

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

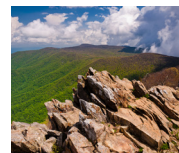
January 5, 2017



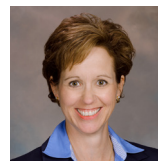
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Finance Forum sheds light on fiscal outlook for General Assembly Session



By Emily Branch | VACo Intern

On January 4, VACo and VML cosponsored the 2017 Finance Forum, which provided insight from speakers with diverse expertise on the fiscal issues pressing localities in light of Governor Terry McAuliffe's budget proposal and the coming General Assembly Session.

Betsey Daley, Senate Finance Committee Staff Director, spoke first, providing an overview of the budget. She noted the Governor's proposal reflected net revenue and spending reductions, highlighting the Rainy Day Fund as a source to cover \$567 million of the two-year budgetary shortfall. Budgetary reductions to address the shortfall included removing the December 2016 pay increases, across-the-board agency savings, additional lottery proceeds for K-12, and higher education cuts. Major proposed spending covered the following areas: growth in the Medicaid forecast; growth in the Children's Services Act; the state's share of a 1.5 percent bonus for state employees, state-supported local employees, SOQ-recognized teaching and support positions; and mental health services. Daley pointed out potential areas where the General Assembly may make changes to the Governor's budget, such as potentially replacing the proposed bonuses with salary increases and restoring targeted cuts, such as the reduction proposed for GO Virginia. Daley also noted other likely topics of discussion during the 2017 session, including the Commonwealth's role in assessing local financial stress, possible legislation on short-term rentals (Airbnb), the potential for tax reform, and retirement and pension reform.

Jim Regimbal, President of Fiscal Analysis Ltd., presented on the new budget's impact on localities. While Daley provided a general overview of the budget, Regimbal's analysis focused on the aspects most relevant to localities. He noted the state's underfunding of K-12 education—when adjusted for inflation and population, current per-pupil direct aid funding is approximately \$600 less than in 2009. Regimbal highlighted the decreased state support for many locally-administered mandated programs, a situation due in part to growth in General Fund revenue increasingly failing to match rising Medicaid costs. He stated that the Commonwealth must take up more funding responsibility or provide localities with capacity to generate the revenue themselves. Here, Regimbal sees an opportunity, or rather the necessity, for a modernized tax code.

Ann Battle Macheras, Vice President of Regional Research and Economic Education at the Richmond Federal Reserve, gave an overview of economic growth in the United States and Virginia. On a national scale, Macheras demonstrated the economy's moderate growth with historic and projected figures for real GDP and labor force statistics. In comparison, Virginia's economy has maintained growth rates close to national levels, slowing down more recently; however, Macheras noted that the data could improve with revisions.

Other speakers included Tim Ryan, from the Greater Williamsburg Incubator, and Amanda Jarratt, from Franklin-Southampton Economic Development. Each highlighted their respective localities' business incubators and centers to support local entrepreneurs. VACo's Gage Harter and VML's Nancy Chafin briefly included tips to stay up to date with legislation during the upcoming General Assembly Session.

[Click here for videos of speaker presentations.](#)

February is full of VACo Education and Legislative events

Make sure to check out all [VACo Education](#) on our website or on the [Education & Meetings](#) webpage.

Every year, VACo and Virginia Rural Center host the [Rural Caucus Reception and Dinner](#) where rural counties gather to discuss issues and to make connections across the region. Join us at 5:30 p.m. on Wednesday, February 1 to attend this ever-growing event.

VACo County Government Day is less than one month away. Join over 200 supervisors, administrators, and PDCs on Thursday, February 2 to hear Governor Terry McAuliffe discuss issues that affect counties followed by legislative briefs from VACo staff. [Click here for the agenda](#). Register for [VACo County Government Day online](#) or by faxing in a registration form to 804.788.0083. Register early and participate in the legislative process.

VACo County Government Day registration opens at 11 a.m. The event includes a boxed lunch with presentations starting at noon. Attendees are encouraged to make appointments with their state representatives that afternoon to discuss legislation important to counties. For information on how to reach your representatives, see the [Virginia House of Delegates Member Listings](#) and the [Senate of Virginia](#) websites.

