

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

April 4, 2018



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2018 VACo Supervisors' Forum - That's A Wrap!



VACo members from around the Commonwealth recently converged upon the Omni Richmond Hotel for the 2018 VACo Supervisors' Forum. Throughout this two-day event, local officials engaged in numerous educational sessions and networking opportunities. The Forum boasted over 15 speakers, ranging from elected representatives of the Virginia General Assembly, state agency officials, current county supervisors, and former locally elected and appointed officials. Attendees were presented with important information about social services on a local level, reminded of legal mandates under the state's Freedom of Information Act and the Conflict of Interests Act, participated in workshops on local government budgeting, and learned about the innovative avenues by which locally elected officials may engage in meaningful dialogue with their constituents. We also heard presentations on effective communication with local media, the importance of understanding land use issues, and the role of constitutional officers.

VACo is so grateful for the time and effort put into these important sessions by the speakers who led them. This event could not have been the success that it was without their hard work. Visit our [website](#) to watch an event video and to see speaker presentations.

Thank you to each of those who attended this special event. We are excited about the amount of information shared with Forum attendees, the new perspectives developed, and the relationships forged. We look forward to seeing you at our Regional Meetings starting in May and the County Officials' Summit in mid-August.

VACo Contact: [Angela Inglett](#)

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 by participating in the Virginia Certified County Supervisors' Program.

Since its inception in 2005, 70 supervisors representing more than 40 counties spanning from Bath County and Highland County in the west to Stafford County and Richmond County in the east 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.

The Virginia Certified County Supervisors' Program, originally designed by a cross-section of county supervisors and appointed officials in 2005 and subsequently reviewed and reaffirmed in 2009, features a five course curriculum. The format used with each course is designed to maximize learning and student engagement. Each course begins with a six-hour classroom session that is topically driven and reflective of the subject matter being covered. Following the classroom session is an eight-week home study session. Each course participant is assigned relevant articles and books, and completes assignments drawn from the readings on a weekly basis. One or more essays are also assigned during this portion of the course. The third and final course component of each course is a concluding six-hour classroom session.

A variety of topics are discussed during the closing session including a review of the books read and the assignments completed by each class member. Each course is designed to provide the participant with a solid understanding of the subject or topic being examined. Faculty from Virginia Tech and Virginia Cooperative Extension, VACo staff and local government practitioners from across the state serve as the program's core faculty. Each course is designed to address fundamental learning objectives which, in turn, challenge traditional thinking while highlighting best practices models that can enhance governance at the local level.

Governance in the 21st Century:
The Role of Leadership

Opening Session | June 1 | Albemarle County

Closing Session | August 3 | VACo Training Center

Registration Deadline | May 16

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

Managing While Leading:

Understanding Your Powers, Duties, and Responsibilities

Opening Session | September 7 | Albemarle County

Closing Session | November 2 | VACo Training Center

Registration Deadline | August 20

Tazewell County Administrator retiring

Jim Talbert
Richlands News-Press

Tazewell County will have a new administrator by early summer.

A press release from the Board of Supervisors said Patricia Green is resigning as county administrator effective June 1. County Attorney C. Eric Young will serve as interim administrator for the remainder of 2018.

Green, 63, succeeded Jim Spencer as county administrator in 2015. The Board unanimously renewed Green's contract for another two years at its February meeting. However, Green advised the board that she is ready to retire and spend more time with her three children and six grandchildren who live in San Francisco, California, Rustburg, Virginia, and Mooresville, North Carolina.

Green's retirement ends a career in public service that spans five decades. Green began working for Tazewell County in 1974. She was appointed assistant county administrator in 2002 and served as interim county administrator on four separate occasions.

The highlights of Green's tenure as administrator include several landmark events in Tazewell County government.

Green oversaw converting the County's employee health insurance to a self-insured plan and was involved in a long-term operating agreement for the county's landfill. Each of those issues save the county hundreds of thousands of dollars annually.

Under Green, the county also began an Emergency Medical Service in Bluefield and Pocahontas that

stabilized services for both of those communities. Green also eliminated positions at the county, including the assistant county administrator spot and information technology and public safety director, to further save the county.

