

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

July 19, 2017



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Ed Gillespie and Ralph Northam to speak at the VACo County Officials' Summit

Lieutenant Governor candidates Fairfax and Vogel will also speak

On Tuesday, November 7, Virginians will elect the next Governor, Lieutenant Governor and Attorney General as well as 100 Delegates. This important election day will certainly impact counties and local governments.

VACo is excited to announce that **Ed Gillespie** and **Lieutenant Governor Ralph Northam** will separately share their vision for Virginia with county supervisors, administrators and staff at the County Officials' Summit.

VACo is also pleased to welcome **Justin Fairfax** and **Senator Jill Vogel**, who will also speak separately and discuss their policy proposals.

[Register today](#) to join your peers in Charlottesville on August 21 for the County Officials' Summit. The event runs from 9 a.m. to 1:30 p.m. Lunch is provided with event registration.

VACo Members - Send us your questions for the speakers. Please email gcharter@vaco.org with your name, county and question. Please indicate the speaker you wish to address.



**ED
GILLESPIE**



**RALPH
NORTHAM**



**JUSTIN
FAIRFAX**



**JILL
VOGEL**

[REGISTRATION FORM](#) | [REGISTER ONLINE](#)

Don't Miss a Special Go Green Forum on August 2!

Go Green Virginia, a partnership between VACo and the Virginia Municipal League, will present a special forum on August 2 on high-profile environmental issues that will have major impacts upon local governments in the immediate future.

This year's forum will focus on solar energy, water supply and requirements associated with the Chesapeake Bay TMDL (Total Maximum Daily Load). Robert Lazaro, Executive Director of the Northern Virginia Regional Commission and VACo's Joe Lerch, Director of Local Government Policy, will discuss issues relating to solar energy. A presentation on Chesapeake Bay cleanup efforts will be made by Russ Baxter, Virginia's Deputy Secretary for the Chesapeake Bay. Scott Kudlas, Director of DEQ's Office of Water Supply, will also present at the Forum.

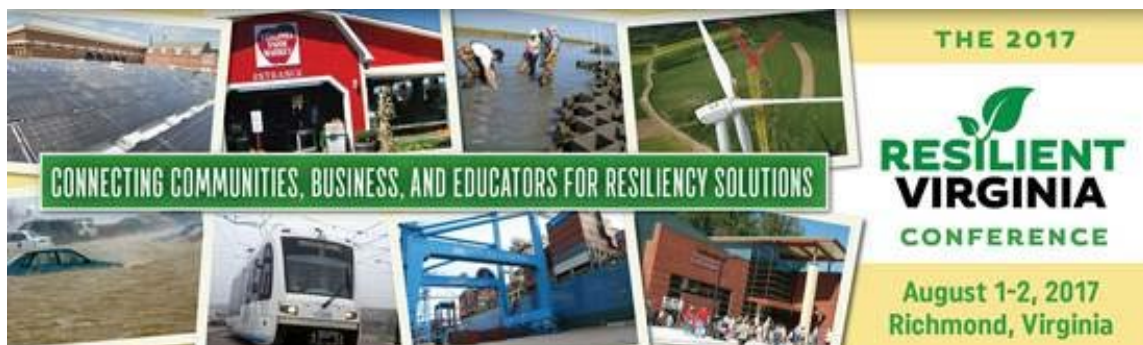
The Go Green Forum will be offered at no charge. It is scheduled between 1:45 p.m. and 3:15 p.m. at Richmond's Convention Center, after adjournment of the Resilient Virginia Conference (see below).

Although there is no fee for attending the Go Green Forum, we ask those planning to attend to submit a [registration form](#) or [register online](#).

Questions about the August 2 Forum may be directed to Larry Land, VACo's Director of Policy Development, at lland@vaco.org or by calling 804.343.2504.

Resilient Virginia Conference Focuses on Local Governments' Role in Building Vibrant, Strong Communities

August 1-2, 2017 | Richmond



Local governments, working with their local businesses and community institutions, play a critical role in resiliency planning. At the 2017 Resilient Virginia Conference, nationally recognized planning processes will be demonstrated that your local government leadership can take back to their own communities. They will learn about:

- the tools and resources to better deal with anticipated threats, such as hurricanes, infrastructure failures, health crises, and cyber attacks;
- how to become more expert at reducing their vulnerabilities;
- how to mobilize their resources and assets, including community business and institutions; and
- what it takes to set forth a plan for a more economically secure future for their citizens and businesses.

