

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

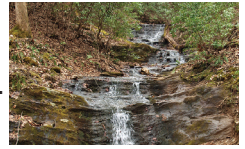
February 6, 2019



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House Appropriations Committee and Senate Finance Committee report budgets

On February 3, the House Appropriations Committee and Senate Finance Committee met to report their respective budget proposals. VACo is reviewing the subcommittee reports, which provide an overview of the Committees' priorities. Both Committees made significant changes to the introduced budget, many of which are attributable to decisions to depart from the Governor's approach to the intersection of Virginia's income tax structure with changes made in federal tax reform legislation passed at the end of 2017.

VACo will provide analysis in a future edition of Capitol Contact. The full House and Senate will debate their respective budgets on February 7.

VACo Contact: [Katie Boyle](#)

Problematic machinery and tools legislation fails

[HB 2640 \(Byron\)](#) failed to advance to its third reading on the House floor on February 4, which means that the legislation is no longer under consideration this session.

VACo is grateful to its many members who communicated with their legislators about the concerns raised by this bill, which would have changed a well-established method of valuing machinery and tools.

The bill's provisions could have created inequities in valuing equipment, depending on whether the equipment was owned by the original owner or had been sold to a new owner, created administrative complexity for local governments and taxpayers in changing to a new valuation method, and potentially reduced local revenues.

VACo Contact: [Katie Boyle](#)

Virginia Association of Counties

PREMIER PARTNER

SPOTLIGHT SERIES

VACo Members - Learn about VACo's Partners and how they can help Counties save money and become more efficient. Contact Executive Director Dean Lynch at dlynch@vaco.org for more information.

VACo Premier Partner Spotlight Podcast

The Berkley Group

Host Dean Lynch speaks with The Berkley Group's Darren Coffey, CEO, and Drew Williams, COO, about the firm's array of services for Counties. Lynch also talks with Executive Manager Kimball Payne and Executive Manager Jay Stegmaier about the Executive Transition Assistance Program and how it can help Counties with a smooth leadership transition.

Hiss appointed as new Bedford County Administrator



The Bedford County Board of Supervisors appointed Robert Hiss as its new County Administrator at a specially called December 21 meeting. Hiss' first day as County Administrator will be February 25. The current Administrator, Carl Boggess, retired at the end of 2018.

Hiss currently serves as the Assistant Manager for the Unified Government of Athens-Clarke County, GA. Before that he served seven years as Assistant County Administrator for Pulaski County and eight years as County Administrator in Chattahoochee County and Meriwether County, GA.

Hiss holds a Master's in Public Administration with a concentration in Urban Affairs from American University in Washington, DC. He is also a 2013 graduate of the Senior Executive Institute at the University of Virginia.

With the aid of the Novak Consulting Group, the County undertook an extensive and exhaustive nationwide search to attract candidates with the qualifications and experience to suit the County's needs.

From a pool of over 40 applicants, four finalists were chosen, who then participated in two days of intensive interviews to gauge their knowledge, skills, and abilities.

Chairman Bill Thomasson noted "Mr. Hiss best illustrated the strengths and characteristics we were looking for and believe his motivation for the job and well-rounded experiences make him the best fit for the organization and County."

"I am honored and humbled to be entrusted with this responsibility. It is my intention to earn the confidence of the Board, the employees, and citizens as we continue to provide quality services for Bedford County. Over the past decade, I've had the opportunity to work with wonderful mentors and innovative local governments which helped mold me for this position. This is a very exciting opportunity and I look forward to working with the Bedford County team to achieve the goals set forth by the Board of Supervisors.

Proposals to fund I-81 improvements screech to a halt



In 2018, the General Assembly required the Commonwealth Transportation Board (CTB) to prepare a [plan](#) that identified options for financing more than \$2 billion in improvements to end severe bottlenecks along this heavily travelled corridor. Various bills to establish new revenue sources on I-81, through either tolls or tax increases, were modified in each chamber so that none contain any revenue to fund improvements.

[HB 2718 \(Landes\)](#) and [SB 1716 \(Obenshain\)](#) as introduced establish the “Interstate 81 Corridor Improvement Program and Fund” and authorizes the CTB to impose tolls to finance improvements. Both measures as adopted in committee remove the tolling authority and instead create a committee to further study the improvement plan and report to next year’s legislature recommendations for raising the revenue necessary to implement it.