Green also helped Tazewell County make great strides in improving public health. Green worked with the Appalachian Agency for Senior Citizens to locate an adult day care facility in Falls Mills and worked with the Department of Veterans' Affairs to locate a veterans clinic in Tazewell. Additionally, Green worked with Southwest Community Health Systems to build a new facility in Tazewell to provide health care at a reduced cost for residents without insurance. Tazewell County also helped Trina Health locate a diabetes clinic at Claypool Hill under Green's guidance. Working with Virginia Tech, Green helped educate the public about the dangers of radon in the home.

Board chairwoman Maggie Asbury said of Green's retirement, "Oh, what a loss for our county! But we were not surprised. She had actually shared with our board when she took the county administrator position in 2015 that she planned to retire in two to three years. I must say I am truly happy for Pat. Pat spent over 43 years of her life serving our county. During these years she served all of us with the utmost integrity, efficiency and honesty. Her dedication to our citizens and this county will be truly missed."

Young said, "It has been an honor and a privilege to work with Pat for nearly 14 years. No matter what issues swirl around us, Pat always keeps her eyes on what is best for



Tazewell County's residents."

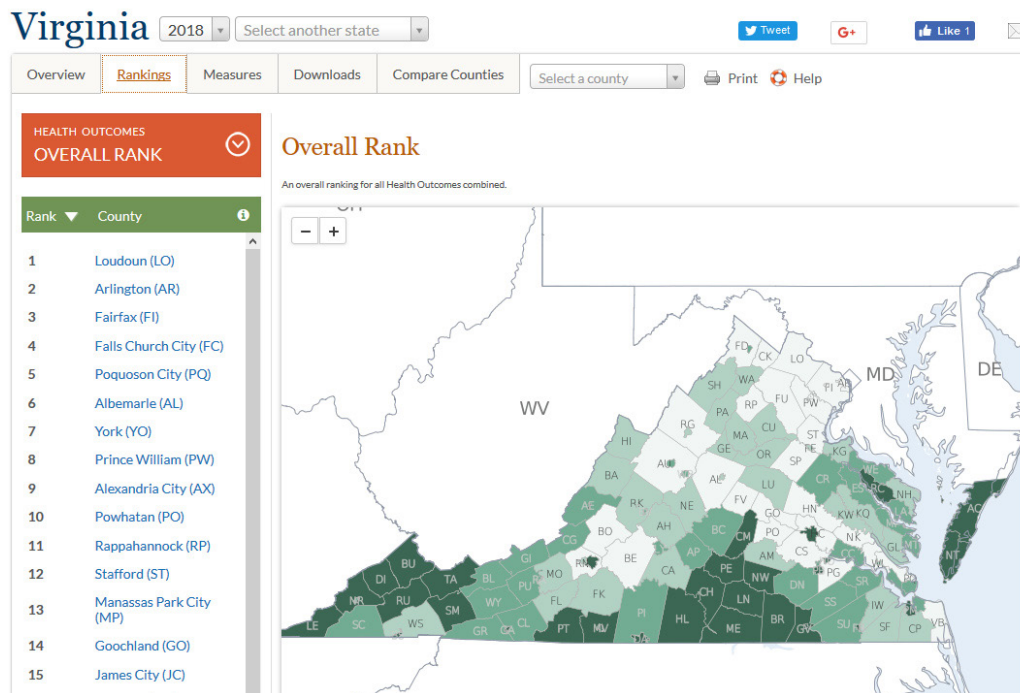
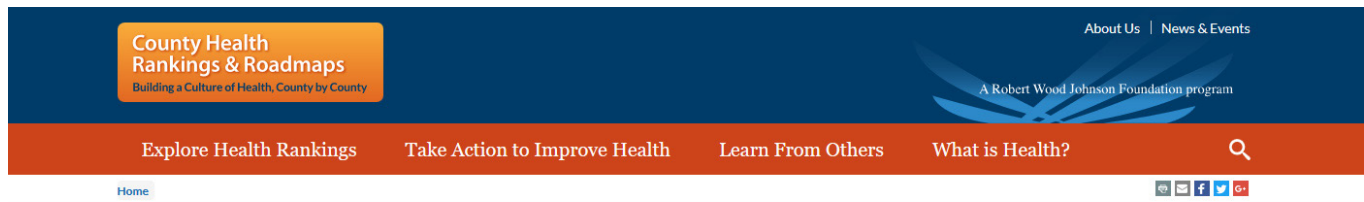
Green, a Bluefield, Virginia, resident, plans to continue to be involved with First United Methodist Church and in her church choir.

