

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

November 3, 2017



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83rd Annual Conference to feature discussion on Virginia's election



What will the upcoming elections mean to the Commonwealth and her Counties? Join the discussion with **Dr. Bob Holsworth** (pictured), Managing Partner of DecideSmart, at the VACO 83rd Annual Conference. Dr. Holsworth will analyze the election of the new Governor, Lieutenant Governor and Attorney General. He will also examine the results of the 100 Delegate races that will be decided on Tuesday, November 7.

This important dialogue is part of the 83rd Annual Conference's Closing General Session on Tuesday, November 14 at 9 a.m.

If you registered for the Annual Conference, you can download the Mobile App. [Learn how to download and use it here.](#) Param Solutions sponsored and built the Annual Conference App. Please visit Param Solutions with App questions or to say thank you for their sponsorship. They are at Booth 707 in the Exhibit Hall.



IMPORTANT LINKS

[Annual Conference Program](#) | [Annual Conference Agenda](#) | [Mobile App Instructions](#)



Congratulations to Arlington County for winning an Achievement Award for its Energy Lending Library Program. Pictured from left to right - **Mark Schwartz**, Arlington County Manager; **Rebecca Case**; **Travis Vu**; **Katie Boyle**; **Adam Segel-Moss**; **Diane Kresh**; **Joan Kelsch**; and **Jeff Harn**.



Phyllis Errico (front row, third from right), VACo General Counsel, presented the 2017 VACo awards to Clerk of the Circuit Court **Gary Clemens** (left holding plaque) and Director of Animal Services **Nina Stively** (right holding plaque) and members of their staffs. The Clerk of the Circuit Court's History Programs and the Department of Animal Services' "Year of the Cat" were recognized as model local government programs.



Representatives from VACo, the Virginia Municipal League, and Virginia First Cities met with Governor McAuliffe, members of his Cabinet, and members of his staff on October 31 to discuss critical issues of importance to local government and receive updates on the Administration's initiatives.

Governor McAuliffe reflected on the Administration's economic development work, detailing Virginia's rise in the cybersecurity, unmanned air systems, data analytics and biotechnology sectors. He noted that despite strong growth in the number of Virginians attaining degrees or credentials in science, technology, engineering, math, and health (STEM-H) fields, workforce development remains a challenge in areas such as cybersecurity. He reminded attendees that a strong K-12 system is essential in recruiting economic development prospects and discussed recent changes to the high school curriculum that are intended to promote problem-solving and reduce emphasis on standardized testing.

Secretary of Finance Ric Brown reminded attendees that the Governor's budget will be unveiled on December 18. Key factors that will shape budget deliberations in the 2018 session include the effect of the national economic climate; the effects of potential cuts in federal spending and potential changes to the federal tax code; big-ticket mandatory spending items such as Standards of Quality rebenchmarking and the Medicaid forecast; the planned establishment of a separate cash reserve to alleviate bond rating agency concerns; and priorities

such as funding for mental health and state employee compensation. Although major General Fund revenue sources have performed well in FY 2018 thus far, forecasting revenue collections over the past several fiscal years has been difficult, and there are concerns about the long-term effects of federal sequestration and whether the mix of high-, medium-, and low-wage jobs is changing in Virginia.

Secretary of Finance Aubrey Layne discussed the current state of transportation funding in Virginia, explaining that despite an infusion of revenues provided by legislation that passed in 2013, state transportation revenues are generally only keeping pace with pre-2013 funding levels due to the expiration of bonds that had previously served as a funding stream. The regional taxes authorized by the 2013 legislation have enabled significant projects to move forward, but funding remains inadequate overall relative to the acuity of transportation needs. Secretary Layne suggested that solutions may be found either by generating additional revenues, leveraging private-sector dollars through public-private partnerships, or making use of additional federal dollars, should a major infrastructure initiative be undertaken by the Trump Administration. Local representatives

discussed the need for improvements to Interstate 81 and the means of funding these improvements, as well as the need for more funding in all transportation districts.

Secretary of Public Safety and Homeland Security Brian Moran provided an update on the Administration's response to the tragic events in Charlottesville in August, including an after-action review and the efforts of a task force that is examining model procedures for issuing permits for demonstrations. He encouraged attendees to promote collaboration between local law enforcement agencies and state law enforcement, perhaps through regular tabletop exercises, so that responses to future incidents can be better coordinated.

