

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

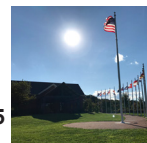
September 15, 2017



Regions 9
& 11 Meet
in Botetourt
County...
Page 2



Visit Appomattox
County and The
American Civil
War Museum -
Appomattox... Page 5



VACo Spotlight
- Sussex
County Vice-
Chairman Keith
C. Blowe...
Page 3



Check out
The Berkley
Group's ETA
Program...
Page 7



Panel recommends actions for legislature to close gap in funding for transit



In 2016 the General Assembly created the [Transit Capital Project Revenue Advisory Board](#) (TCRAB) “to identify possible sources of replacement revenue” when dedicated bond funds for transit capital projects (approved in 2007) expire in 2019. Based on needs and projected revenues, the average annual revenue gap will be \$130 million over the next decade, a 40 percent decrease in current levels. In their [final report](#) to the General Assembly issued in August, the advisory board made the following recommendations in order to address the so called “fiscal cliff” in transit capital funding:

- Picking a funding approach that utilizes a combination of revenue sources to spread the impact, or a single statewide source that is predictable and sustainable;
- Revenue sources that ramp up gradually to address future gaps and needs;
- A combination of statewide and regional sources, with the majority of support coming from statewide sources;
- An approach for regional funds directed to prioritized needs within that region;
- A floor on the Northern Virginia and Hampton Roads regional gas taxes; and
- Excess Priority Transportation Fund Revenues (after debt service) dedicated to transit capital as this source becomes available.

Approximately 80 percent of transit capital funds the state provides are dedicated to the replacement of existing assets such as buses, maintenance facilities and supporting technology. This state match is important because it keeps such assets in a “state of good repair.” Currently, the state is able to support rolling stock replacement at a match rate of 68 percent. Without addressing the revenue gap the match rate will fall to approximately 28 percent.

As stated in the final report, a failure by the legislature to replace the loss in capital funding “will have a cascading effect on the ability of these systems to operate safe and reliable service and will result in the loss of federal funds if transit systems are unable to provide matching funds for capital assistance from the Federal Transit Administration.”

In anticipation of the need for the legislature to act to address this issue, VACo’s Transportation Steering Committee drafted the following priority position for inclusion in the 2018 Legislative Program:

Unless the 2018 General Assembly approves increased revenues for multimodal transportation needs that are separate, reliable and permanent, (including dedicated funding for Metro), Virginia will face a congestion and mobility crisis that will strangle economic growth, threaten public safety and negatively affect the quality of life of all residents.

In addition to identifying sources of revenue for transit, TCRAB was also tasked with developing “methodologies for further prioritization of transit capital funds.” The advisory board developed a set of policy principles for project prioritization as outlined in the [final report](#), beginning on page 32 of the document. With the recommendation that the prioritization process be developed by the Commonwealth Transportation Board (CTB) “in a manner similar to the development of the SMART SCALE process,” the advisory board acknowledges that it “would be less effective without new funding to support full implementation.”

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

Regions 9 and 11 Meet in Botetourt County



Bath County Supervisor Claire Collins asks Deputy Secretary of Commerce and Trade Hayes Framme about incentivizing the expansion of rural broadband at the Regions 9 & 11 Meeting in Botetourt County.

Representatives from Regions 9 and 11 gathered in Botetourt County this week for VACo's final regional meeting of 2017. Attendees discussed a variety of issues of shared concern, in particular the need for improvements to Interstate 81 and the importance of high-speed internet access in rural areas.

Deputy Secretary of Commerce and Trade B. Hayes Framme made a presentation on the growth of solar energy as an industry in Virginia, noting the increase in the number of solar-related jobs in Virginia in the last several years and the [significant number of proposed solar installation projects awaiting approval](#). He discussed new "community solar" projects, which were recently authorized by the General Assembly and allow subscribers to purchase energy from solar generation without owning the solar panels or the land on which they are installed. He noted that local governments retain zoning authority over the siting of industrial-scale solar installations, and that the Administration encourages solar developers to work with affected localities so that "responsible and reasonable" ordinances can be adopted governing the locations of these facilities. The Administration recognizes that the required machinery and tools tax exemption for solar installations (a full exemption for installations generating five megawatts or less, and an 80 percent exemption for larger projects) is another factor localities must take into consideration when weighing approval of solar projects.

