

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

June 17, 2015



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## VACo Annual Conference Update

### “Virginia Counties Care” chosen as conference theme

On June 15, the 2015 Annual Conference Planning Committee met to discuss the VACo 81<sup>st</sup> Annual Conference!

Committee Chair, Mary Biggs, Montgomery County Vice Chair and VACo Second Vice President, led the discussion of logistics, session topics and speakers for the conference’s general and breakout sessions.

The committee chose the theme, “Virginia Counties Care,” which will be featured at the beginning of each breakout session followed by the topic. The committee wants the conference theme to be featured throughout the event. The theme also emphasizes that we are all at the conference as representatives of Virginia counties who care and are there to learn about and discuss topics that are important to all Virginia counties. Stay tuned to updates in County Connections and on the conference webpage for updates on topics, speakers and information.

The 2015 Annual Conference Planning Committee also chose #VACoConf as the hashtag for the 2015 conference, as well as future events. As we continue to use this hashtag through the years, the Twitter feed will create a scrapbook of this and future VACo Annual Conferences.

June 15 was also the date that The Omni Homestead Room Reservation form was emailed to the VACo Board of Directors, County Administrators and confirmed exhibitors. The conference registration forms are completely separate from the room reservations and will be sent in mid-August. Please review the [VACo Lodging Policy](#) to familiarize yourself with the room reservation and registration process.

We look forward to seeing you all on November 8-10 at The Omni Homestead in Bath County!

VACo Contact: [Amy Elizabeth Vealey](#)

## Funding likely for employees after revenue report shows increase



On May 15, the House Appropriations and House Finance Committees received a state revenue update from Secretary of Finance Ric Brown that reported state general fund revenues had risen 5.8 percent in May.

Brown said that the state is on track to have a surplus of approximately \$427 million by June 30 - the end of FY 2015. If this projection holds true, state employees will receive a 2 percent raise that the General Assembly and Governor Terry McAuliffe approved earlier this year through the state budget.

Additional funding will include the state’s share for state-supported local employees and constitutional officers as well as higher education faculty. It also includes the state’s share of a 1.5 percent raise for teachers, if their local school divisions approve it.

The revenue increase was largely due to nonwithholding collections. Further, sales and use tax collections rose by 1.2 percent. One of the biggest rebounds came from income taxes withheld from paychecks, which had grown by 4.6 percent through the end of May, after growing just 2.3 percent last year and 2.1 percent the previous fiscal year.

Through May, revenue collections increased 7.3 percent well ahead of the annual forecast of 4.7 percent.

VACo Contact: [Dean Lynch, CAE](#)

## CTB meets and hears updates on HB 2 process

On June 16-17, the Commonwealth Transportation Board (CTB) met and heard updates from state transportation agencies. Most notable among the reports given was the update on the HB 2 the process (the statewide prioritization process for project selection).

The Secretary of Transportation’s office reported to the board that public outreach on the process has and will continue to include 27 CTB hearings, meeting with every single metropolitan planning organization (MPO), and stakeholder sessions in each transportation district. In terms of eligibility, only local governments may submit projects for consideration, the project must be located within the boundary of the relevant local government, and local governments may submit a joint application for projects that cross the boundary of a single local government. There was also a recommendation on the how the factors of each project should be weighed. From meetings with MPOs and regional planning district commissions the Secretary’s office provided recommendations on how HB 2 process factors should be weighed. The CTB subsequently took action and approved the factor weighing recommendations.

A chart of these recommendations can be found on page 7 of the HB 2 Update Report. The full report can be found [here](#).

VACo Contact: [Beau Blevins](#)

## Q & A with Alexa Fritz | Culpeper County Supervisor

**Question 1** - You graduated in 2014 from the Supervisor Certification Program. How have you applied what you've learned to the service of Culpeper County?

**Alexa Fritz** - This program has been extremely useful in giving us the knowledge and information we need to do our jobs well. In the session "Making a Governance Difference" we actually read the Virginia code and were able to ask questions. It was done in a way where anyone could understand and this has proven to be one of the best tools I have used since the class. We must know the code and the aspects of Dillon Rule as it applies to the localities. During the Funding Public Services in the 21<sup>st</sup> Century we learned about the different types of budgeting. This has been extremely helpful in our county as we deal with the schools and our capital improvements plan.

**Q2** - Your graduating class had five supervisors. What was it like to take the journey with them?

**AF** - It was wonderful to have other supervisors to work with as they all came from different levels of skill sets. Some were long term supervisors who could share their knowledge from years of experience and others were newer supervisors who were learning this information first hand. They were a great group to bounce ideas off of, ask questions that pertained to their counties that we may have been experiencing at the time and I really just enjoyed the comradery.

**Q3** - Five courses encompass the Supervisor Certification Program. What was the one course that left a lasting impression?

**AF** - I really enjoyed all of the classes pretty equally and the books we were given to read made for great discussion. The one class I really found interesting was Inventing your County's Future. This one discussed planning and zoning and the rules the counties had to follow as well as legal requirements regarding the comprehensive plan of the county. Our county is currently reviewing the comprehensive plan and the information provided in this class has proved to be invaluable.

**Q4** - What would you say to those supervisors who may be interested but feel they don't have the time?

**AF** - First and foremost this class is packed full of information that would take you years to accumulate through just asking questions as you go along! Items you didn't even know you needed to know are presented, along with the standard questions a new supervisor would have. Plus, you get the network of colleagues throughout the state that are doing the same job, and have the different experiences that you can refer to when you do have questions. The class provides the knowledge you need to be an effective supervisor and will save you months if not years of time in researching answers.

**Q5** - One of your passions in service is citizen involvement in county government. Please talk a little bit about why this is important to you.

**AF** - Our country was founded on a government of the people, by the people and for the people. This is what makes us Americans. A government is most effective when the consent of the will of the majority of its citizens is at work. When there is active citizen participation government works to protect the human rights of all citizens and effectively requires laws to apply to all citizens equally so each individual is represented. These classes and the instructors are consistently teaching us the value of being open and transparent at all times.



Alexa Fritz (center) is honored at the 2014 Annual Conference after completing the Supervisor Certification Program. Instructors Mike Chandler and Martha Walker share the moment.