"It has been an honor and a privilege to work for Tazewell County and to serve as county administrator," she said. "I'm sure the county will continue to move forward in a positive direction. I'm looking forward to starting a new chapter in my life that will include time well spent with my family and friends."

Young, 46, is a Tazewell native. Young graduated from the University of Virginia School of Law in 1996. He graduated Summa Cum Laude from Emory & Henry College in 1993, majoring in Political Science and Economics. While serving as Tazewell County Attorney, Young has worked closely with the county administrator and the board for 12 years, as well as many county authorities and agencies. Young will continue to serve as County Attorney while acting as interim administrator.

Story reprinted with permission from the [Richlands News-Press](#).

2018 RWJF County Health Rankings Released



The [2018 RWJF County Health Rankings](#) are here! Each year, County Health Rankings & Roadmaps (CHR&R)—a collaboration between the Robert Wood Johnson Foundation (RWJF) and the University of Wisconsin Institute for Population Health—ranks nearly every county in the U.S on a number of vital health factors. The annual rankings serve as not only a measuring stick for assessing community wellbeing, but also a catalyst to spark conversations around how geography—including both the physical and social environment—can affect health.

Beyond the rankings, CHR&R provides practical tools and resources for communities looking to build a culture of health. The redesigned [What Works for Health](#) tool highlights evidence-based programs and policies to aid counties in setting and reaching their health goals. The CHR&R [Action Center](#) houses comprehensive guidance regarding not only assessing community needs, but developing strategic communication plans and evaluating current programming.

What's New for 2018

The 2018 rankings feature an enhanced [peer county comparison tool](#), which populates peer counties for your community based on a variety of key indicators, such as unemployment and poverty rates. You can use the tool to compare your county to its peers or any other county included in the rankings.

This year's release also contains equity-focused [state reports](#). These reports identify and underscore critical disparities in health and offer strategies for addressing these gaps.

[Join NACo's webinar](#) on April 5 to learn more about what's new this year and how you can use the rankings to improve health in your community!

Key 2018 Rankings Resources

[2018 County Health Rankings Key Findings Report](#) | [Partner Center](#) | [What Works for Health](#)