Deputy Secretary Framme also outlined several efforts underway to promote the deployment of broadband to underserved areas, including the [Virginia Telecommunication Initiative \(VATI\)](#), which provides gap financing for broadband projects involving public-private partnerships. Attendees discussed the vital importance of internet access to education and economic development and shared some examples of innovative approaches to the issue, such as requiring developers to install conduit in new construction. There was broad agreement that additional funding is needed to establish incentives to serve rural and underserved areas, and that Virginia risks being bested by other states in economic development if investments in this service are not made.

Participants expressed strong interest in working collectively with both the state and federal governments to address the congestion on Interstate 81, which poses serious safety concerns. Collaborating with neighboring states, perhaps through NACo, was discussed, and attendees emphasized the need to begin working as soon as possible with the newly-elected Governor later this year.

VACo held seven regional meetings this year, which encompassed nine regions. The discussions have been invaluable in the development of VACo's draft legislative platform, and VACo is grateful to all of our hosts, attendees, regional partners, and sponsors for their participation.

VACo Contact: [Katie Boyle](#)

VACo SPOTLIGHT

**KEITH C.
BLOWE**

**Sussex County
Board of
Supervisors
Vice-Chairman**



Q1. You served in U.S. Army for more than 28 years before retiring as a Colonel, and you now run your own business. What made you decide to run for public office?

Keith Blowe: Serving in our Armed Forces all over the world was truly a humbling experience for me. I was honored to have the opportunity to work with and lead our young soldiers, airmen, Marines and Coast Guardsmen. They demonstrate every day what true sacrifice is by helping and serving others in far-away lands while their families go on without them. About five years before our retirement we decided to come back home and take over the family farm. Once we returned home we were greatly disappointed in the progress the County had made in regards to basic necessities such as broadband, libraries, grocery stores and recreation facilities throughout the County. I began going to Board of Supervisors meetings and serving on various community boards to support my community. As a trained strategic planner in the military it became clear that our county did not have a clear plan and vision of how to move the County forward for the future. As the scriptures tell us – *a people without a vision will perish*. My overarching goal was simply to help our County make our community a desired place to live, work and play as opposed to having to go to other areas to obtain what I consider to be basic necessities. It was and is totally unacceptable for me that daily we send our young military members to undeveloped countries and within 24 hours we can communicate (talk & video) from one end of the country to the other but right here in Virginia, 45 minutes from the State Capital, our citizens cannot maintain a phone call without interruption or have access to broadband internet service at a reasonable price. This was the primary reason for me running for elected office.

Q2. You served in many leadership roles in your Army career, including as Executive Officer to the US Army Inspector General and Command Provost Marshal at Training and Doctrine Command. How did this training prepare you to serve in a leadership role in civilian life? How does civilian leadership differ?

KB: Training is critical for advancement within our military. It occurs in two ways – on-the-job-training and formal classroom training. The military training model is one of “Continuous Learning” and exposes all to working with diverse groups as well as in diverse environments. This model ensures that everyone is operating from the same foundation. In a sense ADAPTATION is the critical link once the training has taken place. So, without a doubt, “Continuous Learning and Adaptation” have been critical aspects of my military training that have facilitated my transition to civilian leadership positions. Although I bring a wealth of experience and education to my position as a Supervisor, I continue to seek out and attend training geared to this position, to adequately prepare myself for serving. As an example, I recently completed the VACo sponsored 18-month Virginia Certified County Supervisor Program. Dr. Martha Walker and Dr. Mike Chandler provided a rich learning environment with their years of experience in education and government organizations. Through their guidance and the experience of learning from other BOS members from across the Commonwealth, this was the most enriched learning experience that I have encountered since leaving the military. One of the biggest differences in military and civilian leadership is that unfortunately, everyone is not operating from a common foundation in the civilian sector. The Virginia Certified County Supervisors’ Program provides this common foundation for elected officials in Virginia. Regrettably, far too many elected officials attempt to execute their duties without attending what I believe to be the most significant training opportunity they could have to meet the needs of the citizens they were elected to serve.

Q3. Virginia is home to many veterans and the last several administrations have made veterans’ issues a special area of focus. You’ve mentioned telemedicine as a great area of opportunity for helping veterans in rural locations connect to service providers. Are there other recent veterans’ services initiatives – at the federal, state, or local level – that you would point to as particularly promising?