On February 3-4, VACo offers the [Virginia County Board Chairpersons' Institute](#) to Board Chairs and Vice Chairs. This event focuses on the specific roles of those positions, including meeting management, internal and external communications, work relationships, leadership and goal setting. Dr. Mike Chandler, Professor Emeritus at Virginia Tech, will moderate this day-and-a-half event. Registration closes January 11.

For rooming information available to any of these events, check out [our dedicated online room reservation page](#) or call 1-800-THE-OMNI and use code "VACo County Government Day" to unlock our special event rate. Omni Richmond is participating in the HUNGER program, which will provide one week of meals to a family of four for every online reservation. Consider reserving online to help a family during this season. Room Reservation cut off is 5 p.m. January 18. Room rate is not guaranteed after that date.

New in 2017: Sponsorships have been created for these events. [Check out how you can sponsor a VACo Education or Legislative Event](#). Or contact [Amy Sales](#) for more information.

VACo Contact: [Amy Sales, CMP](#)

We're gearing up! Look for your invitation to join us on FlagPoll!



The General Assembly will start next week, and VACo has been busy preparing for the upcoming session. We invite you to join the legislative process by signing up for FlagPoll. Your invitation will be emailed on Friday, January 6. Signing up is quick and easy. You can even use your Facebook or Google account once your official email address is verified!

Once logged in, you'll be able to see bills VACo is monitoring, quickly learn more by following convenient links and leave your feedback, all in one place. We'll continue to push urgent issues to your email inbox as the General Assembly continues and each time, you can leave feedback to let us know your thoughts on the legislation.

VACo will use the feedback on FlagPoll to strategically and effectively leverage policy positions that impact counties.

We're excited to provide new tools that help you stay engaged and involved. Keep an eye on your email inbox for a personal invitation to collaborate on the important work of advocating on behalf of your county.

What is FlagPoll?

- Convenient - See all VACo issues in one place on your FlagPoll dashboard
- Informative - Follow links to the Legislative Information System and easily contact your legislators
- On your timeline - You can leave comments on issues directly from the email message we send you, or you can review and comment on the bills we select for you by logging in to FlagPoll to see all the bills at once
- Sort and filter the bills by subject, committee or keyword
- Leave feedback on FlagPoll with the knowledge that your comments are being used to strengthen VACo's position with the legislature.

VACo Contact: [Gage Harter](#)

Goochland County appoints McGee as County Attorney

The Goochland County Board of Supervisors is excited to announce the appointment of Tara A. McGee as Goochland County’s new County Attorney.

McGee comes to Goochland County with more than 25 years of legal experience, 18 years of which are in the field of local government law. McGee most recently served as Senior Assistant County Attorney for Chesterfield County. Prior to Chesterfield County, McGee was associated with Williams Mullen as a Litigation Associate. McGee is an active member of the Local Government Attorneys Association of Virginia (LGA), serving on the LGA Board as a Director At-Large, Secretary, and currently as Treasurer. In addition, McGee has recently served as Adjunct Faculty to the Masters in Public Administration Program at Virginia Commonwealth University.



Goochland County Board of Supervisors Chairman Robert H. Minnick, in response to the appointment, stated, “On behalf of the Goochland County Board of Supervisors, I am very pleased to welcome Ms. McGee to Goochland County as our new County Attorney. She steps into a very effective and well run department previously headed by Mr. Norman Sales, and her significant skills and experience in local land use issues puts her in a terrific position to advise county staff and this board on a multitude of issues now and into the future.”

McGee received her Bachelor of Arts in English/Communication Arts from James Madison University, her *juris doctorate* from the Marshall-Wythe School of Law at the College of William and Mary, and her Masters in Public Administration from Virginia Commonwealth University. In addition, she is a graduate of Leadership Metro Richmond’s Leadership Quest Class of 2015.

In response to her appointment, McGee stated that she looks forward to the professional opportunity to join with the Goochland County staff to serve the Board and county citizens.

Chairman Minnick further stated, “We are absolutely delighted to have McGee and her family join the Goochland community, we look forward to working with her, and wish her great success.”

Goochland County staff joins the Board of Supervisors in welcoming McGee to Goochland and are looking forward to her arrival. McGee will start with Goochland County beginning February 1, 2017.