Plan to attend to learn, network and take away resiliency planning tools and resources.

Find out more about the agenda and speakers at the website - www.resilientvirginia.org - and [register today](#) to join colleagues in working toward a resilient future!

VACo SPOTLIGHT

CHARLETTE WOOLRIDGE, PH.D

Brunswick County Administrator



Q1. What led you to pursue a career in public administration? What advice would you give to others considering such a career path?

Dr. Charlette Woolridge: I grew up in a household where I saw my mother and grandparents give back to others and to the community. Our home was a safe haven for many. Therefore, serving others became natural for me. Although my career began in the business sector, I later transitioned to pursue a career in public administration. This role enables me to fulfill my calling and passion to improve the quality of life in communities, including enhancing their social and economic well-being, and shaping public policies that will positively impact their lives.

The advice I would give to others considering a career in public administration is if you are looking for a rewarding career that enables you to improve the quality of life, public administration at the local level would be an excellent career path. I would also say to stay focused on the vision, identify mentor(s), be flexible, maintain your integrity, and have fun.

Q2. Higher education has been a major focus for you. In addition to completing a doctorate yourself, you were appointed by the Governor to serve on the Southern Virginia Higher Education Center Board of Trustees. You also serve on the Southside Virginia Community College Board. How does your work with higher education influence your perspective on county administration?

CW: As someone who appreciates the value of continuous learning, education is undoubtedly one of the most significant contributors to an individual's and community's success. Education, and especially higher educational attainment, is significantly and positively correlated with a wealth of benefits such as reduced unemployment and poverty, better health, access to better jobs and higher earnings. It provides economic growth, reduces criminal activities, and generates higher tax payments. Overall, higher education has significant benefits to individuals, citizens and localities and contributes to improving the quality of life of a community, which is what I care most about, improving lives and communities.

Q3. What were your favorite subjects in school?

CW: My favorite subjects in school were government and leadership courses.

Q4. Your dissertation examined ways to reduce drug-related crimes and concluded that directing public dollars toward prevention efforts was the most cost-effective use of funding. Secretary Hazel has also spoken about the need for the state to invest in prevention efforts in areas such as mental health, but noted that sometimes it is hard to quantify the benefits of prevention, which may show up as savings in the future, whereas the costs show up now. How do you think that investments in prevention can be encouraged, whether in the public or private/nonprofit sector?

CW: Government spending is overwhelmingly targeted at intervention rather than investing in cost-effective prevention approaches. For example, significant resources are expended on substance use/addiction in the areas of public safety, health and human services, education, economic productivity and more. Despite a considerable body of knowledge that has proven that drug use is a preventable disease and prevention is effective in reducing the economic and social burden associated with drug use/addiction, efforts to invest in prevention efforts have been minimal.

Investments in prevention can be encouraged by incorporating a comprehensive approach that engages diverse stakeholders (government, school officials, community leaders, families, business community, faith-based community, etc.) working collaboratively to address issues such as substance use/addiction. Comprehensive intervention approaches have been proven to be more effective than singular approaches in addressing an issue and reducing cost. Although, an initial investment to implement a comprehensive prevention program may create further hardship for counties that are already facing fiscal challenges, investments in prevention are necessary to alleviate the continuous economic and social burden of an issue long-term.

I would also suggest a focus on regional prevention strategies. Since drug use/addiction, for example, has no boundaries and drug users and dealers tend to travel from county to county and region to region to sell, purchase and use illicit drugs, regional drug abuse prevention programs can also have widespread effects in reducing the economic and social burden of substance use/addiction and enable localities to pool limited resources to tackle the problem more broadly.

Q5. What are the key challenges and opportunities you see facing Brunswick County in the next ten years?

CW: There are several key challenges facing Brunswick County in the next ten years. First, Brunswick County, like other Virginia localities, is facing continued reductions in state and federal aid, unfunded mandates, and rules and regulations that have fiscal consequences. All of these have implications on balancing our local budgets, strain our limited resources and hinder our ability to provide quality essential services.