Visit Dickenson County and the Birch Knob Tower

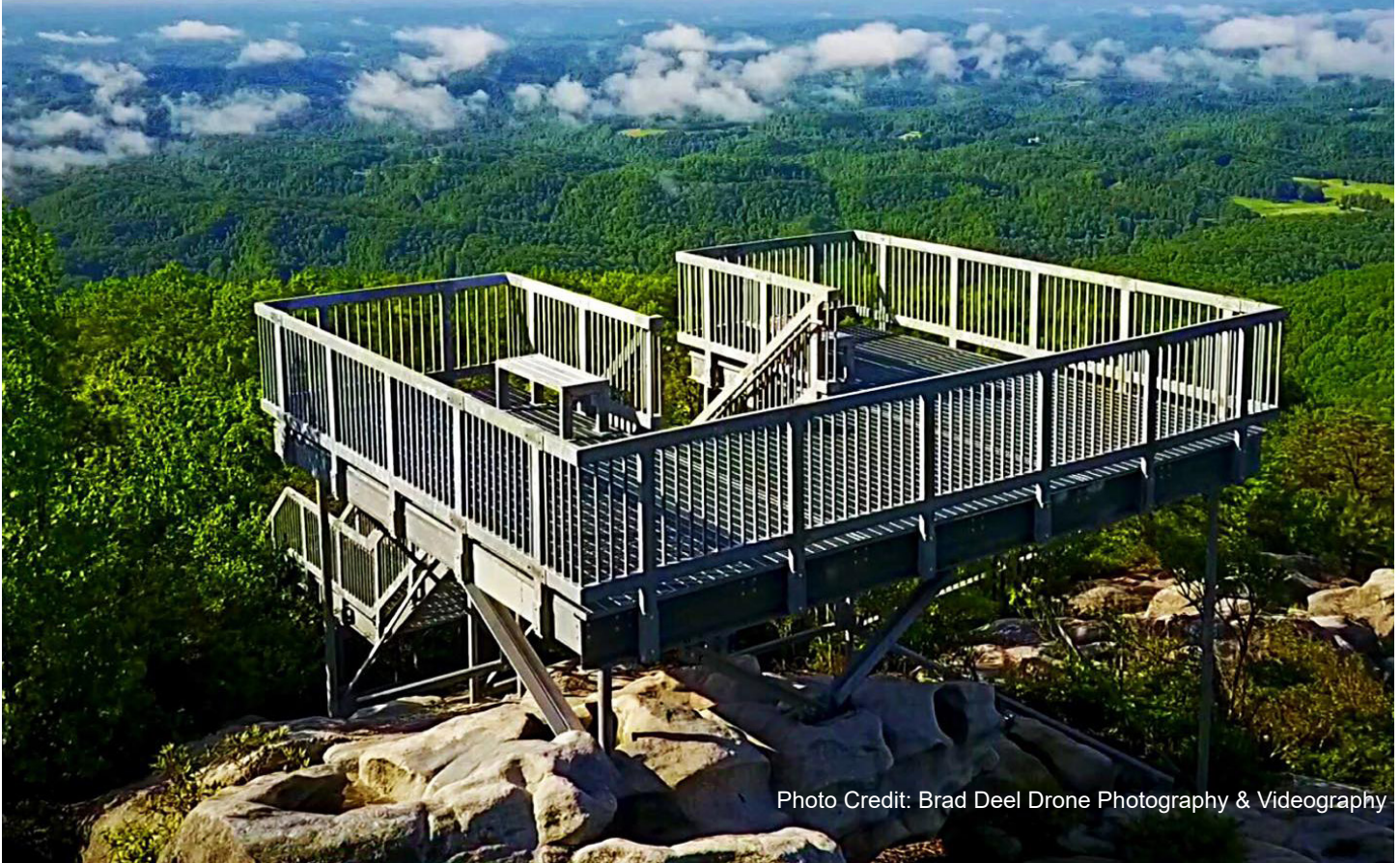


Photo Credit: Brad Deel Drone Photography & Videography

The Birch Knob Observation Tower was completed in December of 2003 by the United States Forest Service after four years of construction. The purpose of the project was to provide recreational viewing opportunities for the public. The observation deck is at an elevation 3,144 feet above sea level with 183 steps to reach the top. The view from this perspective can allow one to see Kentucky, West Virginia, Virginia, North Carolina and Tennessee. On a clear day, it is also possible to see Ohio. From the parking lot, a trail down the mountain leads to Jenny Falls. The hike is approximately 2 miles.

Before this tourist attraction was revitalized, the only access to the Knob was through a small, narrow crack in the rock. An old 54 foot fire observation tower was located there that overlooked the Pine Mountain area. The fire tower was in operation from 1964 - 1978. The fire tower was dismantled in 1980. Although the fire tower has been torn down, the piers are still visible from where the tower once was situated. A new road now leads to the cliff 200 feet below Birch Knob. A steel stairway now ascends to the top. The newly constructed steel stairway is equipped with a handrail and the observation deck sits on a rock outcrop at the highest summit of Pine Mountain.



Birch Knob is located about 7.4 miles southwest of Elkhorn City, Kentucky. It is 6.2 miles north of Clintwood in the Jefferson National Forest on the border between Kentucky and Virginia.

SOURCE: [Dickenson County](#)



Mark Your Calendars



Virginia Association of Counties

ACHIEVEMENT AWARDS



ENTER THE 2018 VACo ACHIEVEMENT AWARDS

Dear VACo Members –

It's time for the 2018 Achievement Awards Program. Any county department is eligible to compete so **ENTER NOW!**

All entries are required to be submitted in electronic form. No paper copy submissions are necessary. The electronic copy should be a PDF or WORD file. Email entries to Gage Harter at gcharter@vaco.org. Submissions must be received by June 1.

Last year we processed 79 entries and selected 17 winners from 9 counties. VACo presented awards at 9 Board of Supervisors Meetings and recognized winners at the Annual Conference, in a news release sent to statewide media and in an Achievement Awards booklet.

The judges for the 2018 Achievement Awards will be announced soon.