[SB 1322 \(Hanger\)](#), a bill to add an additional 2.1 percent tax on motor fuels sold at wholesale to a retail dealer for sale in a locality along the I-81 Corridor, was rolled into [SB 1470 \(Edwards\)](#). This proposal adds an additional 5 percent to the motor fuels tax statewide. Out of this additional revenue, \$300 million would be reserved for improvements along I-81. The bill was amended in committee to remove the additional levy and simply directs the Secretary of Transportation to (1) evaluate the impact of increased fuel efficiency and increased use of hybrid and electric vehicles on transportation revenues; and (2) develop potential options to provide a sustainable funding stream for transportation infrastructure.

With the legislature seemingly giving up on funding for I-81 at the halfway point of the session, it remains to be seen whether the Northam Administration will try to jumpstart the effort as these bills move forward.

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



Home of the lucky fairy stones, Fairy Stone State Park is well known for its 168-acre lake adjoining Philpott Reservoir just minutes from the Blue Ridge Parkway. The park offers cabins, a campground, group camping, a conference center, a lodge that sleeps 16, numerous trails, beach swimming, rowboats, canoes, paddle boats, hydro-bikes, picnicking and two playgrounds, including one in the water. Watch the sunset as you enjoy a paddle boat on the lake. Get back to nature by hiking a trail. Roast marshmallows over a camp fire or just relax on the beach. You'll leave with memories that last a lifetime.



Hours | 8 a.m. - 10 p.m.

Location | 967 Fairystone Lake Drive, Stuart, VA 24171-9588

Drive Time | Northern Virginia and Washington, D.C., six hours | Richmond, four hours | Tidewater/ Norfolk/Virginia Beach, five hours | Roanoke, one hour

Park Size | 4,741 acres, 168-acre lake adjoining the Philpott Reservoir.

Website | <http://www.dcr.virginia.gov/state-parks/fairy-stone.shtml>



Mark Your Calendars



Become a Certified Supervisor



SIGN UP TODAY! | [The Supervisors' Certification Brochure](#)

The Virginia Association of Counties, in partnership with Virginia Tech and Virginia Cooperative Extension, offers Virginia's County Supervisors an opportunity to enhance their capacity to effectively and efficiently lead their respective counties in the 21st century by participating in the Virginia Certified County Supervisors' Program.

Since its inception in 2005, more than 75 supervisors representing more than 40 counties have completed the training program and have earned their credentials as a certified county supervisor.

Of greater importance, each supervisor has gained the insight, perspective and confidence needed to address the issues and opportunities that constitute the governance challenge in the 21st century.

Funding Public Services in the 21st Century: The Role of Budgeting

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

Opening Session | March 22
Albemarle County

Closing Session | May 17
VACo Training Center

Registration Deadline | March 12

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

Opening Session | May
31 Albemarle County

Closing Session | July 26
VACo Training Center

Registration Deadline | May 21

Inventing Your County's Future: The Role of Community Planning

Opening Session | September 6
Albemarle County

Closing Session | November 1
VACo Training Center

Registration Deadline | August 27

NEWS FROM OUR
ASSOCIATE MEMBERS



CLARK NEXSEN

Clark Nexsen – As an innovative architecture and engineering firm, Clark Nexsen has partnered with municipalities throughout the state of Virginia to deliver design solutions that are cost conscious and improve local service.

Our portfolio includes a diverse range of projects; from iconic facilities such as the Virginia Beach Convention Center to smaller scale improvements such as local trail systems and public safety facilities, our team is committed to providing exceptional service. We offer design expertise across multiple markets, including commercial, transportation, industrial, public safety, energy, K-12 education, and various types of infrastructure.

When Pendleton Clark, FAIA, founded our firm in 1920, perhaps only in his dreams did he envision the organization that exists today: a fully integrated firm with more than 400 employees, 10 offices, and a global reputation for excellence. Now approaching our 100-year anniversary, Clark Nexsen is proud of its strong culture and dynamic vision: to partner, discover, and transform. Our transdisciplinary team of planners, architects, engineers, and interior designers prioritizes each client's goals as we develop targeted solutions.

Headquartered in Virginia Beach with offices in Richmond, Roanoke, and Vienna, we have a robust presence in the state and are honored to partner with local and municipal clients.