**Opening Session:** Friday, September 11, 2015

**Closing Session:** Saturday, November 7, 2015

**Locations:** Albemarle County and The Omni Homestead Resort

**Cost:** \$350 per person

**Registration Deadline:** September 1, 2015

[Registration Form](#) | [Register Online](#) | [Supervisor Certification Brochure](#)

## Sign up for the next Supervisor Certification Course

In a perfect world a county budget will be driven by county goals. But how are the goals set and are the selected goals viewed similarly by the public? Local governments are constantly facing fiscal crisis and county leaders are striving to understand budgeting requirements, the cost of services, and the return on the investment of citizens' tax dollars. Establishing a budget policy and linking the county budget with clearly defined goals may be a new concept to some elected officials. During this class, the legal basis for the county operating budget and the capital improvement budget are discussed. Various forms of county budgeting are explored including line item, program, performance, zero-based and outcomes based budgeting. Local county budgets are analyzed searching for unique features and successful methodologies that are transferable to other localities. Participants examine the need for budget evaluation tools, performance controls, as well as the role effectiveness and efficiency measures can play in the budgeting process.

## The state of Virginia's schools

Last month, the Virginia Association of School Superintendents completed a survey on the effects that funding reductions since 2008 have had on Virginia's schools. Among Virginia's 132 school divisions, 112 responded, for a response rate of 85 percent.

Here are some key findings from the survey:

- As a response to budget pressures since 2008, 92 percent of Virginia's responding school divisions reduced staff. Cumulatively, these cuts resulted in a reduction of 3,785 teachers, 232 school-based administrators, 3,701 school division support staff, and 284 "division-level" administrators.
- 87 percent of responding divisions reported that the staff reductions have resulted in additional duties being assigned to remaining staff.
- 77 percent of responding divisions expressed a belief that teachers left their divisions due to low salaries.
- 71 percent of responding divisions indicated that they increased class sizes since July 1, 2008.
- 51 percent of responding divisions indicated that they eliminated curricular programs in the following areas: fine arts, foreign language, physical education, and career technical education.
- 28 percent of responding school divisions indicated that they have eliminated such co-curricular programs as academic clubs, student clubs and athletics.
- 22 percent of responding school divisions indicated that they have closed schools for financial reasons. Across the state this translates to the closing of 30 elementary schools, 10.5 middle schools, and 2.5 high schools.



[More findings from the survey are available here.](#)

VACo Contact: [Larry Land, CAE](#)

## Summary of upcoming changes in pension accounting standards

The Auditor of Public Accounts, Martha Mavredes, produced a [two-page summary](#) of the upcoming changes in the pension accounting standards and the localities that are impacted in response to a request from the members of the Joint Legislative and Audit Review Commission (JLARC).

This summary is designed to be a helpful resource for county elected and appointed officials they seek to understand and explain this complicated subject. The summary includes a brief description of the responsibilities of the Virginia Retirement System (VRS), the Auditor of Public Accounts (APA), actuaries, and employers.

VRS and APA are investing significant time and resources to provide localities participating in VRS and their auditors with some of the information they will need to comply with the new accounting standards.

APA also prepared a [second document](#) that includes:

1. A list of localities with populations over 5,000 that do not participate in the Virginia Retirement System, but instead provide coverage to their employees under another retirement system. These localities will need to work closely with their retirement plans and auditors as they gather the needed information for implementing the new accounting standards.

2. A list of localities with populations under 5,000, which are not required by the [Code of Virginia](#) to provide a retirement system. None of these localities currently participate in the Virginia Retirement System, but if they provide coverage under another system, they will also have to comply with the new accounting standards.

VACo Contact: [Erik Johnston, CAE](#)



## Upcoming Benefits Choice for School Boards' could increase administrative burdens

Recent legislation ([Senate Bill 1162](#) and [House Bill 2178](#)) allows school divisions to elect to allow eligible employees to use an employer-sponsored hybrid 403(b) plan for employee voluntary contributions to the Hybrid Retirement Plan. The employer match on these contributions may go into the 403(b) or the employer's cash match plan pursuant to the Internal Revenue Code 401(a).

Next month, school divisions will receive a packet containing two resolutions. Local school boards must elect by October 30 to:

- Allow eligible employees the option to elect to direct voluntary contributions to an employer-sponsored hybrid 403(b) plan; or
- Not to offer this option, so that voluntary contributions will continue to be directed into the Hybrid 457 Deferred Compensation Plan only.

If a school division elects to allow employees the option to direct voluntary contribution to an employer-sponsored 403(b) plan, they may incur significant administrative costs. County finance and human resource staff members are encouraged to review the potential impact on your locality if your school board opts to make this change.

Under the Code of Virginia, elections must be made on or before November 1. Because this falls on a Sunday in 2015, your school board must make an election by Friday, October 30. The formal signed resolution must be submitted to VRS by November 10. This is an annual election.

Employers have a number of considerations before electing to offer an employer-sponsored hybrid 403(b) plan, including fiduciary and administrative responsibilities, as well as payroll system changes, accounting and reporting requirements. The resolution packet will contain resources to explain these considerations.

If school boards elect to offer this option, their Hybrid Retirement Plan employees will have until November 30 to elect to direct their voluntary contributions to the employer-sponsored hybrid 403(b) plan that you offer. Employee elections made on or before November 30 will be effective January 1, 2016.

VACo Contact: [Erik Johnston, CAE](#)

### VRS Legislative Summary Details Updates to Retirement and Benefit Policies

The [June 2015 VRS Employer Update](#) is now available. The update includes a concise and informative three page [VRS Legislative Summary from the 2015 General Assembly session](#).

VACo is very active on retirement and employee benefits related bills. Included in the summary is a description of a one-time payment to the Teachers' Retirement Fund which will reduce the contribution rates for counties and cities. VACo is also working in the interim to ensure that county input is included in the Line of Duty Act workgroup mentioned in the report.

Not mentioned in the report are the numerous 2015 session bills that VACo members and partners successfully lobbied against that would have increased unfunded mandates for localities by over \$11 million and increased unfunded liabilities of state and local plans by over \$136 million.