Second, we are expected to meet the growing citizen demands for more public services. Meeting citizen needs will be challenging because while the expectancy of local governments to provide these services have grown, revenue streams continue to lag behind expectations, thereby making it challenging to meet citizen needs.

Finally, economic development and associated workforce and aging infrastructure are ongoing challenges. We must continue efforts to develop creative strategies to attract, retain and expand businesses in an effort to create employment opportunities and generate new revenue streams. Simultaneously, we must ensure that we have a well-trained and qualified workforce to fill available positions along with upgrading our infrastructure, which is costly, to serve businesses.

The aforementioned challenges present opportunities for us to employ innovative approaches to address these complex challenges by engaging in more collaborative efforts with regional localities, utilizing technology to better communicate with and engage our citizens and business community, participating in more public-private partnerships to provide services and programs, and using creative financing to help defray costs, just to name a few.

JLARC to Study Department of Elections and Department of Professional and Occupational Regulations

Every year, the Joint Legislative Audit and Review Commission (JLARC) conducts several in-depth studies in furtherance of their mission to provide “policy analysis, program evaluation, and oversight of state agencies on behalf of the Virginia General Assembly.” On July 10, 2017, the JLARC Study Topic Subcommittee met in Richmond to discuss and vote upon new studies to be conducted over the course of the next year.

At this meeting, the Subcommittee formally approved two study resolutions directing JLARC to conduct full reviews of (1) the Department of Professional and Occupational Regulations (DPOR) and (2) the Department of Elections.

DPOR protects the health, safety and welfare of the public by issuing professional credentials and enforcing standards of safety and professional conduct. Despite its broad and diverse reach, DPOR has not been reviewed by JLARC since 1982. As such, JLARC proposed a full agency review, with focus on 1) organization and staffing; 2) public participation and access; 3) standards of professional conduct; 4) standards and fees; 5) budgetary needs; 6) how Virginia compares to other states; and 7) coordination with other Virginia agencies. [The resolution](#) was unanimously adopted.

Next, JLARC noted that they had completed a limited review of the Virginia Election and Registration Information System (VERIS) in 2008, but they have not completed a full review of the Department since 1998. As such, JLARC proposed a full agency study with a focus on 1) the administration of elections; 2) training standards and practices for local boards and general registrars; 3) reporting requirements; 4) accuracy and timeliness of voter registration; 5) the efficiency, efficacy, and security of VERIS; and 6) the organization and staffing needs of the agency. After some discussion, JLARC staff agreed to broaden the study and also focus on financial management and funding issues. [The resolution](#) was unanimously adopted.

In addition to voting to approve these two studies, the Subcommittee also asked that JLARC staff prepare draft study resolutions on three additional topics: (1) inmate healthcare issues; (2) foster care, adoption, and Comprehensive Services Act (CSA) services; and (3) workers’ compensation. JLARC staff will prepare drafts and present them for discussion and votes at the Subcommittee’s next meeting.

VACo Contact: [Chris McDonald, Esq.](#)

Governor Announces FY 2017 State General Fund Revenue Surplus

On June 12, Governor McAuliffe announced that the state has finished FY 2017 with a \$132 million revenue surplus, according to preliminary data. Detailed information will be presented to the “money committees” in August, but initial reports suggest that income tax withholding and corporate income tax were major contributors to the surplus, with income tax withholding growth of 5.2 percent outpacing the forecast of 3.6 percent growth and corporate income tax growth of 8.1 percent beating the forecast of 3.8 percent growth. Sales tax collections continue to lag forecasted growth, weakness that Secretary of Finance Richard D. Brown attributed in part to consumers’ increasing preference for online shopping over purchases at bricks-and-mortar stores, according to [the Richmond Times Dispatch](#).

[Budget language](#) requires half of the surplus to be placed in a revenue reserve, after any required deposits to the Revenue Stabilization Fund and the Water Quality Improvement Fund. However, according to the Richmond Times-Dispatch, several members of General Assembly leadership have advocated for placing the entire surplus in the revenue reserve as a hedge against future economic pressures, citing the need to protect the state’s strong bond rating. Earlier this year, Standard and Poor’s placed a negative outlook on Virginia’s AAA bond rating due to concerns over whether the state’s reserves are adequate to absorb future economic shocks, such as federal spending cuts.

