standards that best benefit the County.

BUILDING OFFICIAL | Botetourt County

An employee in this class performs and supervises plan reviews and inspections making sure there is compliance with

the Virginia Uniform Statewide Building Code and the County Code. The successful applicant will train under the current, retiring Building Official and is anticipated to assume the full duties of the position on March 2, 2015. Starting salary \$43,234 to 64,504, DOQ. Position remains open until filled. A completed application form is required to be considered for the position. Go to http://www.botetourtva.gov/employment/county_jobs.php for application and detailed job description.

DIRECTOR OF PLANNING AND ZONING | Orange County

The ideal candidate will have exceptional communication skills, with the ability to identify key issues, implications of decisions, and the ability to articulate complex zoning, subdivision, and land development policies, regulations, and laws into a clear, understandable message for a variety of audiences. Interested applicants should visit our website at orangecountyva.gov or pick up an application package during normal business hours at the Orange County Administrator's Office, 112 W. Main Street, Orange, VA 22960; 540.672.3313. This solicitation remains open until position is filled. A review of completed applications will commence after Thursday, January 15, 2015. EOE. Hiring salary range will be from \$71,572 to \$93,044.

COUNTY ADMINISTRATOR | Page County

Page County has a population of approximately 24,000, with a fiscal year 2015 budget of \$62 million and is located in Virginia's Northern Shenandoah Valley, approximately 90 minutes from the Washington D.C. metro area. Interested professionals are encouraged to submit a resume, cover letter with salary history and a minimum of three professional references along with a Page County Application to the Page County Administrator's Office, 103 South Court Street, Luray, Virginia 22835 or email to amoler@pagecounty.virginia.gov by January 16, 2015. Applications and County Profile can be found on the County website at www.pagecounty.virginia.gov.

COUNTY ADMINISTRATOR | Appomattox County

Appomattox County, with a population of 15,000 and excellent quality of life, is seeking a highly qualified, forward thinking, organized, and motivated County Administrator. The successful candidate will work collaboratively with our citizens, businesses, five-member Board of Supervisors, Towns, schools, and staff to implement the vision of the County. The

County has 102 full-time, non-school staff with a FY 2015 operating budget, including schools, of \$37 million. The County is offering a competitive starting salary, along with an excellent benefits package, based on education, experience and qualifications. Applications and resumes, along with five professional references and salary history, may be submitted in confidence to County Administrator Search, Office of the County Administrator, PO Box 863, Appomattox, VA 24522. The Position Profile and County application are online at www.appomattoxcountyva.gov. Applications will be accepted until January 31.

PUBLIC SAFETY COMMUNICATION OFFICER | Albemarle County

The Public Safety Communication Officer performs responsible telecommunications work under frequent stressful conditions. Work is in the receipt of emergency and non-emergency calls for service from the public, law enforcement, and fire and rescue communities, as well as maintenance of radio communications with same emergency units. \$33,641 - \$40,369/Yearly, depending on experience and qualifications. DEADLINE: January 9. Additional information located at the Albemarle County Human Resources page <http://www.albemarle.org/hr>.

DIRECTOR OF BUILDINGS AND GROUNDS Gloucester County

\$59,253- \$94,805. CLOSING DATE: December 21. Under general direction, performs supervisory and administrative work coordinating repair and maintenance operations of County buildings and grounds; managing custodial services; fleet vehicles and all phases of the County's Mosquito Control program. Employee must exercise considerable initiative and independent judgment in all phases of work. For a complete job description and to apply online, visit our website www.gloucesterva.jobs.

REGIONAL PLANNER | New River Valley Planning District Commission

The region of the New River Valley includes 12 local governments and two university members, located within the Blacksburg, Christiansburg, Radford, MSA. Salary Range \$30,000 to \$38,000. Excellent benefits package. Send cover letter, resume and employment application by December 19 to the New River Valley Planning District Commission, 6580 Valley Center Drive, Suite 124, Radford, VA 24141, Attn: Janet McNew or e-mail jmcnew@nrvpdc.org. Position advertisement and application for employment located at www.nrvpdc.org.



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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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