The meeting concluded with a discussion between attendees and Governor McAuliffe's Deputy Chief of Staff, Suzette Denslow, and his Policy Director, Jennie O'Holleran. Issues such as the 2016 proffer bill and the transition to 5G wireless service were discussed, and the Governor's staff encouraged local elected officials to work with the Governor-Elect's transition team on matters of local concern in the coming months.

VACo Contact: [Katie Boyle](#)

Revive RVA Regional Summit Seeks Solutions to Opioid Epidemic

More than nine hundred people attended “Revive RVA,” on October 26, a regional summit organized by Henrico, Chesterfield, and Hanover Counties and the City of Richmond to share information about the problem of opioid abuse in the region and discuss ways to improve the community’s response. In welcoming remarks to attendees, Henrico County Chair Patricia O’ Bannon noted that substance abuse crosses jurisdictional borders and affects residents regardless of age, race, gender, or class, and urged participants to contribute ideas for new approaches to combatting the epidemic. Chesterfield County Chair Dorothy A. Jaeckle discussed how repercussions of the epidemic have affected the community, including increasing numbers of children in foster care. Hanover County Chair Angela Kelly-Wiecek spoke about prevention and intervention efforts in Hanover County, including awareness-raising campaigns and the distribution of drug deactivation kits to reduce the possibility that unused prescription painkillers will be diverted for recreational use.

Dr. Robert L. DuPont, President of the Institute for Behavior and Health, Inc., and former “drug czar” for the Nixon and Ford Administrations, spoke about the current opioid epidemic as an opportunity to improve addiction prevention and treatment for all substance abuse, noting that drug overdoses are now the leading cause of death for Americans younger than 50. He stressed the need for prevention efforts to begin with children, and for this message to be delivered by teachers and pediatricians in addition to families. In his discussion of ways to improve treatment, he noted that treatment programs are often too short and “siloes” to be effective, frequently leading to relapse; he contended that treatment should be more integrated into the overall health care system, with doctors involved in long-term

prevention of relapses. Lastly, he encouraged the continued involvement of law enforcement in combating the supply of illegal drugs, particularly the increasingly potent synthetic fentanyl derivatives that are manufactured in laboratories.

The second keynote speaker, Dr. A. Omar Abubaker, Professor and Chairman of the Department of Oral and Maxillofacial Surgery at the VCU School of Dentistry, spoke both as a medical provider who at times must prescribe painkillers and as the father of a son who died of an overdose in 2014. He discussed his efforts to change guidelines for prescribing opioid painkillers within his department at VCU and his work to educate dental students and fellow dentists about the risks of relying on opioids to manage patients’ pain. He reiterated that the underlying problem of addiction in general must be addressed, and pointed out that other countries have achieved drastic reductions in drug overdose deaths through such methods as access to medication-assisted treatment; he reminded attendees that similar success is possible in the United States by building on the strengths of the American health care and educational systems.

Six breakout sessions were offered on topics such as the emergency medical services and public safety response to the opioid crisis, perspectives from the K-12 system and higher education, and reports from state policymakers. Moderators reported on these sessions after lunch. Several common themes that emerged were the need to pursue harm reduction strategies as a short-term way of keeping opioid users alive while they pursue recovery; the need to enhance school curricula to educate children about the dangers of prescription drugs; the need to improve access to treatment programs and reduce stigma associated with the disease of addiction; the need to

improve physicians’ understanding of addiction and prescribing patterns; and the need to enhance peer recovery programs, including the use of peers in hospital emergency departments to encourage drug users who have been revived from overdoses to enter treatment. Several panelists remarked on positive steps taken at the state level, including the recent implementation of substance abuse treatment benefits for Medicaid recipients (the ARTS program) and regulatory efforts to limit overprescribing by medical professionals.

High school students who were in attendance were invited to offer comments and all the students who spoke expressed appreciation for the information that had been shared. Many reported that their classmates are experimenting with prescription medication as a way to manage high levels of stress. Several students encouraged the addition of information on the dangers of opioids to school health curricula. The day concluded with a panel discussing issues surrounding recovery and a special training session on the use of naloxone.