McGee will assume the position of County Attorney previously held by Norman B. Sales, who announced his retirement effective no later than January 31, 2017.



Financial Facts

The IRS announced that the standard mileage rate for business use will drop to 53.5 cents per mile for 2017.

Driving for medical or moving purposes will be 17 cents per mile and for a charitable organization 14 cents per mile.

The portion of the business standard mileage rate that is treated as depreciation will be 25 cents per mile for 2017, 1 cent higher than in 2016.

VACo Contact: [Vicky Steinruck, CPA](#)

U.S. Communities Welcomes the National Governors Association as a National Sponsor and Member of the U.S. Communities Foundation Board of Directors

U.S. Communities, the nation’s leading national government purchasing cooperative serving state and local government, education and not-for-profit organizations, is pleased to welcome the National Governors Association as a National Sponsor of the U.S. Communities program and member of the U.S. Communities Foundation Board of Directors. NGA’s new role becomes effective on January 1, 2017.

“NGA is proud to sponsor the U.S. Communities program,” NGA Executive Director and CEO Scott Pattison said. “States seek to be efficient and save taxpayers’ money. Through U.S. Communities, states are able to realize significant savings in the time and cost of procurement, and therefore more effectively and efficiently serve their citizens.”

Kevin Juhring, Executive Director of U.S. Communities, commented on NGA’s new status with the program. “State agency utilization of U.S. Communities contracts to procure goods, services, and solutions grew 44 percent in 2016,” he said. “NGA’s nomination to the Foundation Board and their partnership as a National Sponsor demonstrates their commitment to the program as a best practice for state agencies.”

[Click here](#) to read the full press release.

VACo
SPOTLIGHT



**John Vithoulkas
Henrico County
Manager**



Starting with this issue, we are introducing a new Q&A Feature that will profile a VACo member each month. Henrico County Manager John Vithoulkas is the first. Get to know John and watch this space for more profiles.

Q1. You have been serving on the state Commission on Employee Retirement Security and Pension Reform. One of the topics discussed has been the issue of compensation for state employees and the need to recruit millennials and other younger staff to succeed employees who are ready to retire. What drew you to working in local government?

JV: I had a professor in college who talked me out of going to law school and he sent me to work an internship at the City of Richmond. This was the late 1980's. After that internship, I was hooked on serving in the public realm.

Q2. What trends have you seen in the local workforce during your time in local government?

JV: In my opinion, the local government workforce is more engaging, less bureaucratic and more driven to serve than at any other time in my public service career. This workforce is incredibly dynamic and we now have four generations of employees serving together. Those generational perspectives offer some incredible opportunities for quality and efficiency gains.

Q3. What strategies do you think localities can use to encourage young workers to see public service, especially at the local level, as a viable career option?

JV: I believe that younger workers are driven by a sense of purpose that we have an obligation to fuel. I made a commitment to a gentleman who gave me my first break in local government many years ago to "pay it forward" by doing for many what he did for me. To this end, since becoming county manager in Henrico, the county has hired over 250 student interns and now a good number actually work for the county. In some areas of the organization, we are actually growing our own workforce.

Q4. You are a product of Henrico County Public Schools and a graduate of JR Tucker High School. You know Henrico County so intimately. How does that knowledge serve you as County Manager? What is it like to lead your home county?

JV: It's incredibly humbling. I love my home, Henrico, and have given the county my all. I will do that until I can give no more. Along the way, I have had some incredible memories. One that stands out involves my mother calling me in the office after a friend called her to let her know of an occurrence within the county. The conversation involved my mother scolding me and saying, "now Johnny (in Greek it's Yianni) – you had better fix that problem because I don't want any more calls from my friends." Our Board of Supervisors has very high expectations. In this county, I must meet their expectations as well as those of mama V.

Q5. You earned a bachelor's degree in political science from Virginia Commonwealth University and a master's degree in public administration from the University of North Carolina at Charlotte, but you joined Henrico County as a budget analyst. How did you get into the finance side of local government?

JV: Early in my career, I realized that the one place where you could understand the entire organization was within the budget office of a locality. The first budget I worked on was for Gaston County, North Carolina and through a number of years, I realized that I have total clarity in the financial realm.

