

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

February 7, 2017



Governor McAuliffe addresses more than 250 at County Government Day... Page 2



Visit Northampton County and the Eastern Shore Wildlife Refuge... Page 5



Chairs' Institute graduates 19... Page 4



Sign up for the Supervisors' Certification Program... Page 6



Money Committees Release Budgets



On February 5, the House Appropriations and Senate Finance Committees met to present their respective budget proposals. The [House Appropriations Committee](#) and [Senate Finance Committee](#) released the full text of their budget amendments on February 7, and the full House and Senate will vote on their respective budgets on February 9. Traditionally, the next steps in the budget process are that each chamber will reject the other's budget and budget conferees will be appointed to begin negotiations on a conference report.

While neither committee directly increased the official revenue estimates, both added resources to the general fund budget through policy adjustments and nongeneral fund transfers to the general fund.

The Senate Finance Committee added \$73.2 million General Funds (GF) primarily by increasing the tax amnesty program revenue estimate by \$31.3 million; increasing available ABC profits by \$15.7 million; and providing additional transfers from nongeneral fund sources (such as \$5.9 million from the Emergency Medical Fund, \$3.9 million from the Trauma Center Fund, and \$3.1 million from the UVA/MCV teaching hospitals). The House Appropriations Committee added \$81.1 million in GF resources primarily by using \$43.4 million in nongeneral fund VRS payments by higher education institutions and teaching hospitals for operating expenses; increasing available ABC profits by \$20.4 million; and reverting \$10 million in capital planning funds and other miscellaneous balances and transfers.

The House also spent down the \$16.1 million introduced budget unappropriated balance to \$1.9 million, while the Senate left \$14.5 million. The Senate also sets aside a \$40 million unspent revenue reserve. In addition, the Senate budget contains language that diverts 50 percent of any statutorily undesignated year-end revenue surplus for deposit to the Rainy Day Fund.

[Linked here is a preliminary overview](#) of the key elements in both budget proposals of interest to local governments. As was reported in the days leading up to the budget release, both the House and Senate have sought to make employee compensation a priority, but differ in their approaches to teacher salary increases. VACo staff will review the text of budget amendments and will provide more details as the budget process continues.

VACo Contacts: [Dean Lynch, CAE](#) | [Katie Boyle](#) | [Joe Lerch, AICP](#)



Governor McAuliffe addresses more than 250 attendees at County Government Day

Governor Terry McAuliffe addressed more than 250 county elected officials and staff during VACo's County Government Day.

He encouraged leaders to “get into the game” when it comes to education. The Governor told the capacity crowd that there are 36,000 cyber jobs open today with an average starting salary of \$88,000. The Governor said that this is a huge jobs opportunity for parts of the Commonwealth that have lost jobs and tax dollars in furniture, textiles, tobacco and coal.

The Governor also highlighted his administration's economic development efforts, including the recent announcement of Nestle USA relocating its U.S. corporate headquarters to Arlington County. The move will create nearly 750 new jobs.

To review VACo's legislative updates - [click here](#) for the County Government Day Bulletin.

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

Remembering Richard W. Glover 1934 - 2017



Henrico County is honoring the memory and service of longtime Brookland District Supervisor Richard W. Glover, who died on February 2 at his home in Glen Allen at the age of 82.

Mr. Glover had begun his 29th year of service as Brookland's supervisor. He was the Board of Supervisors' longest-serving active member and was selected unanimously by his colleagues last month to preside as chairman in 2017.

In appreciation for Mr. Glover's service, County Manager John A. Vithoukaskas ordered the Henrico flag to remain at half-staff at all county facilities through sunset Friday, February 10.

"It is with a very heavy heart that I report to you the passing of Mr. Richard W. Glover, who served as the Brookland District Supervisor for 29 years," Vithoukaskas said in an email to county employees. "Mr. Glover had a passion for our County, the Brookland District, all things planning and zoning, and youth athletics. He was driven by his faith and his commitment to his family. He demanded much from us, and we are all better public servants because of him."

Mr. Glover's passing came about two weeks after the death of longtime Supervisor David A. Kaechele, who served the Three Chopt District from 1980 through 2015.

"This has obviously been a difficult time for all of us," Vithoukaskas added, "but in the days and weeks ahead, please think of our recent losses and take the opportunity to do something good within our community. Do this from your heart — do it for Dick and Dave."

Mr. Glover was a native of Victoria and a veteran of the U.S. Navy who attended Virginia Commonwealth University and J. Sargeant Reynolds Community College. He joined the Board of Supervisors in January 1988 after having served on Henrico's Planning Commission from 1984 to 1986.