CONTACT

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Dewberry[®]

Prince William County Service Authority Selects Dewberry for Enterprise Information and Utility Management Services Contract

Firm will provide multiple services related to information and work management of water and wastewater utility

The Prince William County Service Authority (PWCSA) has selected Dewberry, a privately held professional services firm, for a continuing contract that will provide a variety of services primarily related to the information management and work management initiatives of water and wastewater utility. PWCSA is seeking to implement data-driven, decision-making frameworks and a collaborative approach for the development of benefits and deliverables. Following the initial \$1.2 million annual business ordering agreement, the contract has the option for four additional years of work.

Dewberry will provide an array of services encompassing enterprise information management and business analytics. Additionally, the firm will provide related services for geographic information systems (GIS), information technology, integrated utility management, decision support, project management office, and portfolio and program management.

Dewberry will provide research and evaluation techniques and develop technical and management protocols, frameworks, standards, work processes, and tools. The firm will also conduct business requirements reviews and provide other analyses and studies. Additionally, the firm will implement business data stewardship in the creation and management of structured and unstructured GIS asset-register data.

“The Service Authority recently won the 2018 Virginia SPQA Achievement Award from the U.S. Senate Productivity and Quality Award (SPQA) Program,” says Dewberry Executive Vice President, Federal Market Strategy Phil Thiel. “We are a proud partner with this organization and the great work they are doing in the communities they serve.”

About Dewberry

Dewberry is a leading, market-facing firm with a proven history of providing professional services to a wide variety of public- and private-sector clients. Recognized for combining unsurpassed commitment to client service with deep subject matter expertise, Dewberry is dedicated to solving clients’ most complex challenges and transforming their communities. Established in 1956, Dewberry is headquartered in Fairfax, Virginia, with more than 50 locations and 2,000+ professionals nationwide. To learn more, visit www.dewberry.com.

Bill that would have added weddings to definition of “Agritourism Activity” voted down

VACo **opposed** the problematic [HB 2364 \(Knight\)](#), which would have added “weddings” to the definition of “Agritourism Activity” under Code of Virginia § 3.2-6400. This is the section of the Virginia Code that limits the liability of agritourism operators for the risks of agritourism activities. More importantly for localities is the fact that anything defined as “Agritourism Activity” then triggers section 15.2-2288.6, which limits local regulation of agritourism activity. Defining weddings as agritourism impedes local authority to address things such as impacts on neighboring property, access, parking, noise, sanitary issues and other concerns. On February 4, HB 2364 was defeated on a 60-37 vote with one abstention. Since there is no Senate companion, this issue should be settled for the session.

Thank you VACo Members for speaking with your legislators. It made a difference.

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

Local government renewable energy bills survive crossover

Delegate Kathy Tran’s and Senator Adam Ebbin’s local government renewable energy bills have each survived the General Assembly’s halfway point and will now be taken up in the opposite chambers.

[HB 2792 \(Tran\)](#) and [SB 1779 \(Ebbin\)](#) establish a six-year pilot program that allows a locality to use excess energy generated by a renewable energy project to be credited towards electric bills for other municipal accounts. Under the program, a county could install solar panels or wind turbines “. . . located on airports, landfills, parking lots, parks, post-mine land, or a reservoir that is owned, operated, or leased by the municipality” and use excess energy generated at the facility to be credited to other metered accounts. The result will be a reduction in the amount of electricity for which the county is billed by the utility.

SB 1779 cruised through the Senate, unanimously passing the Senate Commerce and Labor Committee and the full Senate. HB 2792 also fared well, passing the House Commerce and Labor Committee, 19-2 (with one abstention), and passing the full House, 78-21. Each bill will now be reheard in the opposite chamber, where they should have a smooth path to passage.

Prior to session convening, VACo, along with other representatives from local governments and energy companies, spent months working on this legislation with the patrons. As the bills have journeyed through the House and Senate, **VACo has been pleased to speak in support** of this important legislation and will continue to do so in the coming weeks.

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

Bill making harmful changes to local government grievance procedure left in subcommittee

[HB 2736 \(Hugo\)](#) proposes some major changes to the local grievance procedure, including requiring that the final step of the procedure be agreed upon by the aggrieved employee, doing away with any existing impartial hearing panels and eliminating the provision for determining if the decision is in conformance with local policy.