But at the end of the day – everything fiscal must be simple. What I excelled at - I believe – was explaining the underlying financial picture, or developing financial plans that made sense to the average person.

Q6. What advice would you give to new county administrators?

JV: Trust your people. Follow your heart. Stay away from the gray.

Q7. What are some challenges facing your community in the next ten years?

JV: Just like many communities, Henrico is aging and becoming more diverse. This creates some incredible opportunities for outreach and citizen engagement that we will meet. Maintaining our public infrastructure will continue to be difficult as the state divests more and more of its responsibilities to local governments. With sound fiscal planning, and conservative budgeting, those challenges will also be met. Finally, development and redevelopment of our community requires a business friendly approach that our workforce must project every time there is an interaction with a citizen. We will continue to meet this challenge by hiring the best of the best to work for our county.

Ultimately, the challenge for all of us in local government is working to create that sense of place, community – that the resident and business can feel proud to call home. It's not complicated – it just takes much hard, good, consistent work.

Visit Madison County and Hawksbill Summit

Hawksbill Trailhead is located in the Central District at mile 45.6 on Skyline Drive. Here you will find the beginning of the A.T.-Hawksbill Loop trail and the Lower Hawksbill trail.

Suggested Hikes

Hike #1: A.T.-Hawksbill Loop

Distance: 2.9-mile circuit | Difficulty: moderate | Duration: 2 hours | Elevation Gain: 860-feet

At the north end of parking lot, take the short connector trail to the Appalachian Trail (A.T.). At the trail post, turn left onto the A.T. south. Continue on the A.T. south to the trail post indicating Salamander Trail. Go left onto blue-blazed Salamander Trail and follow to the summit. Descend via blue-blazed Lower Hawksbill Trail to starting point.

Hike #2: Lower Hawksbill

Distance: 1.7-mile round trip | Difficulty: easiest | Duration: 1¼ hours | Elevation Gain: 690-feet

Ascend from this point via Lower Hawksbill Trail to the summit. Retrace your steps to return to starting point.

For more information, call 540.999.3500.



Mark Your Calendars



CHAIRPERSONS' INSTITUTE

February 3-4, 2017

[Registration Form](#) | [Register Online](#) | [Omni Richmond Hotel](#)

Are you a county board chair or vice chair?

If so, VACo's Chairpersons' Institute is for you. It is held at the Omni Richmond Hotel on February 3-4, 2017. 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 and vice chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

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



VIRGINIA CERTIFIED COUNTY SUPERVISORS' PROGRAM

Opening Session: March 17, 2017 | **Closing Session:** May 12, 2017

Location: Albemarle County

Cost: \$350 | **Registration Deadline:** March 7, 2017

[Registration Form](#) | [Register Online](#)

Are leadership, management, and governance symbiotic or separate? Boards of Supervisors are elected to serve specific roles and guide county functions as defined by the Code of Virginia. This course reviews the powers, duties, and responsibilities of the local Supervisor in addition to identifying the skill set needed to establish a governance policy body that is consequential. Avoiding poor performance and learning how to blend leadership with strategic thinking is a course outcome.

NEWS FROM OUR
ASSOCIATE MEMBERS

Hurt & Proffitt acquires Anderson & Associates



Hurt & Proffitt (H&P) and Anderson & Associates, Inc. (A&A), are excited to announce that we are combining the two employee-owned companies. The combination of H&P and A&A brings together two well-respected, Virginia civil engineering and surveying firms, who have both been serving clients throughout the Commonwealth for over 40 years.

On January 1, 2017, Anderson & Associates will join Hurt & Proffitt's operation, and do business as H&P. The office will remain in Montgomery County, VA, and will continue to emphasize responsiveness and close attention to our current clients' needs. Moving forward, our clients will continue to maintain the relationships with the individuals they have worked with in the past.

Jessica Littlejohn, PE, who joined Anderson & Associates in 2013, has been named Vice President of Blacksburg Engineering for the newly consolidated company, and Chris Kaknis, LS, who joined A&A in 1985, will be the Vice President of Blacksburg Survey.

"We are excited about the opportunities that the combined forces of our two firms will hold for the future," says H&P President Bif Johnson. "Our industry is rapidly changing and growing. This acquisition will allow us to meet those changes head on and allow us to expand our services."