VACo Contact: [Erik Johnston, CAE](#)

### EPA releases DRAFT assessment on fracking-related impacts to drinking water

The Environmental Protection Agency (EPA) has released a draft assessment on the potential impacts of hydraulic fracturing activities on drinking water resources in the United States. The assessment, done at the request of Congress, shows that while hydraulic fracturing activities in the U.S. are carried out in a way that have not led to widespread, systemic impacts on drinking water resources, there are potential vulnerabilities in the water lifecycle that could impact drinking water. The assessment follows the water used for hydraulic fracturing from water acquisition, chemical mixing at the well pad site, well injection of fracking fluids, the collection of hydraulic fracturing wastewater (including flowback and produced water), and wastewater treatment and disposal [<http://www2.epa.gov/hfstudy/hydraulic-fracturing-water-cycle>].

EPA's review of data sources available to the agency found specific instances where well integrity and waste water management related to hydraulic fracturing activities impacted drinking water resources, but they were small compared to the large number of hydraulically fractured wells across the country. The report provides valuable information about potential vulnerabilities, some of which are not unique to hydraulic fracturing, to drinking water resources, but was not designed to be a list of documented impacts.

These vulnerabilities to drinking water resources include:

- water withdrawals in areas with low water availability;
- hydraulic fracturing conducted directly into formations containing drinking water resources;
- inadequately cased or cemented wells resulting in below ground migration of gases and liquids;
- inadequately treated wastewater discharged into drinking water resources;
- and spills of hydraulic fluids and hydraulic fracturing wastewater, including flowback and produced water.

For a copy of the DRAFT Assessment, visit [www.epa.gov/hfstudy](http://www.epa.gov/hfstudy).

To submit comments on the report, see [www.epa.gov/sab](http://www.epa.gov/sab).

Additional information on the study is available by contacting Matthew R. Colip, State and Congressional Liaison, U.S. Environmental Protection Agency - Region III, 1650 Arch St (3CR00), Philadelphia, PA 19103. Phone: 215.814.5439.

VACo Contact: [Larry Land, CAE](#)

The History of County Connection's PAGE 5 TOURISM

Since 2009, VACo has dedicated Page 5 of its County Connections newsletter to promoting tourism in Virginia's Counties. Since we have a growing collection of Page 5 features, we thought it would be fun to take a look back. If you are interested in appearing on Page 5, please send your feature idea to Gage Harter at gharter@vaco.org. We welcome submissions from all our county members.

A look back at the Year 2011

Click image to enlarge

January 1, 2011. Visit Plymouth County and the American Antiques Foundation Museum. Includes images of antique cars and text describing the museum's collection.

January 15, 2011. Visit Tazewell County and the Sandy Road Ostrich Farm. Includes images of ostriches and text about the farm's operations.

February 1, 2011. Visit Pulaski County and the Bear Creek Lake State Park. Includes images of the park and text about its recreational facilities.

February 15, 2011. Visit Powhatan County and the Courthouse Village. Includes images of the village and text about its historical significance.

March 1, 2011. Visit Floyd County and Buffalo Mountain. Includes images of the mountain and text about its scenic views.

March 15, 2011. Visit Madison County and the Roaring Twenties Antique Car Museum. Includes images of vintage cars and text about the museum's exhibits.

April 1, 2011. Visit Southampton County and the Rock Arts Museum. Includes images of rock art and text about the museum's collection.

April 15, 2011. Visit Nelson County and the Walton's Mountain Museum. Includes images of the museum and text about its historical exhibits.

May 1, 2011. Visit Rockingham County and the Turkey Statues. Includes images of the statues and text about their history.

May 15, 2011. Visit Mathews County and the New Point Comfort Lighthouse. Includes images of the lighthouse and text about its construction.

June 1, 2011. Visit Smyth County and the Hungry Mother State Park. Includes images of the park and text about its natural beauty.

June 15, 2011. Visit Loudoun County and the Village of Waterford. Includes images of the village and text about its development.

July 1, 2011. Visit Isle of Wight County and the Isle of Wight Museum. Includes images of the museum and text about its historical artifacts.

July 15, 2011. Visit Giles County and Mountain Lake Hotel. Includes images of the hotel and text about its history.

August 1, 2011. Visit Dickenson County and the Breaks Interstate Park. Includes images of the park and text about its geological features.

August 15, 2011. Visit Page County and Luray Caverns. Includes images of the caverns and text about their unique formations.

September 1, 2011. Visit Clarke County and Dinosaur Land. Includes images of a dinosaur and text about the park's exhibits.

September 15, 2011. Visit Prince William County and the National Museum of the Marine Corps. Includes images of the museum and text about its military history.

October 1, 2011. Visit James City County and the Carter's Grove Plantation. Includes images of the plantation and text about its history.

October 15, 2011. Visit New Kent County and Colonial Downs. Includes images of the racetrack and text about its events.

November 1, 2011. Visit Lee County and Cumberland Gap National Historical Park. Includes images of the park and text about its historical significance.

November 15, 2011. Visit Patrick County and the Fairy Stone State Park. Includes images of the park and text about its unique fairy stones.

December 1, 2011. Visit Accomack County and Assateague Lighthouse. Includes images of the lighthouse and text about its history.

December 15, 2011. Visit Surry County and Bacon's Castle. Includes images of the castle and text about its historical importance.

**Mark Your Calendars**

**2015 Holidays at The Executive Mansion**

The Executive Mansion recently announced that the 2015 Holiday Tree theme is “Celebrating Virginia’s Localities.” Earlier this month, [VACo contacted County Board Chairs and County Administrators and Managers by letter](#) requesting a local-artisan made, handcrafted ornament. The Executive Mansion is looking for a one-of-a-kind, handmade ornament from each county that uniquely represents some feature of the county. Check out the “Executive Mansion Holiday Tree Ornament Ideas” section in future editions of County Connections for tips on where to start!