HB 2736 was docketed in [House Counties, Cities and Towns Committee’s Subcommittee #2](#) on January 30 but was not taken up in Subcommittee or during the final Counties, Cities and Towns Committee Meeting before crossover. Therefore, the bill should be dead for this session.

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

Charter school bill removing local authority defeated on House floor

On February 5, [HB 2416 \(Davis\)](#), which allows certain charter schools to appeal the denial of an application establish a charter school by a local school board to the Virginia Board of Education, was defeated on the House of Delegates floor on a vote of 62-37.

VACo **has opposed** this bill throughout its legislative journey, as did representatives from numerous school organizations, including the Virginia School Board Association (VSBA) and the Virginia Association of School Superintendents (VASS). VACo continues to oppose any legislation that removes authority from local school boards and divisions to establish charter schools. Thank you to everyone who responded to our multiple calls to action and contacted members of the House on this bill.

VACo Contact: [Jeremy Bennett](#)

Capitol Contact

Virginia General Assembly

Virginia Association of Counties • 1207 E. Main Street, Suite 300 • Richmond, VA 23219
www.vaco.org • 804.788.6652



The 2019 General Assembly session will span from January 9 to February 23, and legislators will deliberate on many issues critical to local government, including taxes, the state budget, education funding, economic development, public safety, and other policy matters.

VACo will continually provide updates during the session through [Capitol Contact](#). To ensure that you are receiving our legislative bulletin, please send [Gage Harter](#) your best email address. Below are recent Capitol Contacts.

February 5, 2019: [Problematic machinery and tools legislation fails](#)

February 4, 2019: [Money Committees Report Budgets](#)

February 1, 2019: **Capitol Contact ALERT** – [Oppose Bill that Adds ‘Weddings’ to definition of ‘Agritourism Activity’ and Thwarts Local Regulation](#)

January 31, 2019: [Governor Northam speaks at VACo County Government Day](#)

January 29, 2019: [Speaker Cox and House Appropriations leadership come out in support of 5 percent teacher salary increase as Virginia teachers march on Richmond](#)

January 28, 2019: **Capitol Contact ALERT** – [Legislation Affecting Valuation of Machinery and Tools Headed to House Floor; Calls Needed](#)

January 25, 2019: [Legislation Affecting Valuation of Machinery and Tools Advances from Subcommittee](#)

January 24, 2019: [VACo opposes stripping counties of authority to address impacts of massive solar projects](#)

January 22, 2019: [Budget Amendments Introduced at VACo’s Request](#)

January 17, 2019: [VACo President Tim Reeves Testifies in Support of Cigarette Taxing Authority](#)

January 15, 2019: [Several Bills Introduced to Enhance County Taxing Authority](#)

January 10, 2019: [Virginia General Assembly Convenes](#)

ORDER NOW:
Virginia County
Supervisors' Manual
Eighth Edition 2019



PRE-ORDER
NOW

Pre-orders are being taken now for the updated Virginia County Supervisors' Manual, Eighth Edition 2019. We hope to have them in by the late January/early February 2019 time frame.



ORDER FORM





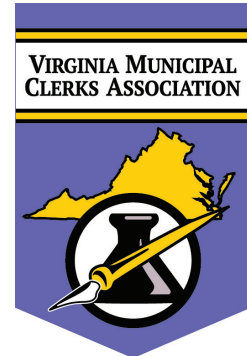
Congratulations to the Graduates of the 2019 Chairpersons' Institute!

[SEE THE PHOTO ALBUM](#)

42nd Annual Virginia Municipal Clerks Association Conference

The 42nd Annual VMCA Conference will be held
April 17-19 at the Hotel Roanoke

[Important Conference Information](#) | [VMCA Website](#)
[Hotel Reservations can be made by clicking here](#)



CONFERENCE REGISTRATION NOW OPEN!

[Conference Information Packet](#) | [Click here for Conference Registration](#) |
[Conference Registration Form](#)

Key Dates for 2019 General Assembly Session

In accordance with the [procedural resolution](#) adopted by the House and Senate on January 9, key dates for the 2019 General Assembly Session are as follows:

January 9: General Assembly convenes at noon. Bills that are “prefiled” must be submitted by 10 a.m. House bills affecting the Virginia Retirement System or creating or continuing a study must be filed before adjournment of the House; a similar deadline applies to Senate bills. The House and Senate will meet in Joint Assembly, typically at 7 p.m., for the Governor’s “State of the Commonwealth” address.