Chair O’ Bannon judged the event a success. “The people attending were obviously motivated to learn. Some told me they came because they worried a loved one might be misusing opioids,” she said. “They wanted to learn more, so they could address the problem. After the conference, several of the attendees told me they were glad they heard the experts and had the opportunity to ask questions of professionals.”

Chair Jaeckle noted the need for continued engagement on the issue, noting, “I think the most important thing to stay focused on with this opioid epidemic is that it is a multi-faceted problem with multiple solutions. It is much more than a funding issue.”

VACo Contact: [Katie Boyle](#)



Visit Bedford County and the LOVEworks Sign

Located at the Bedford Welcome Center, the LOVEworks letters were designed by students from Liberty High School and Bedford Science And Technology Center to highlight some of the area's many tourism attractions, including Smith Mountain Lake, the Peaks of Otter, the Blue Ridge Mountains, Poplar Forest, orchards, wineries and the National D-Day Memorial.

Visitors are encouraged to take photos with the LOVEworks sign and share with loved ones on Facebook at www.Facebook.com/VirginiaisforLovers or on Twitter with the special hashtag #LOVEVA. A complete list of the LOVEwork locations is at www.Virginia.org/LOVE.

SOURCE: www.virginia.org/Listings/TheArts/LOVEworkinBedford



Mark Your Calendars



From the Omni Homestead

Valued Homestead guest,

We look forward to welcoming you back to The Homestead for the annual VACo conference!

To ensure a smooth and efficient arrival and departure for you, we would like to confirm a few details of your reservation.

- A. Cancellations and changes need to be made prior to November 3 to avoid cancellation fees or loss of your deposit. Please check the details of your confirmation to ensure your stay is set, based on your needs.
- B. Split billing requests should be requested prior to arrival. (IE. If you have more than one guest in the room and require the bill to be split between personal/county charges. Split billing is not required if all guests in the room can have the full VACo package rate charged to the same credit card)
- C. Pre-authorization of payment (Utilizing your county card for payment, without having it on property)



If you need to make any changes to your existing reservation or have special billing requirements, please contact us as soon as possible at 540.839.7852. Having this information in advance will expedite both your arrival and departure experience, not only for yourself, but also for all VACo attendees.

If you will not have the card with you to provide at check in, you will need to complete a pre-authorizing form, by following this link <https://ssl.omnihotels.com/Omni?pagedst=CCAuth1>. Please have this form submitted no later than November 1.

Again, we look forward to welcoming you to The Homestead.

Stephany Andrews | Group Reservations Coordinator | 540.839.7852

The Omni Homestead

VIRGINIA ASSOCIATION of COUNTIES, MODIFIED AMERICAN MEAL PLAN

In order for your account to be credited properly YOU MUST identify yourself to your server as a VACo attendee

Includes:

**Breakfast in our Main Dining Room from our Breakfast Buffet or In Room Dining Breakfast
From our In Room Dining Breakfast Menu**

Hours of Breakfast Service | Monday - Friday 7–10am | Saturday & Sunday 7–10:30am

**Dinner in any of our Homestead Dinner Outlets
Three (3) Course Dinner (1 Entrée ONLY)**

Including In Room Dining from the In Room Dining Dinner Menu
Hours of Dinner Service | Outlets 5:30– 9pm | In Room Dining 6–10pm

Coffee and Tea is included with these meals. The above does not include Martha's Market, Soft Drinks or any Alcoholic Beverage. In Room Dining Delivery Fee is also NOT included.

Service Charge is covered by your Resort Charge

Strong Partnerships. Stronger Results.



Better Benefits Through VACo

AP Group is proud to serve as VACo’s newest employee benefits provider – and bring you an exclusive opportunity to enhance your employee benefits package through our Aflac voluntary benefits program. With more than 60 years of experience and over 36,000 clients in the public sector,¹ Aflac understands the concerns and challenges of public sector employers and employees.

Aflac’s customized suite of services and solutions help with the administrative and cost-related challenges that public sector employers face every day.

- **Group and individual voluntary products**, such as accident, critical illness and hospital indemnity insurance, help cover costs that may not be included in major medical insurance, so you can provide a competitive employee benefits package – at little to no direct cost to you.
- Specialized underwriting for VACo members.
- **Value Added Services**,² including health advocacy and a medical bill saving program, can help you meet more of your business goals while helping to provide lifestyle solutions for your employees’ financial health and wellbeing.
- **Cost-containment solutions** can help manage costs and time spent on the administrative workload associated with employee benefits:
 - Options to complement your billing and administration systems
 - Flexible enrollment capabilities
 - Employee engagement and benefits communication services

AP Group is excited to bring Aflac’s suite of products and services to VACo members. Together, we can provide even stronger benefit solutions for you and your employees!