Founded in 1968, A&A is a progressive professional design services firm specializing in civil engineering, surveying, and GIS. Over the past four decades, A&A has served as planners, designers, stewards, and advocates for institutional, municipal, state, industrial, and private sector clients.

H&P was founded in 1973 and has offices in Lynchburg, Roanoke and Wytheville. Combined, H&P and A&A will be a full-service civil engineering and surveying firm, strategically positioned to serve our clients on commercial, industrial, institutional, and municipal projects.

Hurt & Proffitt's vision is "To responsibly grow our firm to provide opportunities for our employee-owners and innovative solutions for our clients." Our mission includes recruiting and retaining employee-owners who share our vision, providing outstanding customer service, and positioning ourselves to serve existing clients and expanding markets. "We see bringing Hurt & Proffitt and Anderson & Associates together as a great way to accomplish our vision for growth," says Johnson.

H&P Vice President of Blacksburg Engineering, Jessica Littlejohn said, "We are eager for our two firms to join forces. Combining our organizations will give us more depth to help our clients move their projects forward efficiently. We can't wait to get started."

Visit our website at www.handp.com and www.andassoc.com to learn more about our growing firm.



Virginia Local Government Investment Webinars

The *Virginia Association of Counties (VACo)* invites you and your colleagues to attend an informative, two-part investment series hosted by *Multi-Bank Securities, Inc. (MBS)*. These free, 30-minute webinars have been created specifically as a resource for Virginia public funds officers of all experience levels and are built around applicable Virginia statutes. VACo and MBS urge you to join us for both sessions to learn about unique resources available to help you achieve your investment goals.

The Program

Part I. Public Funds Investment Policy

[Thursday, January 12 | 2 p.m.](#)

Learn how to develop and manage a compliant investment policy and investment program. Our discussion will center on the statutes that govern local investments in the Commonwealth, including the Investment of Public Funds Act and the Security for Public Deposits Act.

Part II. Investing in High-Quality Fixed-Income Securities

[Thursday, January 19 | 2 p.m.](#)

This session will review and apply the principles covered in Part I. Learn about proven strategies public investors use to simplify their investment programs and maximize safety, liquidity and yield. We will also introduce the Multi-Bank Securities Institute and Public Funds Investor Guide, a free educational resource available to municipal investors of all experience levels.

Click the dates below to register!

[Part 1: Thursday, January 12 at 2 p.m.](#)

[Part 2: Thursday, January 19 at 2 p.m.](#)



Who should attend these informational sessions?

These webinars are open to any local government treasurers and officers with investment responsibility, including:
Treasurers | Finance Directors | Deputy Treasurers and Staff | Investment Committee Members

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

Local Officers and Employees - Statement of Economic Interest, Financial Disclosure and Real Estate Disclosure forms due by January 15

The Conflicts of Interest and Ethics Advisory Council has circulated revised forms and guidance for the January 2017 filings. Prior to assuming office or taking employment, each person listed below must file their required disclosure form. Thereafter, they must file annually on or before January 15. Guidance on filing out the forms can be found on the Council's website, found at <http://ethics.dls.virginia.gov/filing-resources.asp>. Local officials file paper forms with the clerk of their governing body. Please note that the lists below only list mandatory filers; your locality may require additional persons to file.

The following local officials are required to file the State and Local Statement of Economic Interests per § 2.2-3115:

- Members of the Board of Supervisors
- Members of the City Council
- Members of the Town Council, if the town has a population exceeding 3,500
- Members of the school board
- Persons holding positions of trust appointed or employed by the governing body if the governing body has passed an ordinance requiring them to file
- Persons holding positions of trust appointed or employed by school board if the school board has adopted a policy requiring them to file
- Members of the governing body of any entity established in a county or city with the power to issue bonds or expend funds in excess of \$10,000 in any fiscal year if the governing body of the appointing jurisdiction has required them to submit this form

The following local officials are required to file the Financial Disclosure Statement per § 2.2-3115:

- Members of the governing body of any entity established in a county or city with the power to issue bonds or expend funds in excess of \$10,000 in any fiscal year unless required to file the Statement of Economic Interest by the governing body of the appointing jurisdiction
- Nonsalaried citizen members of local boards, commissions, and councils if the governing body has designated them to file.