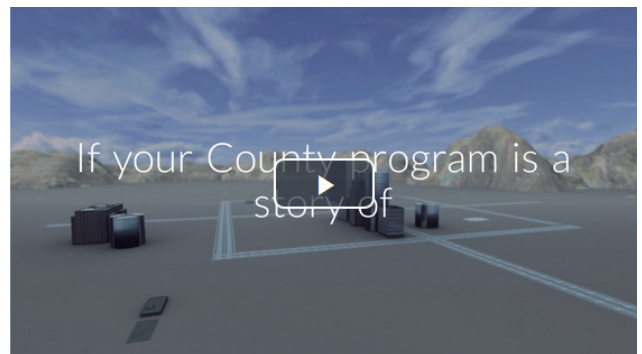
VACo has received nearly 600 entries over the past nine competitions. Last year's Best Achievement winner was York County for its "Home-Based Business Assistance" program.

VACo encourages all counties, big and small, to enter the 2018 Achievement Awards Program. Please contact gcharter@vaco.org with questions or for more information.

[Click here for submission form](#)

[Click here to browse all of the 2017 entries](#)

[Click here to view past Achievement Award winners](#)



It's almost time for the 2018 Regional Meetings Season

Regional Meetings are held annually to give local elected officials, county administrators and legislators an opportunity to discuss challenges and offer solutions.

A 2018 Regional Meetings schedule will be posted soon. These meeting are not to be missed!

[Here's a list of VACo Regions.](#)

VACo held 7 Regional Meetings covering 9 Regions during our 2017 season. These meetings offered VACo members, legislators, state agency leaders and staff an opportunity to learn from each other. Discussions were vibrant and productive. They helped steer VACo in the development of the legislative program. [Check out our recaps of each 2017 Regional Meeting.](#)

We also offer sponsorship opportunities. [Here's our sponsorship form.](#)

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



Nominations sought for VACo Jefferson Cup

VACo seeks nominations for this year's Jefferson Cup Award to be presented at the November 11-13 Annual Conference. **The deadline for nominations is May 1.** Please submit nominations to Dean Lynch at dlynch@vaco.org.

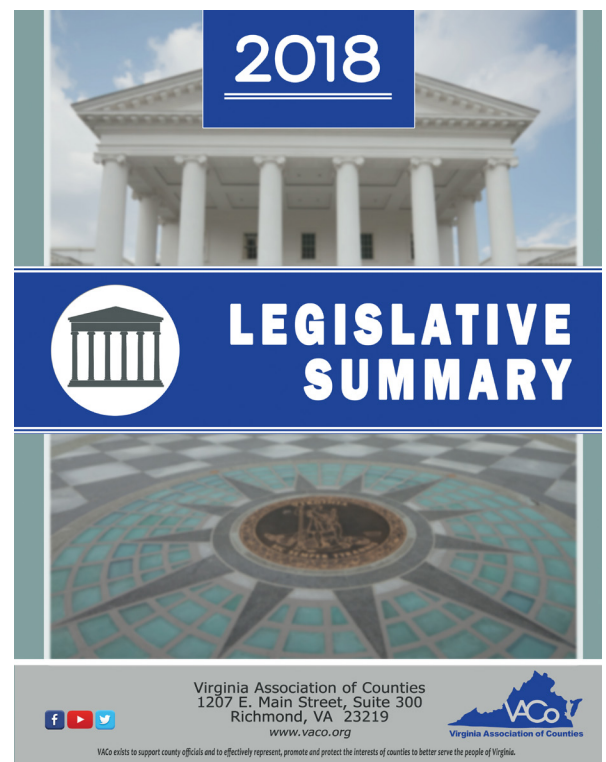
[Click here for a list of Jefferson Cup recipients.](#) Below is a brief history of the Jefferson Cup as well as criteria for award recipients.

On October 25, 1964 at The League of Virginia Counties Executive Board Meeting - The Committee that had been appointed by President Stuart T. DeBell of Fairfax County to study methods and procedures for recognizing outstanding programs, contributions and achievements in local government, reported. The Committee recommended the establishment of an award for outstanding contributions and achievements in local government to be made at the discretion of an Awards Committee in a presentation at the Annual Meeting. The Committee further recommended that the Jefferson Cup suitably engraved to set on a wooden base be adopted as the award. The award was to be called THE JEFFERSON CUP AWARD.

Criteria established for award recipients

1. Any individual who has made an outstanding contribution to local government may be a recipient of the Award.
2. Any local government which has participated in an outstanding local government activity may be a recipient.
3. The Award is to be made at the Annual Meeting of VACo but may not necessarily be made each year.
4. Nominations are to be made to the Awards Committee by August 15 of each year prior to the Annual Meeting.
5. Any additional rules, regulations, standards can be adopted by the Awards Committee.