Learn more about this unique opportunity!

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VRS Board Certifies Employer Contribution Rate for Teacher Plan



Virginia Retirement System

On October 19, the VRS Board of Trustees certified an employer contribution rate of 15.68 percent for the teacher plan for the 2018-2020 biennium budget; this rate is lower than the General Assembly-approved FY 2018 contribution rate of 16.32 percent. Strong investment returns and payment of the full Board-certified rate in FY 2018 helped bolster the funded status of the plan and reduce its unfunded liability. Lower rates are anticipated to result in savings to both the state and localities, since the employer contribution for the teacher plan is shared in accordance with the Local Composite Index for positions recognized in the Standards of Quality (SOQ) (localities bear the entire cost of the employer contribution for positions they fund that are not recognized by the SOQ).

The VRS Board also certified an employer contribution rate of 1.20 percent for the teacher retiree health insurance credit (down from the General Assembly-approved rate of 1.23 percent in FY 2018) and 1.31 percent for group life insurance (the same as the General Assembly-adopted rate in FY 2018).

The General Assembly will adopt employer contribution rates as part of its consideration of the 2018-2020 biennium budget.

A presentation on the overall status of VRS given to the Senate Finance Committee by VRS Director Patricia S. Bishop is available [here](#). The VRS Board is expected to certify contribution rates for political subdivisions at its November meeting.

VACo Contact: [Katie Boyle](#)



Voting credentials for the November 2017 VACo Annual Business Meeting, scheduled for 10:30 a.m. on November 14, have been sent to each county.

Please return these at your earliest convenience. You may email the credentials form back to VACo or fax it to 804.788.0083.

If you have questions or need a copy, please contact Vicky Steinruck (vsteinruck@vaco.org) or Valerie Russell (vrussell@vaco.org).

Bradford King and Faith Alejandro selected for *Virginia Lawyers Weekly's* 2017 honors

*Bradford A. King selected for "Leaders in the Law"
Faith A. Alejandro selected for "Up & Coming Lawyer"*



[Bradford A. King](#), a shareholder at the law firm [Sands Anderson PC](#), has been selected to *Virginia Lawyers Weekly's* 2017 class of "Leaders in the Law." [Faith A. Alejandro](#), Counsel at the firm, was selected to their 2017 class of "Up & Coming Lawyers." Both classes were honored on Thursday, October 26 at the John Marshall Hotel in Richmond.

King leads the firm's School Law team. He is a recognized leader in education law and serves as general counsel to more than 25 Virginia Public School Boards and conflict counsel to others. He has also served as an educator at both the University of Virginia and the University of Richmond schools of education. He previously served as president of the Virginia Council of School Attorneys.

Since 2009, King has been included in *Virginia Business* magazine's Legal Elite for Education Law and also in *Best Lawyers in America*® since 2010. He received his undergraduate degree from Virginia Polytechnic Institute & State University in 1986 graduating *cum laude*. He earned his law degree from the University of Virginia in 1994.

Alejandro focuses her practice on employment law and civil litigation representing business and nonprofit executives, county administrators, city managers, and healthcare professionals. Alejandro is involved in several legal and nonprofit organizations and is committed to providing *pro bono* services, such as Church Hill Activities and Tutoring (CHAT). She has been a volunteer soprano member of the Richmond Symphony Chorus since 2012.

In 2015 and 2016, Alejandro was selected as a Rising Star for *Virginia Business* magazine's "Legal Elite." She has also been listed in Super Lawyer® for Business Litigation in 2016 and 2017 and selected for the Second Annual Hot List, Lawyers of Color in 2014.

About the Awards

Leaders in the Law: This is the 12th year of the "Leaders in the Law" awards program which recognizes the lawyers across the commonwealth who are setting the standard for other lawyers in Virginia. "Leaders" are recognized for changing the law, serving the community, changing practice or improving Virginia's justice system, among other accomplishments.