Final year-end figures will be available in the Governor’s presentation to the money committees on August 21.

VACo Contact: [Katie Boyle](#)



Visit Orange County and James Madison's Montpelier

Welcome to Montpelier, the home of President James Madison, the Father of the Constitution and Architect of the Bill of Rights, and Dolley Madison, America's first "First Lady."

The Montpelier estate features the historic home and grounds, gardens, historic buildings, exhibitions and tours, archaeological sites, and 8+ miles of walking trails.

SOURCE: [Visit Montpelier](#)





Mark Your Calendars



SIGN UP FOR THE NEXT SUPERVISORS' CERTIFICATION CLASS



Making a Governance Difference: The Role of Purpose Driven Policy, Deliberation and Decision Making

Opening Session: September 15, 2017

Closing Session: November 3, 2017

Location: Albemarle County

Cost: \$350

Registration Deadline: September 5, 2017

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

Can Boards of Supervisors apply innovative decision-making models to create purpose driven policies? Decision making is challenging when multiple elected officials, government professionals, and citizens are involved. Nonetheless, there must be a clear process to move from defining a problem to implementing a course of action and then evaluating the outcome realized.

This class examines legal principles established by the U.S. and Virginia Constitutions, the Dillon Rule, as well as other ordinances and regulations which influence policy making and decision making. Class participants explore how they can work effectively across boundaries as well as apply thinking strategies and the six thinking hats methodology espoused by the [de Bono Group](#).

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

VACo Associate Member SPOTLIGHT

VACo is proud to announce a new feature in County Connections. Each month we will spotlight at random one of our Associate Members so you can get to know them better. This month's spotlight is **Zelos, LLC**, a VACo Associate Member since 2012.



Zelos helps governments and non-profits accomplish their missions through customized consulting and training in strategic management, leadership development and productivity initiatives. Today, the Zelos mission is to help governments and non-profits accomplish their missions with unique, high-quality services at a reasonable and responsible cost, and our vision is to be a reliable and effective partner to every client, every time. Our services help build our clients' capacity in these four categories:



Strategy



Leadership



Performance



Customer Service

Zelos is a **smart-small business**, by which we mean that Zelos **focuses** its resources on identifying the best consultants and trainers in the market, not on prime office facilities, furniture and other costly overhead. We share office space with other small businesses to keep our costs down; we collaborate and share in the cloud to be accessible and flexible to our clients; we use our extensive professional and personal networks to identify exceptional talent who will deliver services in the Zelos tradition. When you spend your valuable time and money for Zelos services, you are buying just that—**service and expertise**, not overhead.

Contact

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Website: www.zelosllc.com

LinkedIn: <http://www.linkedin.com/company/zelos-llc>

VACo Contact: [Carol Cameron](#)

VACo Regional Meeting

Join us on August 10 | Region 6 | Clarke County

VACo Members -

We are excited to bring a 2017 Regional Meeting to VACo Region 6. Regional representatives are invited to attend and will soon receive an informational email. This is an opportunity for county elected officials to share local and regional problems and solutions. We expect an open discussion and your attendance adds to the value of the meeting.

We also invited all state legislators in the VACo Region 6 area. The event format allows for lawmakers to hear your concerns and answer some of your questions.

The meeting includes an educational presentation as well as a session that gives local representatives an opportunity to share their issues. We encourage you to attend and represent your county.

Please RSVP to Valerie Russell at vrussell@vaco.org.

[Click here to view informational flier.](#)

VACo Contact: [Joe Lerch, AICP](#)



The Virginia Association of Counties invites you to join us at the 2017 VACo Region 6 meeting on Thursday, August 10 from 6 to 8 p.m. at John H. Enders Fire Company Social Hall, 9 South Buckmarsh Street, Berryville, VA 22611.

Expected attendees include Board Chairs, Vice Chairs, Supervisors, Legislators, Planning District Commissioners and County Administrators and Executive Staff from Clarke, Frederick, Greene, Madison, Page, Shenandoah and Warren Counties.