He was recognized for his expansive knowledge of Henrico and attention to details of the county budget. Among the many projects he championed were the Cultural Arts Center at Glen Allen, the Glen Allen Stadium at RF&P Park and Greenwood Park, which is under development.

Mr. Glover's résumé includes six appointments as chairman and four as vice chairman of Henrico's board. He also held positions on many national, statewide and regional governmental organizations, including the National Association of Counties' Community, Economic and Workforce Development Steering Committee, the Virginia Association of Counties' Economic Development and Planning Steering Committee and the Richmond Regional Planning District Commission. He also served on the county's Board of Social Services.

Mr. Glover was a lifetime member of the Hermitage High School Band and Auxiliary Boosters and the Glen Allen Youth Athletic Association and Hall of Fame. His survivors include his wife, Joan Sadler Glover; sons Gerald W. Glover and R. Joseph Glover; daughters Donna G. Parrish and Karen G. Glasco; and 11 grandchildren.



Chairpersons' Institute educates another class of Chairs and Vice Chairs

The 2017 Virginia County Board Chairpersons' Institute was a success! There were 19 attendees from 14 counties who met for a day-and-a-half of instruction on a variety of topics tailored to the needs of county board chairs and vice chairs. Moderated by Dr. Mike Chandler, Professor Emeritus, Virginia Tech speakers included board supervisors, county administrators and staff.

VACo President and Montgomery County Supervisor Mary Biggs participated in the instruction and said, "The presentations at the Chairpersons' Institute were very relevant to the issues and concerns that Board Chairs and Vice Chairs encounter each year. The different sessions at the Institute engaged participant interaction and sharing of constructive ideas for leaders to carry back to their counties." There were also several opportunities to network with attendees and speakers. President Biggs said, "The networking we all experienced was invaluable."

For more information on the topics covered, check out the [Chairpersons' Institute Agenda](#).

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

Financial Facts

GASB has issued guidance for state and local governments to address asset retirement obligations related to tangible capital assets. Statement No. 83, *Certain Asset Retirement Obligations*, sets guidelines for determining the timing and pattern of recognition for liabilities and corresponding deferred outflow of resources related to asset retirement obligations. This guidance would enhance comparability of financial statements by establishing uniform criteria for governments to recognize and measure certain retirement obligations. The requirements are effective for reporting periods beginning after June 15, 2018.

GASB has also issued a proposed implementation guide that is intended to clarify or elaborate on statements the board has issued on state and local government financial reporting. The guide addresses questions related to topics such as accounting for pensions, cash flow statements, the reporting entity, certain investments, external investment pools, fund balances and tax abatements.

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

Visit Northampton County and the Eastern Shore Wildlife Refuge



Located at the tip of the Delmarva Peninsula, this area is one of the most important avian migration funnels in North America. Each fall, like colorful clockwork, the refuge is the scene of a spectacular drama as millions of songbirds and monarch butterflies and thousands of raptors converge on their voyage south. Favorable weather patterns push migrating species through the area in waves. Clouds of tree swallows swirl overhead and flame orange and black-winged monarch butterflies float aloft. Protected habitats such as these provide critical stopover areas where birds and butterflies can rest and feed before resuming their arduous journey.

The refuge has a state of the art visitor center with interactive exhibits and a wildlife viewing area, foot trails, wildlife observation platforms and a photography blind.

SOURCE: www.virginia.org





Mark Your Calendars



VIRGINIA CERTIFIED COUNTY SUPERVISORS' PROGRAM

Managing While Leading: Understanding Your Powers, Duties and Responsibilities

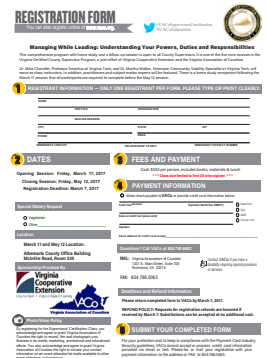
Opening Session: March 17, 2017 | **Closing Session:** May 12, 2017

Location: Albemarle County

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

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

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.



NOTICE OF SOLICITATION OF APPLICATIONS

The U.S. Department of Agriculture (USDA) Rural Development Under Secretary Lisa Mensah announced this week that USDA is accepting applications for the [Community Connect Grant Program](#) for FY 2017.

The grants may be used to provide broadband service in unserved, lower-income and extremely rural areas.

USDA will give priority to rural areas that demonstrate the greatest need for broadband services, based on requirements that can be found at [7 CFR part 1739](#).