KB: Veterans in rural communities face special challenges. Providing medical support remotely and via the internet are critical advances that provide promise for rural areas. Access to broadband will be critical in making this a reality in Southeastern Virginia and other rural communities across the country. I believe the initiative to streamline the process for Veterans applying for and appealing benefit decisions is long overdue. With today’s advances in technology one should not have to wait six months or more for benefit decisions. Tied to this initiative is the act of combining Department of Defense and Department

VACo SPOTLIGHT CONTINUED ON PAGE 11

State Board of Elections Decertifies DRE Voting Machines

The State Board of Elections voted unanimously on September 8 to decertify Direct Recording Electronic (DRE) machines for use in Virginia, effective immediately. [As discussed in the last issue of County Connections](#), this decision was the result of a security review of the machines undertaken by the Virginia Information Technologies Agency (VITA), which was prompted by reports of the ease with which hackers were able to breach the security of certain DRE machines at a conference in Las Vegas earlier this year. In a [memorandum to the State Board](#), the Department of Elections recommended that the machines be decertified; although the full results of VITA's review are confidential, the Department's memo quotes VITA's analysis that "each device exhibited material risks to the integrity or availability of the election process."

As a result of the State Board's decision, DRE machines cannot be used to conduct the upcoming November election and new machines must be acquired as soon as possible in order to allow time for them to be delivered and staff and for election officers to be trained in their operation. Throughout the process of evaluating the DREs, VACo has expressed concern about the effect of a decertification decision on localities and the difficulty of purchasing new machines in the middle of the fiscal year; VACo reiterated these concerns in a letter to the State Board and in public comments at the September 8 meeting. As noted in communications to affected counties, voting machine vendors have offered a variety of incentives to localities, including flexible financing options and the ability to lease machines for the upcoming election.

VACo will continue to advocate for state assistance with the costs of election administration in the 2018 session.

VACo Contact: [Katie Boyle](#)

State General Fund Revenues Increase in August



The Governor announced this week that state General Fund (GF) revenues grew 1.1 percent relative to the previous year, due largely to continued strength in individual income tax withholding collections. On a fiscal year-to-date basis, collections increased by three percent, outpacing the annual forecast of 2.7 percent growth.

Individual income tax withholding, representing 63 percent of GF revenues, grew 0.8 percent relative to last August; however, last August included two additional deposit days, which somewhat skews month-over-month comparisons. On a fiscal year-to-date basis, individual withholding collections grew by 3.5 percent, ahead of the annual forecast of 1.8 percent growth.

Sales and use tax continues to be an area of concern, falling 1.3 percent in August due to several large refunds. On a fiscal year-to-date basis, sales tax collections have grown 1.1 percent, underperforming the annual forecast of 2.8 percent.

As noted in [Secretary of Finance Ric Brown's memorandum](#), August is not a significant month for revenue collections, as collections are largely comprised of sources with regular monthly payments, such as withholding and sales taxes; estimated payments for corporate income taxes and individual income tax nonwithholding are not due until September. Secretary Brown notes, "September collections will complete the first quarter of fiscal year 2018 and provide a clearer assessment of revenue growth."

VACo Contact: [Katie Boyle](#)



Visit Appomattox County and The American Civil War Museum - Appomattox

Standing on the site of The American Civil War Museum - Appomattox, you can look northeast to Appomattox Court House, site of the meeting between Robert E. Lee and Ulysses S. Grant where the Army of Northern Virginia surrendered on April 9, 1865. From this intersection of Routes 24 and 460, turn your eyes south to the site of the Battle of Appomattox Station - saved by the Civil War Preservation Trust - and, just beyond that, to the edge of the town of Appomattox, one of the most recognizable names in American history.

Appomattox is deeply embedded in the consciousness of people from the many states and nations who study the Civil War and American history. Each year large numbers of visitors come to this place to walk in the footsteps of those who took part in events here which had such a profound effect on the United States.

[Make plans to visit the Museum in Appomattox.](#)

SOURCE: ACWM.org





Mark Your Calendars



MARK YOUR CALENDAR FOR

**SepticSmart
Week 2017**

September 18-22, 2017



SepticSmart Week is an annual event focused on educating homeowners and communities on the proper care and maintenance of their septic systems.