The following local officials are required to file the Real Estate Disclosure per § 2.2-3115 (G):

- Planning commission members
- Members of board of zoning appeals
- Real estate assessors
- County, city, or town managers
- Executive officers

VACo Contact: [Phyllis Errico, CAE](#)

VACo SPOTLIGHT continued from Page 4

Q8. You've been a strong partner with VACo over the years. What advice would you give other county leaders on becoming involved in our state association?

JV: VACo has offered me the opportunity to make some lifelong friendships. These friendships have been incredibly helpful, especially so during the annual legislative session.

Q9. Tell us a little bit about your family and your hobbies.

JV: I am married to a wonderful lady that I met in the seventh grade. That's a very long story... We have three great kids, two of whom are college juniors and the baby is a six foot high school junior. The most enjoyment that I have in life is spending time with my family.

Q10. Your parents immigrated from Greece to the United States when you were an infant. How much does Greek culture continue to be part of your life?

JV: Greek culture will always be a part of my life, but the greater impact of my experience is the work ethic my parents instilled in my brothers and me. My mom and dad worked very hard for many years to raise three boys and gave us opportunities that they themselves never had. I will never be able to thank them enough for what they did for us.

VACo Contact: [Katie Boyle](#)

employment opportunities



The Virginia Association of Counties accepts employment ads in a PDF file or a link to a job site. Please include information for applying, and a link to other important information. Please do not fax your employment ad. VACo members are not charged for placing an employment ad. The cost is \$50 per ad for non-VACo members. VACo publishes the ad on its website and mobile app as well as the upcoming County Connections issue. If you have any questions or concerns, please email [Valerie Russell](mailto:Valerie.Russell).

[DIRECTOR OF FINANCE](#) | City of Hopewell | Posted January 3

[ENVIRONMENTAL TECHNICIAN](#) | Hanover County | Posted December 30

[PARKS AND RECREATION DIRECTOR](#) | Prince William County | Posted December 30

[DENTIST P/T](#) | James City County | Posted December 30

[FAMILY SERVICES SPECIALIST I/II](#) | James City County | Posted December 30

[DEVELOPMENTAL DISABILITIES SUPPORT COORDINATION SUPERVISOR](#) | Hanover County | Posted December 30

[UTILITY TECHNICIAN](#) | Hanover County | Posted December 30

[INTERN – PUBLIC WORKS](#) | Hanover County | Posted December 29

[HUMAN RESOURCES ADMINISTRATOR](#) | City of Williamsburg | Posted December 29

[PLANNING DIRECTOR](#) | Prince William County | Posted December 28

[EXECUTIVE DIRECTOR](#) | Northern Virginia Regional Commission | Posted December 27

[ASSISTANT PUBLIC WORKS DIRECTOR/PROJECT MANAGER](#) | Fluvanna County | Posted December 27

[ATHLETIC FIELD GROUNDSKEEPER AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted December 27

[REAL ESTATE APPRAISER](#) | Fairfax County | Posted December 27

[PUBLIC INFORMATION SPECIALIST PT](#) | Hanover County | Posted December 22

[BUILDING PLAN REVIEWER](#) | Powhatan County | Posted December 22

[CODE COMPLIANCE OFFICER](#) | Albemarle County | Posted December 22

[BUILDING CODES COMBINATION INSPECTOR](#) | City of Harrisonburg | Posted December 21

[MANAGEMENT AND BUDGET DIRECTOR](#) | Prince William County | Posted December 20

[DIVISION MANAGER OF BUILDING INSPECTIONS/BUILDING OFFICIAL](#) | Albemarle County | Posted December 20

[DIRECTOR OF ECONOMIC DEVELOPMENT](#) | James City County | Posted December 19

[DIRECTOR OF FINANCE](#) | Isle of Wight County | Posted December 19

[CITY MANAGER APPLY HERE RECRUITMENT BROCHURE](#) | Riviera Beach, Florida | Posted December 19

[EMERGENCY SERVICES COORDINATOR](#) | Surry County | Posted December 15

[DIRECTOR OF PARKS & RECREATION](#) | Surry County | Posted December 15

[FINANCE DIRECTOR](#) | Surry County | Posted December 15

[WASTEWATER FACILITIES MECHANIC](#) | James City County | Posted December 15

[ENVIRONMENTAL SERVICES OPERATIONS MANAGER](#) | Fauquier County | Posted December 14