Guidelines for the artist/artisan-crafted ornaments are:

- Each participating locality is asked to submit one holiday ornament
- The theme is the artist/artisan’s choice, but we ask that it be something that uniquely represents your county.
- The size of the ornament should be no larger than 6”. Shape and material is up to the artist/artisan. The finished ornament should be sent along with the name of the locality and artist placed on the back of the ornament
- The artist/artisan should reside in or near the locality. As they may feature a children-themed tree in the future, they are asking that this year’s ornaments be created by adults
- No purchased ornaments
- Deadline for submitting the ornament is November 2.

The Executive Mansion recommends contacting a local college, art league, art guild or other local art organizations for submittals. Ornaments will be kept at VACo to decorate future holiday trees on display in our lobby. We’ve already received submittals from Stafford and Grayson Counties. Thank you! Once complete, please send to VACo. Should you have any questions, please do not hesitate to contact Amy at 804.788.6652 or [avealey@vaco.org](mailto:avealey@vaco.org). Celebrate the holidays with Virginia’s localities!

**VACo Contact:** [Amy Elizabeth Vealey](mailto:avealey@vaco.org)

**JEFFERSON CUP AWARD**

VACo seeks nominations for this year’s Jefferson Cup Award to be presented at the November 8-10 Annual Conference. **The deadline for nominations is August 1.**

Please submit nominations to Jim Campbell at [jcampbell@vaco.org](mailto:jcampbell@vaco.org).

Below is a brief history of the Jefferson Cup as well as criteria for award recipients.

On October 25, 1964 at The League of Virginia Counties Executive Board Meeting--The Committee that had been appointed by the President Stuart T. DeBell of Fairfax County to study methods and procedures for recognizing outstanding programs, contributions and achievements in local government, reported. The Committee recommended the establishment of an award for outstanding contributions and achievements in local government to be made at the discretion of an Awards Committee in a presentation at the Annual Meeting. The Committee further recommended that the Jefferson Cup suitably engraved to set on a wooden base be adopted as the award. The award was to be called THE JEFFERSON CUP AWARD.

**Criteria established for award recipients**

1. Any individual who has made an outstanding contribution to local government may be a recipient of the Award.
2. Any local government which has participated in an outstanding local government activity may be a recipient.
3. The Award is to be made at the Annual Meeting of VACo but may not necessarily be made each year.
4. Nominations are to be made to the Awards Committee by August 15 of each year prior to the Annual Meeting.
5. Any additional rules, regulations, standards can be adopted by the Awards Committee.

**\*\*Excerpt from the VACo Board of Directors Minutes-August 13, 1995.**



**Former Henrico County Manager Virgil Hazelett was the 2012 recipient of the Jefferson Cup. He’s pictured with former VACo President Catherine Hudgins.**



**THE RACE TO MECKLENBURG COUNTY, N.C. BEGINS NOW**  
NACo’s 2015 ANNUAL CONFERENCE AND EXPOSITION JULY 10 – 13



**Register for NACo’s Annual Conference**

**Register now**

NACo’s 80th Annual Conference and Exposition provides an opportunity for all county leaders and staff to learn, network and guide the direction of the association. The Annual Conference, held each July, is hosted by a NACo member county.

This year, the conference will be held in Mecklenburg County, (Charlotte) North Carolina. The Annual Conference provides county officials with a great opportunity to vote on NACo’s policies related to federal legislation and regulation; elect officers; network with colleagues; learn about innovative county programs; find out about issues impacting counties across the country; and view products and services from participating companies and exhibitors.

news from our associate members



Johnson Controls is currently implementing Energy Conservation Measures as well as Energy Audits across Virginia's communities including Chesterfield County, Page County, Buchanan County and Mecklenburg County to name a few. Johnson Controls specializes in Guaranteed Energy Performance Contracting. Energy Performance Contracting is performed by Johnson Controls Energy Service Companies (ESCO's) and is administered by the Commonwealth of Virginia, Department of Mines, Minerals & Energy.

Energy Conservation Measures can include new LED lighting solutions, building automation systems, new heating, ventilating and air conditioning systems, windows, roofing, solar PV, solar thermal, vehicle fleet fuel conversion to LP or CNG, as well as many more. Johnson Controls guarantees every system we install for true savings with ongoing measurement & verification to ensure accordance with state law and zero risk for our Virginia communities.

Questions? Please contact [Whit Blake](#) | Account Executive | Johnson Controls - Energy Solutions | 804.931.7996

Austin Brockenbrough ENGINEERING + CONSULTING



Brockenbrough welcomes **Keith D. Stanley, PE** to their Civil Engineering Team. Keith brings over 11 years in land development engineering including major commercial development and sports facilities projects. At Brockenbrough, he will be concentrating his efforts on managing site design projects.



Brockenbrough welcomes **Corey S. Beyke, EIT** to their Mechanical Engineering Team. Corey is a VCU graduate with three years of experience in high-end HVAC design. He is a Richmonder and a graduate of the L.C. Bird High School Engineering Studies Specialty Center.

## **DHRM to Host Town Hall Meetings on The Local Choice Health Benefits Program**

The Department of Human Resource Management (DHRM) would like local government input as they evaluate The Local Choice (TLC) health benefits program to determine how best to serve local governments, school divisions and other political subdivisions.

In July, DHRM is offering localities an opportunity to provide comments and suggestions at town hall meetings around the Commonwealth. [See June 11 memo](#) from Director Sara Wilson with more details and a link to locations and dates.

**VACo Contact:** [Erik Johnston, CAE](#)

## **Locality Responses on State Health Insurance Study Due by June 30**

The 2015 General Assembly directed the Department of Human Resource Management (DHRM) to conduct an actuarial review of the impact of including local governments, school divisions and other political subdivisions in the state employee health benefits plan or in one statewide plan for employees of political subdivisions.

**The Act requires participation by all local government and school entities.** [Please see the memo](#) from DHRM Director Sara Wilson, which was the official notice sent to your county administrator about the study and how to provide the information by the **June 30 deadline**.

VACo encourages your county to fully participate with DHRM to ensure the input of all counties is considered as the General Assembly analyzes the study.