Learn more about the core messages of SepticSmart Week:

- Think at the Sink
- Don't Overload the Commode
- Don't Strain Your Drain
- Shield Your Field
- Test Your Drinking Water Well



**Be a good neighbor and do your part
to be SepticSmart!**



It's OFFICIAL – Governor Terry McAuliffe has proclaimed September 18-22 to be SepticSmart Week in Virginia!

WHEREAS, proper septic system use and routine care are vital to protecting public health, preserving our highly valued groundwater, lakes, streams and waterways, and avoiding costly repairs that can result from neglect; and

WHEREAS, nearly 25 percent of residents in Virginia rely on septic systems to treat wastewater from homes and businesses; and

WHEREAS, wastewater professionals of the Commonwealth of Virginia use their expertise in the design, installation, maintenance, and regulation of septic systems in Virginia; and

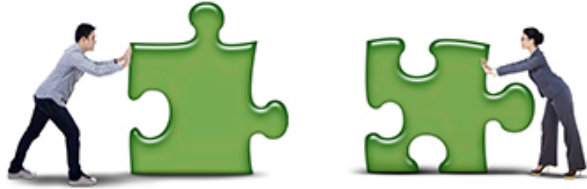
WHEREAS, the U.S. Environmental Protection Agency's SepticSmart program used by Virginia health officials educates homeowners about the need for proper septic system use and routine maintenance; and

WHEREAS, residents and the environment of Virginia benefit from properly designed, installed, operated, and maintained septic systems;

NOW, THEREFORE, I, Terence R. McAuliffe, do hereby recognize September 18-22, 2017, as SEPTICSMART WEEK in our COMMONWEALTH OF VIRGINIA, and I call this observance to the attention of all our citizens.

As part of VDH's mission to protect the health and promote the well being of all people in Virginia, we will be providing you with great tips on the proper care and maintenance of your onsite sewage system. Take care of your health and Virginia: be SepticSmart!

A VACo Partner



The Berkley Group's ETA Program provides localities with experienced management services during an executive vacancy

When the Town of Amherst had its top administrative position suddenly open after 25 years, the Council decided to tackle the problem with a modern approach. Instead of calling around the state, seeking an experienced and capable interim replacement, the Town of Amherst contacted professional consulting firm [The Berkley Group](#).

Soon after, both parties entered into a contract under The Berkley Group's [Executive Transition Assistance \(ETA\) Program](#) to hire the firm's Executive Manager [Peter Huber](#) to serve as interim Town Manager.

"We chose Mr. Huber because we felt he was the best fit for assisting us in finding a new full-time Town Manager, and for keeping the town running smoothly," said Amherst Town Council Member Rachel Carton to the *Roanoke Times*.

Carton added that the goal is to have a full-time Town Manager in place by the new year. Huber started on September 14 and will assist the town for approximately four months.

Huber's hiring through The Berkley Group's ETA Program was a stroke of genius by the Town of Amherst. Its previous Town Manager, Jack Hobbs, served admirably for 25 years and for five mayors. Hobbs resigned on August 9 to become Madison County Administrator.

There are few top administrative executives or managers available who can replace such experience in a pinch and handle the stresses and unknowns of such a transition period.

"Pete is an intelligent, experienced manager and a calming influence due to his low-key, amenable personality," said The Berkley Group's CEO Darren Coffey. "His presence will really benefit the Town of Amherst during its time of leadership transition."

Huber brings over 30 years of local government experience and served as Pulaski County Administrator for nearly 17 years. Huber was the Town Manager for the Town of Saltville early in his career.

Huber is one of six Executive Managers in The Berkley Group's ETA Program. The lineup is impressive – [L. Kimball Payne, III](#), [Joseph S. Paxton](#), [Jim P. Zook](#), [Robert W. Lohr, Jr.](#) and [Daniel E. Taber](#). The Berkley Group is always looking to add Executive Managers to have the most experienced, diverse and geographically accessible program possible.

"We look forward to utilizing (Pete's) experience to serve us during this interim period while we look for our next Manager," said Town of Amherst Mayor Dwayne Tuggle, who added that Huber was highly recommended by the search committee and approved unanimously by Council.

[Click here](#) to learn more about The Berkley Group's ETA Program. The Berkley Group is a [VACo Partner](#).