VACo 2017 Region 6 Meeting Agenda

WELCOME

Barbara J. Byrd | Supervisor, Clarke County & Region 6 Director, VACo Board of Directors
Dean Lynch | Executive Director, VACo

VACo EDUCATION

TBD

CONVERSATIONS WITH STATE LEGISLATORS (Invited)

Senator Emmett W. Hanger Jr. (21 st Senate District)	Delegate Nicholas J. Freitas (30 th House District)
Senator Mark D. Obenshain (26 th Senate District)	Delegate C. Todd Gilbert (15 th House District)
Senator Jill Holtzman Vogel (27 th Senate District)	Delegate Ernie A. Lalloek (33 rd House District)
Delegate Robert B. Bell, III (58 th House District)	Delegate J. Randall Minchew (10 th House District)
Delegate Chris Collins (25 th House District)	Delegate Michael J. Wehert (18 th House District)

ROUND TABLE DISCUSSION OF LOCAL ISSUES

Clarke County | Frederick County | Greene County | Madison County |
Page County | Shenandoah County | Warren County

Sponsored by



FEMA Proposal Affects All Communities Participating in the National Flood Insurance Program

FEMA recently published notice of its intent to adopt a policy for managing minor development activities within the floodplain. See: <https://www.fema.gov/media-library/assets/documents/131010>. This policy proposal stems from a FEMA concern that many relatively minor low-impact activities which meet the definition of “development” within the NFIP regulations (CFR 44) are not being reviewed by participating localities and that while none individually are likely to increase risk within the Special Flood Hazard Area (SFHA), the cumulative impacts over time could have that effect.

The draft FEMA Policy Guidance creates a new required process—Review, Assess & Document (RAD)—to manage and permit low-to-no-impact development activities within the SFHA. This process is to be applied to any development activity in the SFHA (defined as *any man-made change to improved or unimproved real estate including but not limited to buildings or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials*), and especially for those activities which currently do not require a permit and often for which there is not an existing notification requirement within local building, planning or zoning codes.

The public is invited to comment on the draft policy until August 23, 2017. Comments are to be submitted to: FEMA-Floodplain-Management-Division@fema.dhs.gov.

American Planning Association’s (APA) Legislative and Policy Committee is considering providing comments to FEMA on behalf of APA and asks that members providing comments to FEMA share those comments with the Committee. Please send to: govtaffairs@planning.org.

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



Attention VACo Associate Members - sponsorship opportunities available

We are finalizing plans for the VACo County Officials' Summit, which will be held on Monday, August 21, at the DoubleTree by Hilton in Charlottesville. This day-long event includes a morning of education followed by an afternoon of VACo Steering Committee Meetings. We expect roughly 200 county officials to attend. We will soon announce the robust education agenda.

If your organization is interested in sponsoring any of the Monday events, we have several sponsorship opportunities available throughout the day with different ways to connect to attendees. Check out the [Summit Sponsorship Form](#) on our website for more information.

If you are interested in a sponsorship opportunity, please reach out to [Carol Cameron](#) at 804.343.2507 or [Amy Sales](#) at 804.343.2510.



Associate Members - Seize this opportunity to connect with VACo members through the Associate Member Business Cards Program in County Connections. This is a stylish and quick way to connect with local government elected officials and county leadership and staff through VACo's newsletter.

The design allows for you to showcase the following – **Logo** | **Contact Name and Title** | **Contact Email** (Linked) | **Specific Website Page** (Linked) OR **Content like Video or Promotional Material** (Linked)

Please contact Carol Cameron for more information at ccameron@vaco.org or 804.343.2507.

Health options made easier



A new offering for VACo members

For more than 160 years, Aetna has helped people lead healthier lives. And now, our **dedicated Public Sector team is providing health solutions to VACo members**, with a focus on long-term cost sustainability, innovative benefit options, and **improved experiences for your members**.

The heart of our VACo offering is consumer-directed coverage, which combines industry-leading health and condition management programs with cost-conscious behavior that **helps Virginia's working families save** for future medical expenses.

Bottom line? The right health plan should do more than just pay medical bills. It should also give you the facts and support you need to make the right decisions. Our customized offer for VACo members – with special programs and online services – will help you understand and use your health care benefits to the fullest. All to help simplify the process, eliminate the guesswork, and bring your health ambitions to life.