**VACo Contact:** [Erik Johnston, CAE](#)

## **Governor McAuliffe announces 1,173 new jobs in Henrico County**

**CARDIFF, UNITED KINGDOM** - Governor Terry McAuliffe recently announced that Elephant Auto Insurance, a subsidiary of U.K.-based Admiral Group plc, will invest \$2 million to expand its U.S. headquarters operation in Henrico County. The Governor made the announcement following a meeting with Admiral Group officials in Cardiff during his European marketing mission. The project will create 1,173 new jobs.

Speaking about today's announcement from Cardiff, Governor McAuliffe said, "It was a pleasure to meet with Admiral Group COO David Stevens during my European marketing mission to strengthen the company's corporate partnership with Virginia and announce this investment in Henrico County. Helping existing Virginia businesses grow is a key part of my administration's efforts to build a new Virginia economy, and we are excited that Elephant has chosen to expand in our great Commonwealth."

"This is exciting news for Henrico County and the Commonwealth," said Secretary of Commerce and Trade Maurice Jones. "This is another example of a global business that understands the value proposition of doing business in the Commonwealth and is choosing to enhance its investments here. We are proud this fast-growing company calls Virginia home, and we look forward to the continued success of Elephant Auto Insurance."

Elephant Auto Insurance, a subsidiary of Admiral Group plc, is one of the fastest growing auto insurance companies in the U.S. Elephant is known for an intense focus on cost management to offer low rates and a unique culture that provides great customer service and employee satisfaction. Admiral Group is the third largest auto insurer in the United Kingdom with 14 brands extending into three additional European countries. Admiral operates a direct-to-consumer business model, serving customers via the phone and internet, and has over four million customers worldwide. Admiral Group plc is consistently listed among the top places to work for by UK and EU national publications.

Kevin Chidwick, CEO of Elephant, said, "We chose Richmond for our U.S. headquarters because of simple cost-benefit economics. The labor force here is excellent – well educated, friendly, hard-working, honest, analytical, creative. The talent pool is plentiful across our many functional business areas, including customer service, claims handling, IT, accounting, marketing, sales, compliance, and insurance operations as well as call center operations. Because of the region's reasonable cost of living, the financial economics of recruiting, rewarding, and retaining this talent are not only attractive in the short-term, but aligned with our business's long-term aspirations. Finally, the region's public leaders have proven to be exceptional business partners during every step of our journey – from research to evaluation, and from launch through on-going support."

The Virginia Economic Development Partnership worked with the Henrico County Economic Development Authority to secure the project for Virginia. The Greater Richmond Partnership also provided valuable assistance. Funding and services to support the company's employee training activities will be provided through the Virginia Jobs Investment Program.

"In 2009, Elephant Auto Insurance worked with the Greater Richmond Partnership and Henrico County to locate its U.S. operation here, and has already grown to be one of our major employers," said Frank J. Thornton, Chairman of Henrico County Board of Supervisors. "We appreciate the commitment to Henrico County as Elephant has expanded its U.S. footprint, added new jobs and relocated to larger offices in Henrico County. Elephant exemplifies what it means to be a good corporate citizen, and we are proud the company calls Henrico County home."

"Economic development remains a top priority in the Commonwealth, and I am thrilled that Elephant Auto Insurance continues to bring new jobs and investment to Henrico County," said Senator Walter Stosch.



NATIONAL ASSOCIATION of COUNTIES

# 2015 NACo ACHIEVEMENT AWARDS

CELEBRATING 75 YEARS OF RECOGNIZING COUNTY INNOVATION

## The NACo Achievement Award Program

Begun in 1970, the annual Achievement Award Program is a non-competitive awards program that recognizes innovative county government initiatives. Awards are given in 21 different categories including children and youth, criminal justice and public safety, county administration, county resiliency, information technology, health and many more.

Over 120 counties and organizations won awards in 2015. Explore this story map to learn more about the 2015 Achievement Awards, and click here for more information about past winners.

[Using this Story Map](#)

This story map offers detailed information about the Achievement Award winners based on county population and award category. The text on the left provides information about what is depicted by the maps on the right.

The maps are interactive: you can zoom in to view an area of the map in more detail, zoom out to get a broader view, or click and drag to move the map itself in order to view a different part of the country. Click on the counties featured on the maps to see pop-ups with more information about their award-winning programs.

## Go Green Virginia: Be on the lookout

Look for your county invitation to certify as a Go Green Community. Currently, changes are being made to the Go Green scorecard, a tool that allows counties to calculate their scores to determine eligibility for Go Green certification.

Counties that receive Go Green certification in 2015 will receive an award and be recognized at VACo's Annual Conference.

The purpose of Go Green certification is to recognize counties that have taken steps to improve energy efficiency, take voluntary steps to reduce greenhouse gases, and adopt other programs to protect the environment.



VACo Contact: [Larry Land](#)

### VACo Annual Conference Tip

Dinner reservations are required and may be made when your room is reserved. You must provide the names of all individuals in your party. In addition, a credit card is needed for reservations of more than eight people.

DID  
YOU  
KNOW?

# VACo Seeks Proposals for IT Study

The Virginia Association of Counties seeks proposals from professional Information Technology (IT) contractors to provide services to VACo to include assessing the current IT system; drafting recommendations for the performance, architecture, stability, dependencies, security and maintainability relating to the system and planning for improved IT architecture and processes. The goals and tasks are outlined below.

Deadline for Submissions is July 2, 2015 at 5 p.m.

- Assist in the comprehensive evaluation of the system (hardware, software, servers, websites, internet access, business and communications processes) to clearly visualize all the components and their configuration as it is being used currently;
- Assist in conducting a cost/benefit analysis of the components of the system to determine if they create undue vulnerabilities and need to be upgraded, replaced or removed;
- Assist with User interviews of all the VACo staff to ascertain how they currently use the system. Special consideration is given to business processes and pain-points or bottlenecks, expectations and wish-list functionality;
- Assist the IT Director in developing a comprehensive IT plan that meets the needs of the stakeholders critical business processes and makes clear recommendations for hardware, software and network solutions. The plan will map a way forward for VACo to continue to monitor, update and implement the plan;
- Assist in drafting a set of protocols for Best Practices regarding backups, security, updates, upgrades, redundancy, training and retention policies;
- Assist in drafting a phased implementation strategy and a schedule that includes an estimated cost per phase. The strategy should also address the use of personal technology linked to VACo systems.