Coming Soon! VACo's Legislative Summary



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



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

Stafford County hires new Fire and Rescue Chief



Stafford County Administrator Thomas C. Foley proudly announces the hiring of Joseph A. Cardello as the County's next Chief of Fire and Emergency Medical Services. Cardello comes to Stafford from the Prince George's County, Maryland Fire/EMS Department where he is a Deputy Fire Chief and has more than 28 years of fire service experience.

"Joe has extensive experience at the command staff level in Prince George's County, a combined volunteer/career Fire/EMS department. Our Board of Supervisors wanted a candidate who would strengthen the bond between our volunteer and career members as we move forward in meeting the needs of a population that continues to expand," Foley said. "Joe stood out among candidates with his strong Fire/EMS management experience, progressive attitude and his educational background."

"I know the Board of Supervisors is pleased that we have found such a qualified candidate to lead our Fire and Rescue Department," said Meg Bohmke, Chairman of Stafford County Board of Supervisors. "We need a Chief that will continue our commitment to the community by providing the highest level of fire/rescue services. Cardello clearly has the ability to meet those needs."

Staff conducted a national search to fill the chief's position after current Stafford Fire and Rescue Chief Mark Lockhart announced he was retiring from Stafford County at the end of April after seven years of service to the county and more than 35 years in the fire and rescue field. Cardello's first day as Chief will be May 1, 2018.

"I am grateful for the opportunity to lead a dynamic department such as Stafford Fire and Rescue and help it to grow and change along with the differing needs of the population," said Cardello. "I have also heard great things about Stafford County and my family and I look forward to becoming a part of the community."

The Prince George's County, Maryland Fire/EMS Department has 45 fire stations, more than 800 career and 1,000 volunteer personnel and responds to more than 145,000 calls for service annually. Cardello came up through the ranks in Prince George's, starting as a firefighter in 1989, working his way up to Battalion Chief in 2009, Assistant Fire Chief in 2013 and Deputy Fire Chief in 2016. He received the Prince George's County Fire/EMS Department's Bronze Medal of Valor in 2004 and numerous other letters of commendations and citations.

Cardello holds a Bachelor of Science degree from the University of Maryland in Fire Science, with a Minor in Emergency Management. He completed the Paramedic Program at Anne Arundel Community College, an Associate's Degree Program, and has since been certified by the National Registry of Emergency Medical Technicians as a paramedic. He is currently working towards a Master's Degree in Organizational Leadership at Johns Hopkins University.

National County Government Month



National County Government Month (NCGM), held each April, is an annual celebration of county government. Since 1991, the National Association of Counties has encouraged counties to actively promote the services and programs they offer. Counties can schedule activities any time during the month. NCGM is an excellent opportunity for your county to highlight effective county programs and raise public awareness and understanding about the various services provided to the community.

NCGM's 2018 theme is "Serving the Underserved," which is consistent with NACo President Roy Charles Brooks' initiative and focuses on county responses to multigenerational cycles of poverty. Read about the initiative here and download NCGM resources below for more information and ideas for how your county can participate in NCGM.

[Toolkit](#) | [Poster](#) | [Sample Proclamation](#) | [Logos](#) | [iCivics & Counties Work](#)

Questions?

If you have questions about National County Government Month, please contact Brian Namey at BNamey@NACo.org or 202.942.4220.

VACo volunteers at 71st Annual YMCA Model General Assembly



VACo Board Member and Rockingham County Supervisor Billy Kyger (left) receives the Service to Youth Award from Governor Ralph Northam and the Virginia YMCA for Kyger's continued work and support of the Model General Assembly.

Each spring, more than 550 high school students from across the Commonwealth descend on Richmond to take part in the Virginia YMCA's annual Mock General Assembly. For three days, these students immerse themselves in Virginia's legislative process, serving the conference as legislators, reporters, lobbyists, and elected officials and grappling with the very same issues that the real legislature contends with. In addition to their work, participants in the program are also able to hear from and interact with numerous state government officials throughout the weekend. This year, students were fortunate enough to hear speeches from and work with Governor Ralph Northam, Senator Monty Mason, Delegate Rob Bloxom, and Clerk of the House of Delegates Paul Nardo.

