

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

May 4, 2018



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2018 Presidential Initiative: Healthy Virginia Counties



By Sherrin Alsop
VACo President

As many of my VACo colleagues know, I'm passionate about health. Serving as a volunteer EMT for many years in King and Queen County has been one of the most rewarding experiences of my life. I've helped set EMS policy at the state level, and worked closely with our regional hospital to be sure that our residents get top-notch care when they need it. Access to high-quality medical care is critically important to public health, but it's only part of a person's -- or a community's -- overall well-being. As research in public health has advanced, it's become clear that many factors outside of medical care, such as public safety, education, and transportation, have a profound influence on community health. The U.S. Department of Health and Human Services defines these "social determinants of health" as "conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks."

Local governments play vital roles in so many of these areas, from funding parks to police, so I am excited to announce my Presidential initiative for this year: Healthy Virginia Counties. VACo will be focusing on promoting healthy communities this year -- especially in raising awareness of counties' efforts to promote well-being and helping counties learn from each other's successes. As part of this initiative, I'll be writing a monthly column in *County Connections* spotlighting innovative programs that have produced positive results in local communities across the Commonwealth, and VACo will be hosting additional educational programming to help counties share information and learn from experts.

We have an opportunity later this month to learn about a program to improve nutrition for children over the summer, when children who benefit from free- or reduced-price school lunch sometimes go hungry. I hope you will be able to join me on May 24 at 2:15 p.m. for a conference call on the Summer Food Service Program, hosted by No Kid Hungry Virginia with special guests First Lady Pamela Northam and Richmond Mayor Levar Stoney. Additional details are on page 11.

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State Budget Action Needed Now



As the impasse over the state budget approaches the end of its second month, work on the caboose and biennium budgets is expected to resume on May 14, when the Senate is scheduled to return to Richmond to consider the revised budget proposals passed by the House on April 17.

VACo Members - Please contact your legislators and encourage them to bring the budget discussions to a prompt resolution.

KEY POINTS

- It is critical that the General Assembly pass a budget that meets local needs, and that the budget be adopted as soon as possible.
- Counties need to be able to count on the state to be a consistent funding partner. Continued uncertainty is a strain on this partnership.

[As reported in the April 20 edition of County Connections](#), whether to expand eligibility for Medicaid in accordance with the Affordable Care Act remains the central sticking point in resolving differences between the House and Senate. Since the House budget provides for the expansion of Medicaid under certain conditions, it assumes savings associated with drawing down additional federal funding, allowing state General Fund dollars to be redirected to other priority spending items. The budget adopted by the Senate during the 2018 regular session did not incorporate these additional federal dollars, resulting in fewer resources being available for allocation to core services.

The delay in adopting a state budget has placed counties in a challenging position. Localities must meet certain statutory deadlines in adopting local budgets, among them the requirement to adopt an annual education budget by May 15, or within 30 days of receipt of state funding estimates, and the requirement to set local tax rates no later than July 1. Localities must also hold a public hearing at least seven days in advance of adopting a budget; this hearing must be advertised at least seven days in advance.

As the state's partners in funding and delivering core government services such as K-12 education and public safety, localities rely on state support to provide these critical functions. Having to adopt a county budget without knowing how much state funding the county can expect to receive requires local elected officials to make critically important decisions about tax rates and spending levels without the benefit of all relevant information. Although a local budget may be amended after its adoption, making significant changes in funding levels after the fact can be disruptive to the provision of services.

VACo Contact: [Katie Boyle](#)



ALBEMARLE COUNTY ANNOUNCES NEW ASSISTANT COUNTY EXECUTIVE

Trevor Henry to Assume Role Effective May 1, 2018

Albemarle County recently announced a realignment of our organizational structure. **Effective May 1, 2018, Trevor Henry will assume the role of Assistant County Executive, which was left vacant when Lee Catlin retired on November 1, 2017.** In this role, Mr. Henry will be directing, planning and organizing activities related to leading project and change management across the organization. Specifically, his management portfolio will include Facilities and Environmental Services, Parks and Recreation, and Information Technology. Additionally, Mr. Henry will oversee the Project Management Office, which will be expanded from an existing focus on implementation and execution of the Board of Supervisors' FY 17 – 19 Strategic Plan to include operations and technology.



These changes were designed to further develop our efforts towards organizational project management and oversight while strengthening and improving service levels to our community. With this realignment we continue to transform our local government, concentrating on creating efficient processes to better position us to address future organizational needs and continue our evolution into a more agile organization that is well positioned to respond to the challenges and opportunities of the future.