For more information, contact:
Kim Patrick, Vice President of Client Management
Phone: (443) 285-1710
Email: PatrickK@aetna.com

As a VACo member, you'll have access to all this, plus some of Aetna's industry-leading interactive member tools, including:

Aetna Member Services Concierge

Think of this feature as your personal assistant to guide you through the health care process. Your concierge will help answer all your questions, and help find solutions that fit your budget and needs. It's simple – just call one number to get the answers you need, from understanding your benefits to finding the right resources available to you.

Member Payment Estimator tool

Compare and estimate costs of up to 10 different network doctors or facilities at once. This way, you can make better health care decisions that will help you save on out-of-pocket costs.

Aetna In Touch CareSM program

We help members with the greatest acute and chronic needs to work toward their best possible outcomes. This means you don't need to buy disease- or case-management to go with it.

Health benefits and health insurance plans contain exclusions and limitations. Providers are independent contractors and are not agents of Aetna. Provider participation may change without notice. Aetna doesn't provide care or guarantee access to health services. Health information provides general health information and isn't a substitute for diagnosis or treatment by a physician or other health care professional. Information is believed to be accurate as of the production date; however, it's subject to change. For more information about Aetna plans, refer to aetna.com.



aetna.com



Housing Opportunities Made Equal Event

When

Friday, September 22, 2017
9AM to 5PM

Where

Virginia Commonwealth University
Student Commons
907 Floyd Avenue
Richmond, VA 23220

Registration is now open for **Confronting Barriers: Strategies for Housing Equality.**

Join Housing Opportunities Made Equal of Virginia and Virginia Commonwealth University's L. Wilder School on September 22, 2017 for a summit on Affirmatively Furthering Fair Housing.

[Get more information](#) | [Register Now!](#)

Confronting Barriers is an opportunity for planners, government officials, non-profit advocates, and other housing industry professionals to come together to hear from a variety of national and local experts on our responsibility to affirmatively promote equitable access to opportunity in our communities. Participants will gain a better understanding of HUD's Affirmatively Furthering Fair Housing Rule (AFFH), build tools for completing the Assessment of Fair Housing, and engage in discussions about the role of prejudice as an impediment to housing access. This day-long educational event will include a morning plenary, morning and afternoon workshops, as well as a lunch-time keynote speaker.

Early-bird registration for this conference is \$70 until July 15. Afterward, the price increases to \$85 for everyone but non-profit attendees.

Interested in co-sponsoring this conference? Email AFFHsummit@HOMEofVA.org.



VIRGINIA DEPARTMENT OF EDUCATION

The Virginia Board of Education will hold a series of public hearings in July and August to gather feedback from families, educators, and community members.

Wednesday, August 9 – Virginia Beach

6:30 p.m.

Location: Old Donation School

Address: 4633 Honeygrove Rd, Virginia Beach, VA 23455

Wednesday, August 23 – Mecklenburg County

6:30 p.m.

Location: Park View High School

Address: 205 Park View Cir, South Hill, VA 23970

Public comment will be accepted at each of the meetings listed above. While the Board welcomes all comments from the public, it is specifically interested in feedback on the Board's work related to the following:

- The Standards of Accreditation, including changes to high school graduation requirements and changes to how schools will be accredited in the future
- The Every Student Succeeds Act (ESSA) State Plan
- Identifying conditions and needs of public education, for updating the Board's comprehensive plan and annual report to the Governor and General Assembly

For planning purposes, **kindly RSVP to the Director for Board Relations, Emily Webb, at Emily.Webb@doe.virginia.gov** if you are able to attend one of these meetings (RSVPs are appreciated, but not required). If you know of others who would like to join, feel free to share this information with them.

A sign in sheet will be provided at each hearing for those individuals wishing to address the Board. So that Board members are able to hear from as many people as possible, each speaker is asked to limit his or her comments to 3 minutes. If individuals wish to submit written copies of their remarks or additional materials for the Board to consider, those will be accepted at the hearing. Comment cards will also be available. The Board President or chairperson may, in his or her discretion, extend the public comment portion of the meeting, allocate the time available for public comment, adjust the order of speakers, or take other reasonable measures to ensure that the Board hears multiple views on any matter presented.

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).