Applicants are encouraged to review the FY 2017 application guide and sample material that is available online at: <https://www.rd.usda.gov/programs-services/community-connect-grants>. The minimum rate of data transmission is ten (10) megabits downstream and one (1) megabit upstream for both fixed and mobile service to the customer.

More information on how to apply for funding is available on page 2940 of the January 10 [Federal Register](#).

News from our Associate Members



Sands Anderson Elects 2017 Board of Directors



RICHMOND (January 20, 2017) – [Sands Anderson PC](#), a Mid-Atlantic law firm, is pleased to announce that their shareholders elected its 2017 three-member board of directors:

[Margaret F. Hardy, Esq.](#), to serve as President;
[Brian R. Pitney, Esq.](#), to join the board;
[Benjamin W. Emerson, Esq.](#), to continue service.

The board leadership will continue to focus on the development of the firm’s growth strategies and client services, and commitments to attorney excellence, diversity and community. Board members serve 3-year terms.

Hardy joined the board in 2016. She will also continue her leadership roles as the managing shareholder of the firm’s Fredericksburg office and as the Healthcare Group Leader. Hardy was named to *Virginia Lawyers Weekly’s* “Influential Women of Virginia,” in 2013, and has been consistently included in *Virginia Business* magazine’s “Legal Elite” for legal services/pro bono and healthcare law, as well as listed in *Super Lawyers*® for medical malpractice defense. Along with her law degree from the College of William & Mary, Hardy earned a Master’s in Business Administration from Old Dominion University, and her undergraduate degree from the University of Richmond, and holds a nursing license she earned from Johnston-Willis Hospital School of Nursing prior to her MBA.

Pitney has served as the firm’s Business Group Leader since 2005. He has been listed in *Virginia Business* “Legal Elite” since 2006 and included in *Super Lawyers*® for business/corporate law. He received his law degree from the University of Richmond and his undergraduate degree from University of North Carolina - Chapel Hill.

Emerson has served on the board since 2000. He has been recognized by *Virginia Business* magazine’s “Legal Elite” in the areas of real estate and land use law, and in the “Best Lawyers in America”® directory for his practice in municipal law. He earned his law and undergraduate degrees from the University of Richmond, and his Master’s in Fine Arts from Virginia Commonwealth University.

[W. Ashley Burgess](#) will now serve as the Business Group Leader and will continue to lead the firm’s Creditors’ Rights Team and serve on the Associates & Counsel and the Lateral Recruiting Committees. He has been listed in *Super Lawyers*® as a Rising Star in business/corporate as well as a Rising Star in bankruptcy & creditor/debtor rights. He was also listed among *Virginia Business* magazine’s “Legal Elite” for bankruptcy/creditors’ rights.

The firm’s outgoing president, [L. Lee Byrd](#), served on the board since 2007, and was president of the firm for five years. During his tenure, he helped guide the firm through a move, transitions, enhancing procedures and client service initiatives. Byrd has been consistently listed in “Best Lawyers in America”® for commercial litigation, banking and finance litigation, environmental litigation, and municipal litigation. He’s also listed in *Super Lawyers*® for business litigation and has been named in *Virginia Business* magazine’s “Legal Elite” for labor/employment and civil litigation.

About Sands Anderson PC

Founded in 1842, Sands Anderson PC provides innovative legal solutions to clients throughout the Mid-Atlantic region with [top-tier](#) attorneys. The firm represents businesses, healthcare providers, financial institutions, state and local governments, the insurance industry, and individuals from its [five offices](#) located throughout Virginia and North Carolina. Sands Anderson’s shareholders are committed to providing an [innovative and inclusive workplace](#) for the firm’s lawyers and staff, as well as supporting the [economic growth of communities](#) where they operate. For more information, visit <http://www.sandsanderson.com>.

News from our Associate Members



Tips to Protect Businesses Should A Disaster Strike: Protecting data and applications and handling IT downtime and data loss



Winter temperatures have arrived in much of the nation and businesses need to be prepared for disruptive events such as power outages and connectivity lapses caused by snow, ice and freezing rain.

Natural and man-made disasters happen, but if businesses haven't planned for a worst-case scenario, now is the time to establish the critical processes for your business when it comes to IT backup and disaster recovery.

According to Security Week research, the total volume of data loss at enterprises has increased more than 400 percent over the past few years and continues to increase as a result of the rise of big data, cloud computing, and BYOD policies in the workplace.