"In our ongoing efforts to be a high-performing organization, we continue to scrutinize and adjust work processes with the citizen experience in mind," said County Executive Jeff Richardson. "I am excited about the unique skillset that Trevor Henry brings to this role, and look forward to working with him as we prepare for future community challenges and opportunities."

Mr. Henry has been with Albemarle since 2009, most recently serving as the Director of the Office of Facilities and Environmental Services. During his tenure with the County, Mr. Henry led many organizational change efforts to improve services and efficiency, including Access Albemarle and the consolidation of two departments into the current Department of Facilities and Environmental Services. He is a former qualified nuclear engineer, US Naval Submarine Officer, and a leader with expertise in the management of operations, processes, and personnel. He brings to his new role vast experience in overseeing complex projects, including capital project planning and execution as well as organization culture setting. Mr. Henry holds a Bachelor of Science Degree in Physics from Susquehanna University and is a graduate of the Weldon Cooper Center's Leading, Educating, and Developing (LEAD) program. An Interim Director of Facilities and Environmental Services will be appointed while recruiting for Mr. Henry's replacement is underway.

"The emphasis on the project management discipline comes at a critical time in our organization. The challenges facing local government are more complex today than ever before," said Trevor Henry. "I'm grateful and excited for the opportunity to use my skills and experience to help optimize Albemarle's internal operations to transform both internal and external customer experiences."

"Aligning our people with our biggest needs and opportunities is critical to the future success of our organization," added Richardson. "Our community continues to be an amazing place to live and work and our ability to provide County services in a cost-efficient and more streamlined way allows us to address growing needs across the board."

VACo SPOTLIGHT

William B. Kyger Rockingham County Supervisor



Q1. In addition to serving on the Board of Supervisors, you are a longtime educator, teaching government in Rockingham County schools. How did your classroom experience prepare you for elected office?

Billy Kyger: Being a United States Government teacher allowed me the opportunity to have a real good idea of how, in theory, government should work. I had full understanding of our federal system of shared governmental powers between the national government and the states. I also fully understood the Dillon Rule as it relates to Virginia local government and its relationship with the state government. I must admit that I also had a better idea of how to run a campaign.

Q2. Your classes study the debates among the Founding Fathers over the direction of the new nation. Are there some leadership lessons you've drawn from the Founders that have been helpful in your career in public service?

BK: I am very fond of the philosophical differences between Hamilton and Jefferson on the relationship of government and the people. I have read and studied, and continue to do so today, the Federalist Papers and the Anti-Federalist papers- they provide great insight into the development of our powerful two-party system and the political struggles we face today. Madison wrote in Federalist 51 "If men were angels, no government would be necessary." How true is this. It helps to remind me that government is all about serving the people and protecting their civil liberties and rights. It's absolutely not about the people serving the government. I look at my role as truly being a public service.

Q3. You've been actively involved with VACo throughout your time in office, including serving as VACo President in 2008. How has your involvement with VACo influenced your service on the Board of Supervisors?

BK: It has greatly broadened my perspectives. It has also allowed me the opportunity to learn from others and to also educate others about the importance of agriculture (Rockingham County is the Commonwealth's leading ag county). The opportunity to network statewide and nationwide via NACO helps me share solutions to problems and new ideas with my colleagues on the Board of Supervisors. It also helps to advocate for many local government issues with state and federal elected officials. Needless to say, I also have made a great number of wonderful friendships along the way.

Q4. In your view, what are the biggest challenges and opportunities facing Rockingham County in the next 10 years?

BK: Population growth and increasing government service delivery in public safety. Rockingham is a very vibrant community with a large state university (JMU), Eastern Mennonite University (EMU), and a fast growing Bridgewater College. They require extra services, particularly in the public safety arena, as more and more students are electing to live in the county outside of the city of Harrisonburg. We are attempting to balance our agricultural heritage with the fast growing suburban and now urban growth issues that face counties in NOVA and along the urban crescent.

Q5. You've served on the Board of Supervisors since 1988. What advice would you give to newly-elected officials or to individuals interested in running for office?

BK: Remember that you are in office to serve others, not yourself. When you are elected you need to remember that you represent ALL of your constituents, not just those who voted for you. Be accessible and be honest. Don't be afraid to say "I don't know" or "no."

Q6. Between teaching and community service, you must keep busy. When you do have free time, what do you do for fun?

BK: I spend as much time as I can with my grandchildren and I play in a rock and roll cover band (Standing Room Only). My wife and I are also avid supporters of UVA athletics and attend football, basketball, and baseball games frequently.