[RISK MANAGER](#) |
Albemarle County | Posted July 11



[TREASURY DIVISION CHIEF](#) | Prince William County |
Posted July 7



[ADMINISTRATIVE ASSISTANT HUMAN RESOURCES](#) |
Gloucester County | Posted July 11



[ALBEMARLE CHARLOTTESVILLE UVA ECC EXECUTIVE DIRECTOR](#) [Brochure](#) |
Albemarle County | Posted July 7



[PRETRIAL DOMESTIC VIOLENCE OFFICER AND OTHER CAREER OPPORTUNITIES](#) | James City County | Posted July 14



[BUILDING OFFICIAL](#) |
Rappahannock County | Posted July 10



[ANIMAL CONTROL OFFICER](#) | Pittsylvania County |
Posted July 5



[DIRECTOR OF COMMUNITY DEVELOPMENT](#) | City of Poquoson | Posted July 13



[CITY ATTORNEY](#) | City of Manassas | Posted July 10



[DIRECTOR OF ECONOMIC DEVELOPMENT](#) | City of Falls Church |
Posted July 5



[DEPUTY CITY MANAGER](#) | City of Norfolk | Posted July 13



[EMERGENCY SERVICES COORDINATOR](#) | Middlesex County |
Posted July 7



[WASTEWATER FACILITIES MECHANICS](#) | James City County |
Posted July 5



[FAUQUIER COUNTY JOB FAIR](#) | Fauquier County | Posted July 12



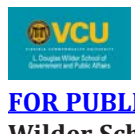
[CIRCULATION SERVICES DIRECTOR AND OTHER CAREER OPPORTUNITIES](#) | James City County |
Posted July 7



[SENIOR ELIGIBILITY WORKER](#) | Montgomery County |
Posted June 30



[ASSISTANT COUNTY ADMINISTRATOR – OPERATIONS](#) |
Pittsylvania County | Posted July 11



[DIRECTOR OF CENTER FOR PUBLIC POLICY](#) | L. Douglas Wilder School of Government and Public Affairs at Virginia Commonwealth University |
Posted July 7



[NURSING ASSISTANT AND OTHER OPPORTUNITIES](#) | James City County |
Posted June 30



ASSISTANT ZONING ADMINISTRATOR/PLANNER | Amherst County | Posted June 30



HUMAN RESOURCES ANALYST III – PERFORMANCE MANAGER | Prince William County | Posted June 29



PSA ENGINEERING TECHNICIAN | Montgomery County | Posted June 29



STORMWATER COMPLIANCE SPECIALIST | Montgomery County | Posted June 29



DIRECTOR OF FINANCE | Franklin County | Posted June 29



PART TIME RECEPTIONIST (FIRE & RESCUE) | Frederick County | Posted June 27



EMS BILLING SPECIALIST | Frederick County | Posted June 27



FOOD SERVICE SUPERVISOR | Frederick County | Posted June 27



CIVIL ENGINEER | Frederick County | Posted June 27



CUSTOMER SERVICE REPRESENTATIVE | Frederick County | Posted June 27



HR RECRUITMENT SPECIALIST | Frederick County | Posted June 27



ECONOMIC DEVELOPMENT DIRECTOR | Town of Leesburg | Posted June 27



SOCIAL SERVICES DIRECTOR II | Orange County | Posted June 26



PLANS EXAMINER AND OTHER EMPLOYMENT OPPORTUNITIES | James City County | Posted June 23



SENIOR PLANNER COMMUNITY DEVELOPMENT | King George County | Posted June 22



PROGRAM ASSISTANT | Montgomery County | Posted June 21



SENIOR AUTOMATION ANALYST | Chesterfield County | Posted June 20



CHILD ADVOCACY CENTER ADMINISTRATOR | Chesterfield County | Posted June 20



AQUATICS COORDINATOR AND OTHER EMPLOYMENT OPPORTUNITIES | James City County | Posted June 16



REAL ESTATE APPRAISER | Hanover County | Posted June 16



CENTRAL LIBRARY SERVICES DIVISION CHIEF | Arlington County | Posted June 15



GIS ANALYST | Montgomery County | Posted June 15



CHIEF BUILDING OFFICIAL | Hanover County | Posted June 15



TAX AUDITOR II | Arlington County | Posted June 14



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Administrative Assistant: Valerie Russell
VACORP: 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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