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

Digital Counties Survey 2017 – Winners Announced



The Center for Digital Government (CDG) and the National Association of Counties (NACo) announced the winners of the 15th annual Digital Counties Survey. The survey, conducted by CDG in partnership with NACo, identifies the best technology practices among U.S. counties, including initiatives that streamline delivery of government services, encourage collaboration and shared services, enhance cybersecurity and even reduce carbon emissions.

Virginia was well-represented with Arlington County and Albemarle County earning first place awards. Here's what CDG and NACo had to say about each county.

Arlington County (150,000-249,999 population category) - Arlington County's primary goals are transparency, open government and economic development. Initiatives such as the Open Data Portal and a webcast program are helping the county achieve those goals. County board meetings, work sessions and commission meetings, including online real-time discussions, are streamed live over the internet and are increasing citizen participation exponentially.

Albemarle County (up to 150,000 population category) - Albemarle County launched numerous cybersecurity programs following an extensive security audit. In addition, SANS security training is provided for all employees. The county also recently completed the first community telecommunications plan using nearly \$200,000 in grant awards, partnering with broadband providers, public safety, fire, schools and the courthouse.

Fairfax County, Chesterfield County, Loudoun County, Montgomery County, Roanoke County and York County earned Top 10 rankings in their respective population categories.

"Digital counties are leveraging technology to improve the ways they conduct business and engage with citizens in increasingly innovative and exciting ways," said Todd Sander, executive director, CDG. "The Center for Digital Government congratulates this year's winners for their work to reduce costs, encourage citizen engagement, increase efficiencies and proactively address citizen expectations."

"As technology continues to grow in all facets of our lives, country governments are adapting and innovating," said NACo Executive Director Matthew Chase. "The Digital Counties Survey spotlights how counties deploy technology to enhance services and benefit residents while being responsible stewards of taxpayers resources."

[Click here to see all the winners.](#)

SOURCE: [Center for Digital Government](#)

State approves new funding formula for local 911 programs



On September 14, the [9-1-1 Services Board](#) adopted a recalculation of the wireless 9-1-1 funding distribution formula that localities receive to operate their emergency call centers. The revised formula is based on a combination of call load data and 2018 population estimates, and will result in some localities receiving more, or less, starting July 1, 2018. [This chart](#) shows the estimated impact of the new formula for each of the 119 PSAP (Public Safety Answering Point) facilities required to be equipped and staffed on a 24-hour basis.

On July 31, VACo notified all county administrators of the proposed change to the formula, including the estimated impacts in funds distributed to each PSAP facility. At a minimum, each facility will be allocated \$40,000 annually.

In order to effectuate this change in the distribution, the 2018 General Assembly will need to pass a law to incorporate “population” and remove “cost” in the funding formula parameters, as currently prescribed in state code.

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

Early Bird Registration for the 83rd Annual Conference ends September 30



Registration for the 83rd Annual Conference is now open.

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

Join us November 12-14 in Bath County for VACo’s premier event. Register today!

Legislative knowledge shared at the Region 10 Meeting



VACo President Mary Biggs thanks Region 10 Members for their service.

The Region 10 Meeting had a familiar theme on September 7, with economic development, broadband and education funding dominating conversation like many of the previous five Regional Meetings across the state.

However, one new issue raised the eyebrows of VACo's staff. During introductions, when attendees were asked to name one important issue, Henry County Administrator Tim Hall expressed his concern over the State Police's new recruiting and hiring process to combat increases in vacancy rates. Some State Police Field Divisions are experiencing nearly 50 percent vacancy rates.

Hall said that the State Police's Accelerated Lateral Entry Program (ALEP) would allow existing Virginia Department of Criminal Justice certified law enforcement officers with at least three years of experience to apply for the intense eight-week training session. Qualified candidates accepted to the State Police program will be paid a starting salary of \$48,719.

Hall added that local police and sheriff's deputies may be enticed to leave and join the State Police ALEP. He said many local law enforcement officers would be able to serve the same jurisdiction they work in now.

Senator Mark Peake and Senator Frank Ruff spoke to the nearly 40 local leaders in attendance.

Senator Peake noted that he represents eight mostly rural counties and the two issues he hears most are economic development and unfunded mandates. In relation to the issue of state police hiring local law enforcement, Peake said that deputy pay compression needs to be addressed at the local level. Senator Ruff talked about several issues including solar, wireless communications, education and transportation. In regards to education, Senator Ruff said that "we don't take the blinders off kids," meaning that they all think a four-year degree is necessary when workforce training in some cases is more appropriate.