January 11: Budget amendments from General Assembly members must be submitted to the House Appropriations and Senate Finance Committees by 5 p.m.

January 18: All bills must be filed by 3 p.m. (bills may be introduced after the deadline by unanimous consent)

February 3: House Appropriations and Senate Finance Committees report their respective budgets by midnight.

February 5: “Crossover” deadline for each chamber to complete work on legislation originating in that chamber (except for the budget bills)

February 7: Deadline for each chamber to complete work on its budget

February 13: Deadline for each chamber to complete work on the other chamber’s budget and appoint budget conferees; also the deadline for each chamber to act on revenue bills from the other chamber and appoint conferees.

February 18: Deadline for committee action on bills

February 23: Scheduled adjournment *sine die*

April 3: Reconvened session to consider gubernatorial amendments and vetoes

VACo Contact: [Katie Boyle](#)



VACo Rural Caucus Interest Form

VACo seeks county supervisors and executive staff for the VACo Rural Caucus.

Members of the Caucus will benefit from resources such as articles, podcasts, and program ideas, as well as from opportunities to meet with colleagues from around the Commonwealth.

Don't miss this chance to join with other rural community leaders in taking advantage of unique engagement and educational resources.

Join the Caucus by returning this completed form to
Angela Inglett at ainglett@vaco.org by January 31, 2019.

Please add my name as a member of the VACo Rural Caucus:

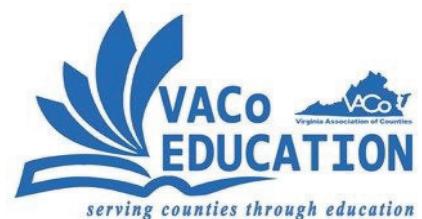
name: _____

title: _____

county: _____

address: _____

phone: _____ email: _____





The Virginia Early Childhood Foundation (VECF) is pleased to announce a fourth round of Mixed-Delivery Preschool grants – an opportunity for local communities across Virginia to field-test strategies and solutions to barriers that have prevented all eligible children from participating in Virginia’s preschool initiative and to prepare all children, ages birth to five, for school.

A robust mixed-delivery system, made up of early learning services in both public and private settings, is not only an important strategy for reaching the most at-risk children, but also contributes to an integrated systems approach to high quality early childhood education for all young children in Virginia.

In order to overcome barriers and explore the benefits from community-driven, public/private preschool system strategies, VECF will award up to six grants (term of July 2019 through December of 2021) through an RFP process. The grant program priority is to expand the proportion of children served in private settings and maximize opportunities for private child care sites/providers to participate in the state’s public preschool program.

Applicants will represent collaborations of community entities from public and private sectors, committed to the success of the pilots and with proven experience and capacity to administer grants of this nature. Mixed-delivery grantees who were awarded grants in December 2018 are not eligible to apply.

Additional details about the FY20 Mixed-Delivery Preschool Grants, including grant priorities, eligibility requirements, and award amounts can be found in the [Grant Announcement](#).

We strongly encourage you to begin or continue discussions in your community now about whether a mixed-delivery grant could help your community prepare more children for school success. VECF requests letters of interest (LOI) to get a sense of community interest in applying for the funding opportunity and plan for provision of technical assistance for communities as needed during the application process. We also recommend that each community completes an LOI for its own benefit as developing responses to LOI questions is an effective way for potential applicants to catalyze conversations about mixed-delivery preschool in their communities. The LOI form can be found [here](#). **LOIs are due to VECF no later than February 22, 2019.**

Selected important dates:

- January 30, 2019 - Request for non-binding Letters of Interest released
- February 22, 2019 - Non-binding LOIs due to VECF
- February 27, 2019 - Request for Proposals released
- April 29, 2019 - Proposals due to VECF

To receive announcements and reminders about the grant program, follow VECF on [Facebook](#) or [Twitter](#). Visit our [Mixed-Delivery webpage](#) for all information regarding the grant program and application process. For questions or comments, please send inquiries to mixeddelivery@vecf.org.

2019 NACo Achievement Awards

Celebrating 49 Years of Innovation



What is the NACo Achievement Awards Program?

The Achievement Awards Program is a non-competitive awards program that seeks to recognize innovative county government programs. One outstanding program from each category will be selected as the “Best of Category.”