[Click here or on the RFP below to view the entire document.](#)

VIRGINIA ASSOCIATION OF COUNTIES	
<u>REQUEST FOR PROPOSAL</u> (RFP)	
1207 E. Main St., Suite 300 Richmond, VA 23219	
Issue Date: June 2, 2015 Deadline for Submissions: July 2, 2015 (5pm)	
SEND PROPOSALS DIRECTLY TO:	Virginia Association of Counties 1207 E. Main St., Suite 300 Richmond, VA 23219 ATTN: Vicky Steinruck, CPA
In compliance with this Request for Proposal (RFP) and all the conditions imposed herein, the undersigned offers and agrees to furnish the Services/Goods in accordance with attached signed proposal or as mutually agreed upon by subsequent negotiation.	
Name and Address of Firm:	_____
Date:	_____
By:	_____
(Signature in Ink)	
(Print Name)	_____
Telephone (____)	_____
Federal Identification Number	_____
Email Address	_____

## Employment Opportunities

Employment ads are edited due to space considerations. Visit [www.vaco.org](http://www.vaco.org) to view the full versions. Click on the County Employment link on the menu bar.

### COMMUNITY DEVELOPMENT PLANNER II | City of Fredericksburg

Starting Salary Range: \$46,820 to \$55,630. Historic Fredericksburg is in Virginia's piedmont on the scenic Rappahannock River, located on I-95 midway between Washington, D.C. and Richmond, Virginia. Work involves managing and administering housing and community development programs and ensuring compliance with applicable regulations and requirements. The position is open until filled, however it is recommended that City applications with resumes be submitted to the City of Fredericksburg Human Resources Department by the close of business on Friday, June 26. City of Fredericksburg, Human Resources Department, 715 Princess Anne Street, Room 217, P.O. Box 7447, Fredericksburg, VA 22404-7447, [jobs@fredericksburgva.gov](mailto:jobs@fredericksburgva.gov).

### REAL ESTATE TECHNICIAN | Prince George County

SALARY: \$35,884-\$40,500. CLOSING DATE: June 30 at 5 p.m. Prince George County's Real Estate Assessor's Office is seeking qualified candidates for the position of Real Estate Technician. This position will be responsible for preparing and maintaining property transfer and real estate assessments records and files; assisting with assessment valuation changes; preparing and maintaining records and files. \$35,884 - \$40,500 effective July 1, 2015. To apply online visit our website at [www.princegeorgecountyva.gov](http://www.princegeorgecountyva.gov). To be considered for this position, applicants must fill out a County application which can be completed online. For additional information, call 804.722.8669. [Bkei@princegeorgecountyva.gov](mailto:Bkei@princegeorgecountyva.gov).

### BUDGET MANAGER | City of Fredericksburg

\$64,675 to \$72,000 DOQ. Historic Fredericksburg is in Virginia's piedmont on the scenic Rappahannock River, located on I-95 midway between Washington, D.C. and Richmond. It has a colorful colonial and Civil War past yet is a forward-thinking community with myriad of cultural activities and special events, a progressive healthcare system and successful state-operated university. While the position

is open until filled, completed City Applications, a well written cover letter, and resumes should be submitted before the close of business on Friday, July 24 to: City of Fredericksburg, Human Resources Department, 715 Princess Anne Street, Room 217, Post Office Box 7447, Fredericksburg, VA 22404-7447. [jobs@fredericksburgva.gov](mailto:jobs@fredericksburgva.gov).

### COUNTY ATTORNEY | Accomack County

A full profile describing the County, the Attorney's position and the County's programs may be found at <http://www.co.accomack.va.us> or [www.Springsted.com](http://www.Springsted.com) under "Active Executive Search". The salary range for the position is negotiable based on the candidate's qualifications and experience. The application deadline is July 12. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitment.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Accomack County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Accomack in mid-July 2015. For more information, please contact John Anzivino at [richmond@waters-company.com](mailto:richmond@waters-company.com).

### SOLID WASTE MANAGER | Bedford County

This position is responsible for managing the County's solid waste programs, including: landfill, transfer station, material recycling facility, and collection center operations; ensuring safety and regulatory compliance of all solid waste facilities and programs; preparing budgets; procuring goods and services; maintaining records and files; and preparing reports. Starting salary is DOE. Comprehensive benefits package. Submit application / resume at: [www.bedfordcountyva.gov](http://www.bedfordcountyva.gov) or apply in person at Bedford County Administration Building, Human Resources, 122 East Main Street, Suite 202, Bedford, VA 24523. EOE, ADA.

### EXECUTIVE DIRECTOR | Blue Ridge Juvenile Detention

Anticipated Start Date October 1, 2015. Join a dedicated team of principled, committed public servants. We are seeking an individual to serve as our regional Blue

Ridge Juvenile Detention Executive Director. THE POSITION – EXECUTIVE DIRECTOR The BRJD Executive Director performs complex professional managerial and leadership work in planning, organizing, directing, and evaluating the overall operation of a 40-bed juvenile detention facility and its staff. \$90,000 - \$110,000/Per Year, depending on experience and qualifications. DEADLINE FOR APPLICATIONS: Friday, July 3 at 5 p.m. APPLY: Applications must be submitted online at [www.albemarle.org/jobs](http://www.albemarle.org/jobs) through the Albemarle County Public Schools and Local Government application portal. Learn more about Blue Ridge Juvenile Detention at <http://www.bridj.org>.

### MANAGEMENT|POLICY ANALYST | Albemarle County

Exempt, Benefits-Eligible, VRS-Eligible, Pay Grade 15. The Management/Policy Analyst performs difficult and complex professional and administrative work as an analyst for the County Executive Office(s). Incumbent is assigned specific program or project responsibility; does related work as required. Work is performed under the general direction of the Assistant County Executive, with project tasks performed under the direction of the appropriate department director or supervisor. SALARY: Hiring Range: \$44,578 - \$53,494/annual equivalent based on experience, education and internal equity. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. DEADLINE: Wednesday, July 1, 5 p.m.