VACo staff capped off the evening with legislative reports on numerous issues, including an update on the Auditor of Public Accounts' fiscal stress warning system, transportation/Smart Scale and voting machines.

[Thank you for hosting Appomattox County!](#)

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

VACo SPOTLIGHT CONTINUED FROM PAGE 3

of Veterans Affairs' separate medical records systems into one record-keeping system. Additionally, reducing veteran wait times for medical care will greatly increase the overall care provided to many of our aging veterans. I am also excited about the "Accountability" initiative that will allow senior Veterans Affairs officials and other employees to be more easily dismissed for not adequately taking care of our veterans. Lastly, the \$3 Billion GI Bill Expansion initiative will expand eligibility for reservists and Purple Heart recipients along with introducing the "FOREVER GI Bill," which provides significantly more dollars for science and technology degree programs. This list is not conclusive but represents what I believe to be some of the most significant changes to the VA system that will positively impact veterans and their families in rural communities.

Q4. In your view, what are the major challenges and opportunities facing Sussex County in the next ten years?

KB: The major challenges and opportunities facing Sussex County over the next 10 years include: Economic Development; Expanding / Updating critical water and sewage infrastructure; and providing an educated and trained workforce. These are not new challenges and they are pretty consistent throughout the Southeastern Corridor of the Commonwealth. If we are to be successful in meeting these challenges, partnerships and teaming relationships will be critical as we are stronger together than working independently. VACo will play a key role in assisting our rural localities in meeting these challenges.

Q5. You've been involved with VACo since taking office, attending the Chairs' Institute and serving on the Finance Steering Committee. What elements of your work with VACo have been most helpful to you in your service on the Board of Supervisors?

KB: Beyond a shadow of doubt, my attendance and completion of the Virginia Certified Board of Supervisors Program has been by far the most significant resource for me in fulfilling my duties to County citizens. All elected officials should attend this VACo sponsored training to enable them to best serve their constituents.

Q6. Could you tell us a little about your family?

KB: Well, my wife and I met in the military over 30 years ago. She is a retired Ph.D., Clinical Psychologist from New York City. We have 4 adult children and 16 grandchildren who love visiting the farm. Our kids have varied backgrounds consisting of a Licensed Electrician; a Marine who currently serves as an IT Supervisor with the Veterans Administration; a University of Maryland graduate who is a stay-at-home mom / home schooler and a son who is a healthcare provider in Minnesota. As you can see our military lifestyle has created a diverse family that is spread out across the country. It is my hope, however, that one of the benefits to what I do as an Elected County official, is to help create an environment that will encourage them to make their home in Southeastern Virginia.

VACo Contact: [Katie Boyle](#)



The amount of student loan debt has risen by 149 percent over the past decade to \$1.4 trillion. Delinquencies have risen 62 percent for the same period. However, since 2007 delinquencies have declined by 3 percent, showing that borrowers are getting better at managing their debt.

Meanwhile, an Economic Policy Institute survey based on 2013 statistics shows that the wealthiest 1 percent of US families had over \$1 million saved for retirement while median working-age families had only \$5,000 saved.

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

Attention Local Officials



The Virginia General Assembly has unanimously voted to recognize jointly-administered investment programs such as the **Virginia Investment Pool** in the state Code.

On Friday, October 13th, VML/VACo Finance will be holding an event in Richmond where you can learn more about VIP, see a demonstration, and easily sign up to participate.

The Virginia Investment Pool's new Liquidity Pool is the fastest-growing investment option designed for Virginia local governments, offering:

- High yields – currently **1.22%** – without daily market volatility
- The highest **AAAm** rating from Standard & Poor's
- Ability to seamlessly connect to your local checking account and to VIP's high-yielding **1-3 Year High Quality Bond Fund**, designed for longer-term investments
- A tool for managing bond proceeds with no added fees

Join us at the **VIP Annual Meeting & Luncheon** to learn more about VIP from participants, the Board of Trustees, staff, and the investment manager.

Friday, October 13, 2017 | 10:30 am – 1:30 pm
Omni Richmond Hotel | 100 S. 12th Street - Shenandoah Room | Richmond, VA 23219

We look forward to seeing you there! To RSVP, please email your Name, Title, & Organization to managingdirector@valocalfinance.org

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@vacounty.org).