How to Apply

To begin the application process, [click here](#). In order to submit a 2019 Achievement Award, you must have NACo log-in information. If you do not have a NACo log-in, you may create one by clicking “Create an Account.”

Important Dates

Submissions Deadline: March 25, 2019 at 11:59 p.m. EDT

Notifications of Achievement Awards: Week of April 22, 2019

NACo Annual Conference and Exposition: July 11 – 15, 2019 | Clark County/Las Vegas, Nevada

[Click here to apply](#)

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).


 **PARK ATTENDANT** | James City County | Posted February 1


 **RECREATION LEADER (PROGRAM COORDINATING)** | James City County | Posted February 1

 **SEASONAL LEAD LIFEGUARD (OUTDOOR)** | James City County | Posted February 1


 **SEASONAL LIFEGUARD (OUTDOOR)** | James City County | Posted February 1


 **SUMMER CAMP INSTRUCTOR** | James City County | Posted February 1

 **THERAPEUTIC RECREATION LEADER** | James City County | Posted February 1

 **ASSISTANT RECREATION SUPERVISOR (PROGRAM COORDINATING)** | James City County | Posted February 1

 **COMMUNITY RECREATION LEADER** | James City County | Posted February 1


 **GENERAL OFFICE CLERK** | James City County | Posted February 1


 **GENERAL OFFICE CLERK/PART-TIME Temp.** | James City County | Posted February 1

 **INDOOR LIFEGUARD** | James City County | Posted February 1

 **CITY ATTORNEY** | City of Hopewell | Posted February 1

 **DIRECTOR OF ADMINISTRATION** | Accomack-Northampton Planning District Commission | Posted January 31

 **DIRECTOR OF HOUSING SERVICES** | Accomack-Northampton Planning District Commission | Posted January 31


 **POLICE CHIEF** | City of Franklin | Posted January 30


 **DIRECTOR OF FINANCE** | Town of Woodstock | Posted January 28

 **CUSTODIAN Part Time** | New Kent County | Posted January 28

 **FINANCE MANAGER** | Orange County | Posted January 25

 **DIRECTOR OF HUMAN RESOURCES** | City of Franklin | Posted January 25

 **CUSTOMER SERVICE ASSISTANT** | James City County | Posted January 25

 **CUSTODIAN I** | James City County | Posted January 25



SHELVER CLERK | James City County | Posted January 25



FAMILY SERVICES SPECIALIST I/II (CHILD PROTECTIVE SERVICE) | James City County | Posted January 25



PERMIT TECHNICIAN | James City County | Posted January 25



BROADBAND PROGRAM MANAGER | Orange County | Posted January 25



IT ASSISTANT | Cumberland County | Posted January 24



PLANNER & ZONING TECHNICIAN | Culpeper County | Posted January 23



PLANNER | New River Valley Regional Commission | Posted January 23



VICTIM WITNESS ADVOCATE | Gloucester County | Posted January 23



LEGISLATIVE & BOARD AFFAIRS COORDINATOR | Department of Housing & Community Development | Posted January 22



ECONOMIST | Loudoun County | Posted January 22



ACCOUNTANT | City of Buena Vista | Posted January 22



ENGINEERING PROJECT MANAGER | Western Virginia Water Authority | Posted January 18



JAIL SUPERINTENDENT | Augusta County (Middle River Regional Jail Authority) | Posted January 18



ASSISTANT COUNTY ADMINISTRATOR | Smyth County | Posted January 17



ECONOMIC DEVELOPMENT EXECUTIVE DIRECTOR | Prince William County | Posted January 16



BUILDING OFFICIAL | Gloucester County | Posted January 15



CIVIL ENGINEER I OR II | Gloucester County | Posted January 15



COMMUNICATIONS OFFICER | Montgomery County | Posted January 15



ZONING PLAN REVIEWER | Arlington County | Posted January 15



ASSESSOR | Gloucester County | Posted January 15



HUMAN RESOURCES GENERALIST | Montgomery County | Posted January 15



JOB FAIR | Fauquier County | Posted January 15



DEPUTY CLERK I | James City County | Posted January 11



SYSTEM/SOFTWARE ARCHITECT | Montgomery County | Posted January 11



FINANCE MANAGER | Town of Ashland | Posted January 11



SECRETARY | Frederick County | Posted January 10



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

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