Up & Coming Lawyers: The "Up & Coming Lawyers" awards began in 2016 and recognize lawyers across the commonwealth who are making their mark within their first 10 years of practice. These are the lawyers who are the leaders of the profession in the future.

About Sands Anderson PC

Sands Anderson PC provides innovative legal solutions to clients throughout the Mid-Atlantic region with [top-tier-ranked](#) attorneys. Our firm represents businesses, healthcare providers, financial institutions, state and local governments, the insurance industry, and individuals from our [six offices](#) located throughout Virginia and North Carolina. Founded in 1842, we are a true team of legal professionals committed to providing a [collaborative and inclusive workplace](#), as well as supporting the [economic growth of the communities](#) where we operate. For more information, visit <http://www.sandsanderson.com>.

LOCAL GOVERNMENT ATTORNEYS HONOR JAN PROCTOR

2017 EDWARD J. FINNEGAN AWARD FOR DISTINGUISHED SERVICE



Jan L. Proctor, (second from right), Chesapeake City Attorney, receiving the Local Government Attorneys of Virginia Edward J. Finnegan Award for Distinguished Service. Pictured with Jan Proctor are members of her office (front row, left to right) **Ellen Bergren**, **Chanel Gray**, **Meredith Jacobi**, (back row, left to right) **Richard Hartwick**, **Susan Rowling**, **Catherine Lindley**, **Leonard Brown** and **Kelly Lackey**.



Jan L. Proctor, Chesapeake City Attorney, receiving the Local Government Attorneys of Virginia Edward J. Finnegan Award for Distinguished Service.

The Local Government Attorneys of Virginia, Inc. (LGA), awarded its highest honor, the Edward J. Finnegan Award for Distinguished Service, to Jan L. Proctor, City Attorney for Chesapeake, at its recently concluded annual fall conference in Richmond.

The Finnegan Award recognizes Jan Proctor for her significant and sustained contributions to Virginia local government law and LGA. Proctor has served in the Office of the Chesapeake City Attorney for 29 years, including four as its chief counsel.

Proctor was president of LGA in 2008 and has served on several of its committees. As evidence of her career-long devotion of time and energy to LGA, Proctor has received both the Finnegan Award and LGA's Cherin Award, which she was given in 2006 for her outstanding service as an assistant county attorney.

Proctor's "high sense of purpose and commitment to excellence" as well as her "unshakeable integrity" have been recognized not just by LGA. In the past, she has also received the Chesapeake Mayor's Award for Environmental Stewardship, and has served leadership roles with the Chesapeake Friends of the Arts and the Chesapeake Arboretum.

LGA promotes common interests and an exchange of information among members on legal issues that are particularly relevant to Virginia's counties, cities, and towns. The LGA's member services include conferences, a legal handbook, a monthly newsletter, and other services intended to inform and enhance the practice of local government.



NACo Counties Futures Lab Releases Major Reports on County Challenges

The National Association of Counties (NACo) [Counties Futures Lab](#) recently released three major reports focused on county challenges, promoting best practices for local governments and positioning America’s county leaders for success.



Everyone Counts: How 2020 Census Data Matter to Your Bottom Line explains how counties can help in an effective roll-out of the 2020 Census by working with states and the federal government. Along with the American Community Survey (ACS), the data is critical in deciding factors such as representation apportionment amongst the general population, and allocating approximately \$600 billion dollars in federal funding every year. The report outlines key takeaways which enable counties to maximize the benefits from the 2020 Census.

We urge counties to participate in the [Local Update of Census Addresses Operation \(LUCA\) program](#). To register for LUCA, the highest elected official in the county needs to return the complete forms to the U.S. Census Bureau by **December 15, 2017**. For questions, please contact U.S. Census at 1.844.344.0169 or Geo.2020.LUCA@census.gov.



Harnessing the Engagement of Your Employees examines how engaging the county workforce can save time and money, and contribute to better employee development at the same time. The report includes key recommendations that Bob Lavigna, Director of CPS HR Consulting Institute for Public Sector Employees, presented to attendees of NACo’s 2017 Annual Conference. Under the pressure of rising federal and state mandates, counties must continually find more efficient ways to deliver services. Making county employee engagement a priority is a solution found in every county.