### DIRECTOR OF INFORMATION TECHNOLOGY | Fluvanna County

The County of Fluvanna, Virginia, is accepting applications for the position of Director of Information Technology. The preferred applicant will have a thorough understanding of business and management principles involved in strategic planning and coordination of people and resources, as well as computers and electronics. Salary range beginning at \$60,746 plus benefits. DOQ. Submit a County application, resume, cover letter, and references by 5 p.m., June 30 to [jobs@fluvannacounty.org](mailto:jobs@fluvannacounty.org). Applications are available at the county website, [www.fluvannacounty.org](http://www.fluvannacounty.org).

**E911|GIS TECHNICIAN | Essex County**  
Starting Salary \$37,028.08. Essex County is seeking a detail oriented, technically skilled individual to perform work

related to the coordination, development, implementation, and maintenance of the County's Geographic Information System (GIS), Enhanced 911 Systems, and Public Safety Communications projects. For more information please contact the Essex County Administrative Services Manager, Pam Smith, at 804.443.8155 or visit our Website at [http://www.essex-virginia.org/county\\_government/employment](http://www.essex-virginia.org/county_government/employment). To be considered, a completed Essex County employment application is required and may be obtained online at the County's website. Completed applications should be submitted to Pam Smith, Administrative Services Manager, P. O. Box 1079, Tappahannock, VA 22560. Open to all applicants June 15. Application deadline is July 13.

**TOURISM DEVELOPMENT MANAGER | Franklin County**

Franklin County is currently accepting applications for the position Tourism Development Manager. This fast growing community is known for its scenic beauty, nestled between Philpott and Smith Mountain Lakes along the Blue Ridge Mountains and located approximately 10 miles south of Roanoke, VA. Hiring Range: Up to \$41,591. Salary DOQ/E (+) Excellent Benefits. An application and complete job description may be obtained at the Franklin County Government Center, 1255 Franklin Street, Suite #111, Rocky Mount, VA 24151 or apply online at [www.franklincountyva.org](http://www.franklincountyva.org). Application review will begin June 29, 2015. Position Open Until Filled. AA/EOE

**REAL ESTATE APPRAISAL SUPERVISOR | City of Manassas**

\$60,236.80 - \$78,291.20. The Office of the Commissioner of the Revenue in the City of Manassas, Virginia is seeking a seasoned professional with real estate appraisal, ad valorem and supervisory experience for the position of Real Estate Appraisal Supervisor. This individual will perform complex professional work in the appraisal of existing commercial and industrial properties as assigned, including those that go beyond the scope of the normal mass appraisal process. TO APPLY, complete an application at <http://www.manassascity.org/hr/jobs>. This position is open until filled.

**CHILDREN'S SERVICES ACT (CSA) COORDINATOR | James City County**

\$43,667 + benefits; Social Services seeking responsible individual to coordinate and oversee services to at-risk children and their families under the Children's

Services Act (CSA). Responsibilities: coordinates CSA services for Social Services Division, Colonial Behavioral Health, the Williamsburg-James City County Public Schools, and the Court Service Unit; manages the Family Assessment and Planning Team (FAPT) process; screens and refers cases, plans services, and reviews service utilization. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**FT FAMILY SERVICES SPECIALIST I/II | James City County**

\$35,126/year or higher, DOQ + benefits; Position involves responsible professional work providing support and assistance to agency clients, making referrals, and serving as a liaison between clients and other service providers. Primary duties include providing protective services to children (and possibly the disabled and elderly), as well as working with families to prevent crisis and secure the well-being of all including children, older adults, and families; conducting field visits to schools, homes and hospitals and removing victims from homes if necessary; coordinating with law enforcement and school personnel. Accepting applications until position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**MULTIMEDIA SPECIALIST | Montgomery County**

Montgomery County, VA, seeks a Multimedia Specialist responsible for design, development, production and content for internal and external websites and multimedia communications. This includes web, print, video, photography, graphics and social media communications, including occasional evening work. Previous experience with web content management system preferred. Minimum salary \$34,324 DOQ, with excellent benefits (paid health, dental, and vision, flex spending, life, disability, retirement, wellness program). Online application requires a resume be attached. Deadline: Review of applications will begin immediately until position is filled. For more information about this position or to apply for accommodation for disabilities, contact Human Resources at 540.394.2007; TTY/Voice (1.800.828.1120 or 1.800.828.1140); County Job Line: 540.394.2010. [Click here to apply.](#)

**GIS TECHNICIAN II | Botetourt County**

GIS Technician II Starting Salary: \$32,772 - \$40,000 Depending on Qualifications. Botetourt County has an immediate opening for the position of GIS Technician II in our General Services Department. This is a full-time position with an excellent benefits package including state retirement. Preference will be given to applications received by close of business, June 30. Anticipated position fill date: August 1, 2015

Go to [www.botetourtva.gov](http://www.botetourtva.gov) for application, complete job description and benefits summary. Application, cover letter, and resume can be submitted to: Botetourt County Human Resources, 5 West Main St, Suite 200, Fincastle, VA 24090, or e-mail to [jobs@botetourtva.gov](mailto:jobs@botetourtva.gov) (Reference GIS Technician in the subject line). A completed application form is required to be considered for the position. Position will remain open until filled.

**HUMAN RESOURCES COORDINATOR | Amherst County**

Amherst County Human Resources Coordinator - a part-time position up to 29 hours per week with opportunity for full-time. A complete job description and Amherst County application form are available from the Office of the County Administrator (434.946.9400) or [www.countyofamherst.com](http://www.countyofamherst.com). Submit a letter of interest, resume, three (3) references, and a completed Amherst County application to the Office of the Amherst County Administrator, P. O. Box 390, 153 Washington Street, Amherst, VA 24521. Applications received until June 30 or until filled.