A comprehensive business resilience plan is an important step toward disaster preparation for all businesses. The business continuity plan, which includes the disaster recovery plan, preserves the continuity of critical components during a disruption, and resumes all functions afterward. In the event of a disaster, the data protection plan gives a business a way to retrieve data if the main sources are destroyed, allowing the business to continue to function. Cloud-based disaster recovery offers the most protection at a lower cost, with a shorter time to implement.

Data loss and downtime can cripple your entire operation, and according to the US. Bureau of Labor, 93 percent of all businesses who experience a data disaster are out of business in one year.

How long can you afford for your IT systems to be down in a power outage? Most will say "zero downtime."

Follow these steps as a guide as you plan for IT disaster recovery:

1. **Identify risks.** List and categorize threats associated with natural and man-made disasters and their likely impact on your systems.
2. **Inventory IT assets.** Which are most critical to business continuity? What is your tolerance for loss of those assets? The cost of the response should be balanced against your tolerance for system downtime.
3. **Define goals.** If a disaster strikes, how long can your business shut down? Does it need to recover off-site? Define goals in terms of RPO (Recovery Point Objective, "How much data can we lose?") and RTO (Recovery Time Objective, "How long can we be down?").
4. **Develop a plan.** Include "IT Assets Inventory," data protection procedures and contingency plans, notification/activation schedules, a list of roles and responsibilities, a list of resource requirements and details about training provisions. Also include maintenance and backup/recovery testing schedules.
5. **Identify a trusted IT partner.** Nearly half of all small businesses find it difficult to have a dedicated IT department, but to help ensure IT needs are being met, look to a solution provider to help meet your company's needs; their expertise and tools allow you to focus on your business.
6. **Understand the cloud's benefits.** Virtualization technologies can make backup and disaster recovery vastly faster, cheaper and easier.
7. **Implement the plan.** If your c-suite executives understand the consequences of system disruptions, you can win their support and funding for contingency policies.
8. **Test the plan.** Play devil's advocate by coming up with all the scenarios that might cause your business plan to fail due to IT problems. When you know the threat or understand the risks to your business should a failure happen, it will be much easier to plan for them and quickly recover.

Jay Atkinson is CEO of AIS Network (www.aisn.net), a high-compliance, secure cloud hosting and managed IT services expert serving large enterprises in the education, government, and health care industries, and the Commonwealth of Virginia.

Kiran Bawa is New Director of Loudoun County Department of Finance and Procurement

Loudoun County Administrator Tim Hemstreet recently announced the appointment of Kiran Bawa as the new director of the Loudoun County Department of Finance and Procurement. Bawa was selected after a nationwide search to replace Ben Mays, who retired in 2016. Assistant County Administrator John Sandy has been serving as Acting Director since May's retirement. Bawa comes to Loudoun from Piedmont, California, where she served as director of the city's Finance Department.



"I am confident that Ms. Bawa's combined public and private sector experience and expertise in financial management and policy will complement our continuing commitment to fiscal responsibility and financial stewardship of tax dollars," said Hemstreet.

As finance director in Piedmont, Bawa's responsibilities included development of the annual budget, accounting, payroll, auditing, and purchasing functions. Her accomplishments included implementation of financial intelligence and transparency tools and the establishment of procurement policy in accordance with generally accepted auditing standards.

Bawa's previous experience includes service as the budget director of the city of Oakland, California, where she assisted in developing the municipality's budget and helped to improve transparency and public engagement in the budget process. Prior to her tenure with Oakland, she served as capital planning and grants manager for the Alameda-Contra Costa Transit District, where she helped manage the district's \$500 million capital budget, as well as regional and federal funding opportunities.

Bawa earned a bachelor's degree in economics with honors from Mills College and has earned numerous certifications and affiliations. She is a graduate of Leadership Oakland and the ENO Center for Transportation's Executive Transit Management Program.

Bawa's service with Loudoun County will begin February 22, 2017. As the Finance and Procurement Director, she will oversee a department that provides support to county agencies in the areas of accounting, financial analysis and reporting, procurement, payroll, capital financing, and debt management. More information about the department is online at www.loudoun.gov/finance.



Virginia Early Childhood Foundation (VECF) is pleased to announce the second round of Mixed-Delivery Preschool grants – an opportunity for local communities across Virginia to field test strategies and solutions to barriers that have prevented all eligible children from participating in Virginia's preschool initiative.

Funding and legislation ([House Bill 47](#)) establishing the Mixed-Delivery Preschool Fund and Grant Program was approved by the 2016 General Assembly. By promoting flexibility and "out of the box" thinking, the Mixed-Delivery Preschool Grant Program aims to promote more public-private partnerships.