TOURISM MANAGER

Orange County | Posted September 13



**DIRECTOR OF
INFORMATION TECHNOLOGY**

Goochland County | Posted September 13



LICENSED CLINICIAN

II | City of Chesapeake | Posted September 13



**ENVIRONMENTAL AND
CODES COMPLIANCE OFFICER PT
OR FT**

Middlesex County | Posted September 13



**DIRECTOR OF GENERAL
SERVICES**

County of Louisa | Posted September 12



SENIOR PLANNER

ZONING | Fauquier County | Posted September 11



WASTEWATER

COLLECTION APPRENTICE | James City County | Posted September 8



DIRECTOR OF

COMMUNITY DEVELOPMENT | Louisa County | Posted September 8



PRINCIPAL PLANNER

| Isle of Wight County | Posted September 6



DIRECTOR OF PUBLIC

WORKS | Rockingham County | Posted September 6



ASSISTANT DIRECTOR

OF FISCAL MANAGEMENT | Bedford County | Posted September 6



DEPUTY TREASURER IV

| Bedford County | Posted September 6



DIRECTOR OF FINANCE

| Charles City County | Posted September 6



PLANNER/ASSISTANT

ZONING ADMINISTRATOR | Charles City County | Posted September 6



DIRECTOR OF

COMMUNITY DEVELOPMENT

| Pittsylvania County | Posted September 6



IT BUSINESS ANALYST

| City of Fredericksburg | Posted September 6



AUDITOR

| City of Fredericksburg | Posted September 6



ENVIRONMENTAL

INSPECTOR I/II/III | James City County | Posted September 1



POLICE OFFICER

I / II AND OTHER CAREER OPPORTUNITIES | James City County | Posted September 1



**DIVISION DIRECTOR
OF PUBLIC WORKS** | Spotsylvania
County | Posted September 1



**FAMILY SERVICES
SPECIALIST** | Montgomery County
| Posted August 31



**ASSISTANT DIRECTOR
OF PARKS AND RECREATION** | Essex
County | Posted August 30



SENIOR COOK |
Merrimac Center | Posted August 30



FT COUNSELOR |
Merrimac Center | Posted August 30



**ECONOMIST/
PLANNER/ANALYST** | Hampton
Roads Planning District Commission
| Posted August 30



**COMMUNICATIONS
OFFICER** | Hanover County | Posted
August 29



**DIRECTOR OF PLANNING
AND ZONING** | Shenandoah County |
Posted August 29



COUNTY PLANNER |
Essex County | Posted August 25



**ACCOUNTING
TECHNICIAN AND OTHER CAREER
OPPORTUNITIES** | James City County
| Posted August 25



**NEW CAREER
OPPORTUNITIES** | Gloucester County
| Posted August 24



**CLINICAL SUPERVISOR,
CHILD & ADOLESCENT SERVICES** |
Hanover County | Posted August 23



COUNTY EXECUTIVE |
Fairfax County | Posted August 23



**DIRECTOR OF ECONOMIC
DEVELOPMENT** | Brunswick County |
Posted August 23



**DEPUTY CLERK I &
OTHER CAREER OPPORTUNITIES** |
James City County | Posted August 23



BUILDING INSPECTOR |
New Kent County | Posted August 23



**SOLID WASTE
EQUIPMENT OPERATOR** | Hanover
County | Posted August 23



**PUBLIC SAFETY
COORDINATOR** | Pittsylvania County
| Posted August 23



**PUBLIC WORKS
DIRECTOR** | Town of
Dumfries | Posted August 18



**SENIOR PROBATION
OFFICER AND OTHER CAREER
OPPORTUNITIES** | James City County
| Posted August 18



BUILDING INSPECTOR |
Powhatan County | Posted August 18



**COMMUNITY
DEVELOPMENT TECHNICIAN** |
Powhatan County | Posted August 18



ENGINEER I |
Spotsylvania County | Posted August
15



SECURITY ANALYST |
Stafford County | Posted August 15



EXECUTIVE ASSISTANT |
Town of Warrenton | Posted August
14



**ZONING
ADMINISTRATOR** | Town of
Warrenton | Posted August 14



EXECUTIVE COMMITTEE

President: Mary W. Biggs, Montgomery County
President-Elect: William A. Robertson, Jr., Prince George County
1st Vice President: Sherrin C. Alsop, King and Queen County
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