**UTILITY ACCOUNT REPRESENTATIVE | James City County**

\$28,255 or higher; DOQ + benefits; James City Service Authority (JCSA), the water and wastewater service provider for James City County, is seeking a Utility Account Representative in the Customer Service Division. This is an administrative/fiscal position involved in the billing of JCSA customers for water and/or sewer service. Applications will be accepted until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**COUNTY ATTORNEY | Culpeper County**

Culpeper County (population: 48,000) is seeking a well-rounded, innovative, and responsive legal professional to serve as the full-time County Attorney. The

Culpeper County Attorney is chief legal officer and counsel to the County's Board of Supervisors, departments, and various committees, boards, and commissions. Appointed, and supervised by the Board of Supervisors, the successful candidate should be able to deal effectively with public officials, possess excellent oral and written communication skills, and perform and deliver a variety of legal services related to a diverse range of local government legal matters, including legislative drafting, compliance, code enforcement litigation, risk management, planning and zoning, and procurement. The salary shall be competitive and commensurate with qualifications. Applications must be received by July 2. Visit <http://agency.governmentjobs.com/culpeper/default.cfm> and complete an electronic employment application.

**ENGINEERING MANAGER/ASSISTANT DIRECTOR | Amherst County Service Authority**

Due Date: September 30. \$65,983 - \$105,928 DOQ. The Amherst County Service Authority is now accepting applications for a P.E. Engineering Manager/Assistant Director. This position involves complex technical and managerial skills in water and wastewater utilities design, construction, operations and maintenance. The applicant must be an analytical thinker with excellent verbal and written communication skills. The Amherst County Service Authority is a medium size public utility in Virginia's Piedmont, with a customer base of 6,760 water accounts, 1,140 wastewater accounts, and a moderate growth rate. We look forward to providing this lifelong opportunity to the right individual, committed to public health and the environment. Phone 434.845.1606 for application packet.

**SENIOR SYSTEMS ANALYST FOR FIRE RESCUE | Albemarle County**

Exempt, Pay Grade 18. The Senior Systems Analyst for Fire Rescue provides leadership for managing technology related systems for Information Technology and Fire Rescue. Evaluates and integrates new software and hardware technologies to create more efficient and easier to use systems. Develops user requirements and into specifications for business process improvement projects. Works as technical project manager for the department of Fire/Rescue. Acts as project leader over other staff on complex projects. \$55,058 - \$66,070 annual equivalent/ based on experience, education and internal equity. Internal candidates will receive

pay adjustments in accordance with Local Government Personnel Policy, §P-60.  
DEADLINE FOR APPLICATIONS: Until Filled.

**COASTAL RESOURCES PROGRAM MANAGER | Accomack-Northampton Planning District Commission**

Varied responsibilities for regional planning organization include project management for various state and federal planning activities and technical assistance to local jurisdictions. Position is focused on natural and coastal resource, environmental and community planning. Responsible for administration of, management of, and reporting on funded projects. Must have excellent writing skills, great organizational skills, effective communication skills, and have ability to develop excellent working relationships with various governmental representatives, stakeholder groups, and local residents. Full-time salaried position with benefits including VRS. Send cover letter with statement of interest and CV/resume to: Curt Smith, Director of Planning, at [csmith@anpdc.org](mailto:csmith@anpdc.org) or mail to: PO Box 417, Accomac, VA 23301. Application review will begin July 6 and continue until filled.

**UTILITY WORKER I/II-DISTRIBUTION | Gloucester County**

SALARY: \$2,060.33 - \$3,494.25 Monthly | \$24,724.00 - \$41,931.00 Annually. CLOSING DATE: Continuous. DESCRIPTION This position will be filled as a Utility Worker I or II - DOQ Utility Worker I (\$24,724 - \$39,558) Utility Worker II (\$26,207 - \$41,931). Under general supervision performs specialized semi-skilled work and manual labor repairing and replacing water mains and water lines. A variety of procedures, equipment, and heavy machinery are used to maintain, repair and install water and sewer lines, water meters, valves, and servicing water hydrants. Employee must exercise initiative and some independent judgment in completing assigned tasks. Position reports to the Utility Foreman. To be considered for this position, online application must have the following: A minimum of 3 professional references MUST be listed on the application. (Note: Professional references are individuals who can attest to your job related knowledge, skills and abilities while working or in a volunteer capacity and are not family or personally related.

**DIRECTOR OF SOLID WASTE DEPARTMENT | Washington County**

Responsibilities include overseeing and directing the operation of the County's solid waste disposal operations, facilities

and equipment and assuring that sanitation standards are met in conformance with federal and state regulations. A minimum of 3 years of experience in solid waste management and program administration is required and a degree in civil or environmental engineering or related field is preferred. Salary: DoQ, DoE with Benefits. A complete Position Description with job requirements along with an Application for Employment may be obtained at the Washington County Department of Human Resources, 1 Government Center Place, Suite A, Abingdon, Va. 24210 or through the County website at [www.washcovva.com](http://www.washcovva.com). Applications will be accepted until June 29.

**MAINTENANCE MECHANIC I | Albemarle County**

Maintenance Mechanic I Department of General Services. This position may be filled as Maintenance Mechanic I, II (pay grade 9), or III (pay grade 10) depending on qualifications. Pay Grade 8, Full-Time, Non-Exempt. Under general supervision, the Maintenance Mechanic I performs routine semi-skilled work in the servicing, repair and maintenance of County buildings and associated equipment; does related work as required. Subject to overtime assignment and call-back for emergency situations. Any combination of education and experience equivalent to completion of high school or vocational school, plus a minimum of two year's work experience in building maintenance and repair work. Hiring Range - Pay Grade 9: \$14.04 - \$16.85/per hour based on qualifications and internal equity. Hiring Range - Pay Grade 10: \$15.07 - \$18.09/per hour based on qualifications and internal equity.

**911 SYSTEMS TECHNICIAN | Rockbridge County**

\$41,178. Performs technical work for a multi-jurisdictional public safety communications center. Work is performed under the general supervision and authority of the Director of the Rockbridge Regional Emergency Communications Center. Work is generally performed in an office environment. The job requires regular and frequent contact with vendors, technical advisors from associated organizations, members of the public, law enforcement, and Fire/EMS providers. The applications for the position can be found online at the City of Lexington website under "Forms" or the application can be picked up on site, or applicants can send resumes directly to the ECC by mail with the job title labeled on the envelope.



#### **Executive Committee**

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**Operations and Support Coordinator:** Amy Elizabeth Vealey  
**VACo Risk Management Programs:** Chris Carey, Administrator, 888.822.6772

VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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