For years, VACo staff have been pleased to lend their time and expertise to this annual event as Resource Volunteers, advisors who provide procedural and subject matter guidance to the participating students and their respective committees. This year, VACo was well represented by Khaki LaRiviere, Chris McDonald, and recently retired VACo staff member Larry Land. LaRiviere and Land served as advisors to the Senate Committee on Local Government, while McDonald served as an advisor to the House Committee on Counties, Cities and Towns. Additionally, VACo Board Member Billy Kyger was recognized by the Virginia YMCA and presented with the Service to Youth Award, honoring his longtime service to the program and his tenure as Model General Assembly advisor for Rockingham County Schools.

Khaki LaRiviere visits Cumberland County for job fair



From left to right - Nicci Edmondston (Cumberland County Administrator/Finance), Vivian Seay Giles (Cumberland County Administrator), Khaki LaRiviere (VACo), and Roxanne Salerno (Financial Services Associate)

Cumberland County High School hosted a career fair last week with more than 20 participating organizations, including Dominion Energy, McGuireWoods Consulting, C&F Bank, and VACo.

CHS students shared career interests, sought professional development advice, and learned about different job opportunities across the Commonwealth. Local government participants included Cumberland County staff, Cumberland and Chesterfield County Police and Sheriffs, and VACo.

VACo's Khaki LaRiviere shared VACo's mission and 2018 legislative priorities; discussed the relationship between VACo, counties across the Commonwealth, and legislators; and emphasized opportunities to continue engaging in public service after working in state government. CHS students also received a bit of civics education on the Dillon Rule upon receiving a pocket Constitution, flashdrive, and stylus.

The Virginia Renewable Energy Alliance Presents: Leveraging the Legal and Regulatory Parameters to Increase Renewables in Virginia



VACo's Chris McDonald (left) was a speaker at a past VA-REA event. VACo's Joe Lerch is a confirmed speaker this year.

VA-REA is kicking off its 2018 Leadership in Energy Advancement and Development (LEAD) series on Thursday, April 26 with a one-day event that will cover recent legislative and executive branch catalysts for renewable energy in Virginia, the current and future regulatory landscape for renewable energy in the Commonwealth, and how Virginia's renewable energy industry can partner with localities to increase wind and solar adoption.

Date: Thursday, April 26, 2018 | **Time:** 10am – 2:30pm

Location: McGuireWoods Consulting, Richmond, Virginia. (800 E Canal St, Richmond, VA 23219)

Event Registration: Registration is just \$25 (\$15 for students). More information can be found on [VA-REA's website](#).

Confirmed Speakers

- Joe Lerch, Virginia Association of Counties
- Angela Navarro, Office of Virginia Governor Northam
- Bill Murray, Dominion Energy
- Brooke Beaver, Apex Clean Energy
- Cliona Robb, Christian & Barton LLP
- Dan Holmes, Piedmont Environmental Council
- Heather Stevenson, McGuireWoods Consulting
- Matthew Meares, Virginia Solar
- Will Cleveland, Southern Environmental Law Center

Event Agenda

- Morning panel – Recent legislative and executive branch catalysts for renewables in Virginia (10:15 – 11:45am)
- Lunch & keynote speaker – Virginia's current and future regulatory landscape for renewable energy (12 – 1pm)
- Afternoon panel – Putting the pieces together: How can Virginia's renewable energy industry partner with localities to increase wind and solar adoption? (1 – 2:30 pm)
- Strengthen professional connections and business opportunities by interacting with industry, utility, policy and financing leaders within the Virginia renewable energy market



U.S. COMMUNITIES™ GOVERNMENT PURCHASING ALLIANCE



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What We Stand For and What We Do

Electric Vehicles made with the highest quality

Our mission is to provide inspired solutions that move our customers each and every day. Columbia vehicles are not modified golf carts that try to fit the application; instead, our vehicles are specifically built for work. Some of the popular applications for our vehicles are colleges and universities, water treatment plants, warehouses, housing authorities, nurseries, and many more. [See how](#) we can fit into your mission.



ALL CONTRACTS

U.S. Communities works with over 40 supplier partners that can help you with all of your needs.

CONTACT US

Our team is here to help you. Reach out with questions or if you want to meet with your local Program Manager.

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).