Learn more about this grant opportunity, including a tentative timeline, by reading the detailed [funding announcement](#). We hope that communities will begin to think now about innovative strategies and partners to address barriers to at-risk preschool services. For inspiration, check out the [project summaries](#) of last year's five grantees.

To receive announcements and reminders about the grant program, follow VECF on Facebook (www.facebook.com/SmartBeginnings) or Twitter (@SB_VECF). Visit the [Mixed-Delivery webpage](#) for all information regarding the grant program and application process. For comments and questions, please send inquiries to mixeddelivery@vecf.org. Individual questions will not receive responses, but they will inform regularly updated FAQs.

We appreciate your partnership and encourage you to share this information with others in your network and community who may be interested.

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).

[MAINTENANCE CUSTODIAN PT](#) | Frederick County | Posted February 1

[BUILDING INSPECTOR](#) | Powhatan County | Posted February 1

[DEPUTY COUNTY ADMINISTRATOR](#) | Stafford County | Posted January 31

[CAPITAL PROJECT SPECIALIST](#) | Hanover County | Posted January 31

[COUNTY ADMINISTRATOR](#) | Powhatan County | Posted January 30

[COMMUNITY POLICY & MANAGEMENT TEAM OFFICE MANAGER](#) | Pittsylvania County | Posted January 30

[CITY MANAGER](#) | City of Manassas Park, VA | Posted January 30

[BRANCH LIBRARIAN](#) | Botetourt County | Posted January 27

[RECREATION PROGRAM COORDINATOR AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted January 27

[IDA ASSET AND AIRPORT MANAGER](#) | Louisa County | Posted January 27

[DIVISION DIRECTOR OF ACCOUNTING](#) | Hanover County | Posted January 25

[PLANNER/WETLANDS PROJECTS COORDINATOR](#) | Mathews County | Posted January 24

[CHIEF FINANCIAL OFFICER](#) | City of Bristol, VA | Posted January 23

[FINANCE DIRECTOR](#) | Town of Ashland | Posted January 23

[ANIMAL CONTROL OFFICER AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted January 23

[COMMUNITY DEVELOPMENT DIRECTOR](#) | Lee County | Posted January 19

[JOB FAIR JCC PARKS AND RECREATION](#) | James City County | Posted January 19

[FIREFIGHTER/MEDIC](#) | Hanover County | Posted January 19

[BUSINESS SYSTEMS ANALYST – PROJECT & WEB](#) | Roanoke County | Posted January 18

[BUSINESS SYSTEMS ANALYST – DOCUMENT MANAGEMENT](#) | Roanoke County | Posted January 18

[DIRECTOR OF LIBRARY SERVICES](#) | Roanoke County | Posted January 18

[WASTEWATER FACILITIES MECHANIC and other Employment Opportunities](#) | James City County | Posted January 18

[ASSISTANT REGISTRAR](#) | Montgomery County | Posted January 18

[REGIONAL ECONOMIST](#) | Hampton Roads Planning District Commission | Posted January 18

[REGIONAL INCLUSIVE EMERGENCY PLANNER](#) | Hampton Roads Planning District Commission | Posted January 18

[TOWN MANAGER](#) | Town of Bowling Green, VA | Posted January 17

[DIRECTOR OF FINANCE](#) | Sussex County | Posted January 16

[WATER TREATMENT MANAGER](#) | Spotsylvania County | Posted January 16

[DIRECTOR OF ECONOMIC DEVELOPMENT](#) | Hanover County | Posted January 13

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[SENIOR ASSISTANT COUNTY ATTORNEY](#) | Chesterfield County | Posted January 12

[ASSISTANT DIRECTOR HUMAN RESOURCE DEPARTMENT](#) | James City County | Posted January 12

[CITY ENGINEER](#) | City of Martinsville | Posted January 11

[DEPUTY SHERIFF I AND OTHER EMPLOYMENT OPPORTUNITIES](#) | James City County | Posted January 10

[DIRECTOR OF SOLID WASTE](#) |
Washington County | Posted January
10

[IT SYSTEMS ENGINEER – NETWORK](#) |
Hanover County | Posted January 10

[JOB OPPORTUNITIES JOB FAIR](#) |
Fauquier County | Posted January 6

[CHIEF OF FIRE & EMERGENCY](#)
[MEDICAL SERVICES](#) | Botetourt
County | Posted January 5

[FINANCE MANAGER/PURCHASING](#)
[DEPARTMENT](#) | Roanoke County |
Posted January 5

[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



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

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County Connections is a semimonthly publication.

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