VACo Contact: [Katie Boyle](#)



Visit Botetourt County and Nininger's Mill

Nininger's Mill, also known as Tinker Mill, is a historic grist mill located near Daleville, Botetourt County, Virginia. The mill was built about 1847, and is a three-story, brick structure with a gable roof. Wood-frame additions added in the 20th century, are found on the north and east walls. Also on the property is a contributing simple one-story, wood-frame late 19th-century house. The mill was converted to restaurant in 1980.

It was listed on the National Register of Historic Places in 1980. ([Nomination Form](#))

SOURCE: [Wikipedia](#)



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](#)



NEWS FROM OUR
ASSOCIATE MEMBERS

PRESS RELEASE

Dewberry's Shawn Harden Promoted to Senior Associate

Site/civil engineering and land development expert promoted in firm's Danville, Virginia, office

Fairfax, VA—April 30, 2018

Dewberry, a privately held professional services firm, announced that Shawn Harden, PE, has been promoted to senior associate in the firm's Danville, Virginia, office.

Harden, who has been with the firm for more than 17 years, is the civil and economic development department manager and is responsible for leading an experienced team of engineers in the layout and design of industrial parks and commerce centers. He has created master plans and designed approximately 15 industrial parks and more than 7,000 acres of industrial space over the last 10 years. Additionally, he is a subject matter expert in the design of solid waste landfills. Harden is currently overseeing the design of the SoVa Mega Site at Berry Hill, located in Pittsylvania County.

Harden earned a bachelor's degree in environmental engineering from Wilkes University (1997) and is a member of the Virginia Economic Developers Association (VEDA).



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.

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Related Resource:

Berry Hill Industrial Park
<http://www.dewberry.com/portfolio/project/berry-hill-industrial-park>

Related Links:

Dewberry
www.dewberry.com

Connect with Shawn
<https://www.linkedin.com/in/shawn-harden-58734213/>

Media Contact:

Molly Johnson
703.849.0307
mjohnson@dewberry.com



Historic House Select Committee Inaugural Meeting



After the Parkland school shooting in March, Speaker Kirk Cox announced the creation of the House Select Committee on School Safety, the first to be established in the Virginia House of Delegates in the past 150 years. The Committee will review current policies on school security and propose recommendations for the 2019 session.

At the inaugural meeting, the Speaker discussed the selection of Committee members as those with experience in local government, school boards, and justice systems to develop an effective, consensus-driven process for developing recommendations for the 2019 General Assembly Session. Vice-Chairman Marshall will serve as an Ex-Officio member of each subcommittee. The Committee includes the three subcommittees below:

Infrastructure and Security

Rush (Chairman), Jones, S.C., Knight, Marshall, Torian, Heretick, Bourne

Prevention and Response Protocol

Peace (Chairman), Wright, Bell, R.B., O'Quinn, Sickles, Krizek, Mullin, Marshall

Student Behavior and Intervention

Landes (Chairman), Marshall, Gilbert, Bell, R.B., Robinson, Watts, Toscano, Herring, VanValkenburg

The Speaker also launched the Committee's website during the meeting, which is a portal for public comment. The link to the website is located [here](#).

After the Columbine shooting in 1999, the Virginia Center for School Safety was established in § 9.1-184 of the Code of Virginia. Housed in the Department of Criminal Justice Services (DCJS), the Center provides training for K-12 school personnel, serves as a resource and referral center for school divisions, facilitates the school safety audit process, and encourages development of partnerships to increase school safety across the state. In addition, the Commonwealth has a robust School Resource Officer (SRO) program and Threat Assessment system. The SRO program is funded through a state \$1.3 million grant, capped at \$50,000 per SRO, and the Center reports and data collection are funded through partnerships with higher education institutions like the University of Virginia and Virginia Tech with the National Institute of Justice. The grant helps fund 43 SROs and one School Security Officer, which are based on the Local Composite Index. In total, there are 584 SROs. The Committee discussed the need for increased funding for both programs. The DCJS presentation can be found [here](#).

Governor McDonnell established his School and Campus Safety Task Force in 2013 after the Sandy Hook school shooting. The Task Force included members of law enforcement, school personnel, first responders, parents and students, K-12 and higher education employees, public and private school representatives, and scholars and experts. The Task Force had three work groups focused on education, mental health, and public safety. Sixty-one recommendations came from the Task Force, with a total of 34 recommendation implemented in full or in part. Most of the school design and construction-related recommendations were not implemented, but suggested to localities. An overview of the recommendations can be found [here](#).

The full Committee will meet again in June to hear a presentation from the Joint Legislative Audit and Review Commission on how other states are addressing school safety.