MAINTENANCE WORKER - LANDSCAPING | Montgomery County | Posted April 3



PERMIT TECHNICIAN | City of Manassas | Posted April 3



ASSISTANT DIRECTOR OF HUMAN RESOURCES | Spotsylvania County | Posted April 3



CAREER OPPORTUNITIES | Gloucester County | Post April 2



CITY ATTORNEY | City of Chesapeake | Posted April 2



CONTINUUM CARE COORDINATOR | George Washington Regional Commission | Posted April 2



INFORMATION TECHNOLOGY SERVICES DIRECTOR | James City County | Posted April 2



MOBILE LIBRARY SERVICES ASSISTANT | James City County | Posted April 2



DENTAL ASSISTANT | James City County | Posted April 2



TECHNOLOGY COORDINATOR | Montgomery County | Posted April 2



SENIOR REAL ESTATE APPRAISER (COMMERCIAL) | Fairfax County | Posted March 29



COUNTY ADMINISTRATOR | Wise County | Posted March 29



PURCHASING AGENT | Caroline County | Posted March 28



CODE INSPECTOR III | City of Alexandria | Posted March 28



ASSISTANT TOWN MANAGER | Town of Christiansburg | Posted March 28



SPECIAL PROJECTS COORDINATOR | Franklin County | Posted March 27



GALAX - GRAYSON EMS DIRECTOR | County of Grayson & City of Galax | Posted March 26



UTILITY OPERATOR | Montgomery County | Posted March 26



PARK SUPERVISOR - OPERATIONS | Gloucester County | Posted March 26



BUSINESS DEVELOPMENT & RETENTION MANAGER | Town of Leesburg | Posted March 26



**ASSISTANT DIRECTOR
OF ENVIRONMENTAL SERVICES** | Fauquier County | Posted March 26



**ASSISTANT DIRECTOR
OF PARKS & RECREATION** | Fauquier County | Posted March 26



ENGINEER | City of Harrisonburg | Posted March 26



**EMS EDUCATION
PROGRAM COORDINATOR** | James City County | Posted March 26



FIREFIGHTER I/II/III/IV | James City County | Posted March 26



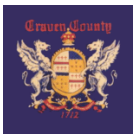
**MAINTENANCE
WORKER - RECREATION &
FACILITIES** | Botetourt County | Posted March 26



**CAPITAL PROJECTS
MANAGER** | Botetourt County | Posted March 26



**DIRECTOR OF
TECHNOLOGY SERVICES** | Botetourt County | Posted March 26



**WATER
SUPERINTENDENT** | Craven County, NC | Posted March 22



**COMMUNITY SERVICES
EXECUTIVE DIRECTOR** | Prince William County | Posted March 22



**PUBLIC
INVOLVEMENT COORDINATOR/
TITLE VI COORDINATOR** | Fredericksburg Area Metropolitan Planning Organization | Posted March 22



JOB OPPORTUNITIES | Gloucester County | Posted March 21



**FAMILY SERVICES
SPECIALIST I/II** | New Kent County | Posted March 20



TOWN MANAGER | Town of Cape Charles, VA | Posted March 20



**PRETRIAL PROBATION
OFFICER** | Frederick County | Posted March 19



**POST-GRADUATE
MANAGEMENT FELLOWSHIP
BROCHURE** | Loudoun County | Posted March 19



**TRANSPORTATION
ANALYST** | HRTPO | Posted March 19



**COMMUNITY &
PUBLIC INVOLVEMENT PLANNER** | HRPDC HRTPO | Posted March 19



**COMMUNITY
DEVELOPMENT ASSISTANT** | James City County | Posted March 19



**THERAPEUTIC
RECREATION LEADER** | James City County | Posted March 19



**FAMILY SERVICES
ASSISTANT** | James City County | Posted March 16



**SEASONAL LIFEGUARD
(OUTDOOR)** | James City County | Posted March 16



**SEASONAL LEAD
LIFEGUARD (OUTDOOR)** | James City County | Posted March 16



**COMMUNITY
RECREATION LEADER
(NEIGHBORHOOD/SPECIAL EVENTS)** | James City County | Posted March 16



LIFEGUARD (INDOOR) | James City County | Posted March 16



GROUNDSKEEPER I/II | James City County | Posted March 16



GIS ANALYST | James City County | Posted March 16



FINANCIAL ANALYST | James City County | Posted March 16



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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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