2017 Top County Challenges Across the States discusses some of the top challenges facing county leaders, including preemption and decreasing county revenues; increasing state mandates on counties; justice reform and jails; elections; and the opioid crisis. It also provides key recommendations from experts on topics such as service sharing in an environment of fiscal constraints; rural deployment of broadband; and managing a retiring county workforce. The report is based on the discussion among experts, executive directors and staff of 17 state associations of counties discussed during the 2017 NACo-NCCA Knowledge Management Forum.

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).



ZONING OFFICER |
Warren County | Posted October 30



ZONING ADMINISTRATOR
| Shenandoah County | Posted October 27



DIRECTOR OF PARKS AND RECREATION | City of Buena Vista | Posted October 30



GLOUCESTER COUNTY CAREER OPPORTUNITIES | Gloucester County | Posted October 24



CENTER DIRECTOR FOR CHILDREN & FAMILIES | City of Alexandria | Posted November 1



ENVIRONMENTAL COMPLIANCE/CODE ENFORCEMENT OFFICIAL | King William County | Posted October 30



INFORMATION TECHNOLOGY TECHNICIAN | Northampton County | Posted October 24



EXECUTIVE DIRECTOR | Charlottesville-UVA-Albemarle County ECC | Posted October 31



COMMUNITY DEVELOPMENT DIRECTOR | King William County | Posted October 30



DIRECTOR, DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM | Stafford County | Posted October 23



CHIEF FINANCIAL OFFICER | City of Bristol | Posted October 31



DIRECTOR OF FINANCE | King William County | Posted October 30



CARE TRANSITION COACH AND OTHER CAREER OPPORTUNITIES | James City County | Posted October 20



DIRECTOR OF ECONOMIC DEVELOPMENT | Albemarle County | Posted October 31



GROUNDSKEEPER I/II | James City County | Posted October 27



SOLID WASTE EQUIPMENT OPERATOR II | Amherst County | Posted October 20



CIRCULATION SERVICES ASSISTANT AND OTHER CAREER OPPORTUNITIES | James City County | Posted October 27



BUILDING & CODE COMPLIANCE INSPECTOR FT | Northampton County | Posted October 20



CURRENT PLANNER | Northampton County | Posted October 19



GOVERNMENT AFFAIRS OFFICER | Virginia Alcoholic Beverage Control | Posted October 19



CAPITAL IMPROVEMENTS PROJECT MANAGER | City of Falls Church | Posted October 19



PROGRAM ASSISTANT | Montgomery County | Posted October 19



ENVIRONMENTAL PROGRAM MANAGER | City of Galax | Posted October 18



TOURISM COORDINATOR | Brunswick County | Posted October 18



DIRECTOR OF ECONOMIC DEVELOPMENT | Smyth County | Posted October 18



HOUSING COORDINATOR & LAND TRUST EXECUTIVE DIRECTOR | Thomas Jefferson Planning District Commission | Posted October 18



SENIOR PLANNER COMMUNITY DEVELOPMENT | King George County | Posted October 18



FAMILY SERVICES SPECIALIST | Montgomery County | Posted October 18



FAUQUIER COUNTY JOB FAIR | Fauquier County | Posted October 17



DEPUTY COUNTY EXECUTIVE - HEALTH & HUMAN SERVICES | Fairfax County | Posted October 16



ADMINISTRATIVE ASSISTANT | James City County | Posted October 13



ASSISTANT DIRECTOR GENERAL SERVICES DEPARTMENT AND OTHER CAREER OPPORTUNITIES | James City County | Posted October 13



EXECUTIVE ASSISTANT TO COUNTY ADMINISTRATOR | Rappahannock County | Posted October 12



COUNTY PLANNER | Richmond County | Posted October 6



WASH BAY ATTENDANT | City of Harrisonburg | Posted October 6



DEPUTY SHERIFF | Montgomery County | Posted October 6



UTILITY BILLING ADMINISTRATOR | Town of Culpeper | Posted October 6



EXECUTIVE ASSISTANT NRV - 911 Regional Authority | Montgomery County | Posted October 5



DIRECTOR OF INFORMATION TECHNOLOGY | Franklin County | Posted October 5



ZONING ADMINISTRATOR | Northampton County | Posted October 4



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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.

1207 East Main Street
Suite 300
Richmond, VA 23219-3627
Phone: 804.788.6652
Fax: 804.788.0083
www.vaco.org

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Editor: A. Gage Harter
804.343.2502