[DEPUTY DIRECTOR, ZONING & PLANNING](#) | Accomack County | Posted December 14

[PROBATION OFFICER AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted December 13

[LICENSED PRACTICAL NURSE](#) | Frederick County | Posted December 12

[DIRECTOR OF FINANCE](#) | Sussex County | Posted December 5

[SUPERVISING REAL ESTATE APPRAISER](#) | Fairfax County | Posted December 5

[DIRECTOR OF FINANCE](#) | Augusta County | Posted December 5

[WATA EXECUTIVE DIRECTOR AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted December 2

[GIS ANALYST](#) | City of Harrisonburg | Posted December 2

[FIREFIGHTER/EMT PART-TIME](#) | Powhatan County | Posted December 2

[FIREFIGHTER/EMT FULL-TIME](#) | Powhatan County | Posted December 2

[PART TIME ANIMAL POUND ATTENDANT](#) | Sussex County | Posted December 1

[RIDESHARE COORDINATOR/OFFICE MANAGER](#) | Rappahannock-Rapidan Regional Commission | Posted November 29

[SENIOR ACCOUNTING CLERK](#) | James City County | Posted November 23

[INSPECTOR-PUBLIC WORKS](#) | Frederick County | Posted November 23

[TRANSPORTATION ENGINEER](#) | Hampton Roads Transportation Planning Organization | Posted November 22

[PROGRAM SUPPORT SPECIALIST](#) | Hampton Roads Planning District Commission | Posted November 22

[COASTAL ANALYST/PLANNER](#) | Hampton Roads Planning District Commission | Posted November 22

[SOLID WASTE OPERATIONS MANAGER](#) | Page County | Posted November 22

[DEPUTY TREASURER AND OTHER EMPLOYMENT OPPORTUNITIES](#) | Gloucester County | Posted November 21

[SENIOR FACILITIES HVAC TECHNICIAN](#) | James City County | Posted November 18

[BUILDING OFFICIAL](#) | Sussex County | Posted November 18

[DEPUTY DIRECTOR - DEPARTMENT OF CODE ADMINISTRATION](#) | City of Alexandria | Posted November 16

[AUDITOR-INTERNAL](#) | Hanover County | Posted November 11

[PLANNER III](#) | Prince William County | Posted November 10

[ASSISTANT COUNTY ATTORNEY AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Post November 10

[FAMILY SERVICE SPECIALIST I/II](#) | New Kent County | Posted November 10

[CLERK OF COUNCIL](#) | Town of Leesburg | Posted November 10

[TREASURER/ACCOUNTANT](#) | Town of Dayton | Posted November 10

[ASSISTANT DIRECTOR OF GENERAL SERVICES](#) | Chesterfield County | Posted November 7

[SOCIAL SERVICES DIRECTOR II](#) | Accomack County | Posted November 7

[DEPUTY SHERIFF](#) | James City County | Posted November 7

[MENTAL HEALTH OUTPATIENT CLINICIAN, CHILD & ADOLESCENT \(LCSW OR LPC\)](#) | Hanover County | Posted November 7

[SENIOR MANAGEMENT ANALYST/BUDGET](#) | Loudoun County | Posted November 7

[EXECUTIVE OFFICE ASSOCIATE/ DEPUTY CLERK TO BOARD OF SUPERVISORS](#) | Warren County | Posted November 4

[DIRECTOR OF FINANCE](#) | Shenandoah County | Posted November 3

[DEPUTY BUILDING OFFICIAL](#) | Warren County | Posted November 3

[COST RECOVERY MANAGER/DEPUTY EMERGENCY COORDINATOR](#) | Warren County | Posted November 3

[PUBLIC PROPERTY COORDINATOR](#) | City of Winchester | Posted November 2

[PUBLIC INFORMATION OFFICER](#) | Montgomery County | Posted November 2

[COUNTY ADMINISTRATOR | COUNTY ADMINISTRATOR INFO | COMMUNITY BROCHURE](#) | Grayson County | Posted November 2

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