VACo Contact: [Khaki LaRiviere](#)

1207 to the 95 Blog

The Opioid Crisis Part 2: What About Naloxone?



In recent years American communities have struggled to effectively address the scourge of opioid abuse currently plaguing our nation. Knowing of the catastrophic impact of this addiction crisis, VACo would like to assist its members by providing easy access to helpful resources. Over several posts, we'll explore research concerning the origins of the epidemic, overdose intervention, treatment options, and more.

Keep in mind that VACo is not endorsing any particular content or opinion, rather we hope that an array of information will aid those deliberating the most appropriate avenue for their community effort. It is important to remember that each resource is just one piece in a much larger puzzle, so weigh all material against other reliable sources.

Click on the link below to engage with material that will help you understand this complex issue.

VACo Contact: [Angela Inglett](#)

Read 1207 to the 95 Blog

Textbooks, Teacher Shortage, and Tapping into Innovation: Post-Session Board of Education Updates

Since the 2018 General Assembly Session, the Board of Education has held two business meetings, discussing passed legislation, listening to state and national education issues, and acting on multiple items. Of particular interest to counties is the Board's plans to address the teacher shortage.

Representatives from the Education Commission of the States (ECS) presented state and national trend data on the teacher shortage crisis. To view the presentation, please click [here](#). In 2017, at least 23 states addressed teacher recruitment from collecting teacher supply and demand data, developing districts of innovation, developing career pathways and grow-your-own programs, altering preparation and licensure requirements to providing financial incentives, and incentivizing retired teachers to return.

The Virginia Advisory Committee on Teacher Shortages recommendations focused on recruitment and retention components of the shortage. The committee analyzed the challenge, and determined that the issues in Virginia relate to costly pathways into teaching combined with limited earning potential, a negative perception of the teaching profession, and undesirable working conditions. The five priority recommendations emphasize financially accessible and stackable pathways into teaching, permitting undergraduate teaching majors, raising awareness of federal loan forgiveness programs, considering establishing a competitive Commonwealth Teaching Fellows Program, and differentiating compensation or retention bonuses. Two recommendations were taken up as either policy or budget items in the 2018 General Assembly. To access the presentation, please click [here](#). The Advisory Board on Teacher Education and Licensure also offered recommendations addressing teacher shortage in addition to the proposed regulations on personnel and education program approval. The recommendations can be found [here](#).

During the 2018 Session, there were over 20 bills addressing teacher shortage. Of note, [HB 1125 \(Landes\)/SB 349 \(Peake\)](#) addressed the crisis via teacher licensure requirements. The bills: 1) increase the length of time a license is active from five to 10 years; 2) provide a one-year grace period for teachers to meet requirements when they seek a provisional license; 3) remove additional assessments for teachers seeking licensure reciprocity; 4) establish an alternative pathway to licensure for elementary preK-6 teachers and K-12 special-education teachers; 5) extend the three-year provisional license for up to three more years based on a recommendation from the division superintendent and performance; 6) increase the provisional waiver process to a biennial timeframe; and, 7) require that the Board amend regulations to establish requirements for license renewal and the completion of no more than 360 professional development hours within the 10-year period.

Of note, the Board also took final action on the following items:

- Approved 2018-2019 K-12 Mathematics Textbooks
- Approved 2018-2019 Textbooks and Instructional Materials for K-12 History and Social Science with potential supplements to cover: 1) Virginia state and local government, 2) massive resistance, 3) Jim Crow laws, 4) Virginia's role in the Civil Rights Movement, and 5) the Holocaust and Genocide in World History
- Removed the Dryden Elementary School Project in Lee County from the waiting list
- Approved leases for the Rural Retreat Middle and High School Projects in Wythe County
- Approved Bellwood Elementary School's year-round school plan in Chesterfield County
- Approved the Standards of Accreditation regulations
- Amended and approved the School Divisions of Innovation regulations to include information sharing
- Removed three and added 20 Board approved industry credentials
- Expedited filling Board vacancies

Future meetings will include status updates on the Board's priority concerns from teacher shortage and equity to accountability.

VACo Contact: [Khaki LaRiviere](#)

Story Continued from Page 1

Resources

There is a wealth of information available on the health of Virginia communities, and I encourage you to explore some of the recently-released reports that provide data on an assortment of health-related indicators.



- The Robert Wood Johnson Foundation released its [2018 County Health Rankings](#) on March 14. Counties are ranked based on health outcomes (such as premature deaths and percentages of babies born at low birth weights) and health factors (such as air pollution levels, high school graduation rates, levels of violent crime, and length of commutes).
- *U.S. News and World Report* also published its [Healthiest Communities Rankings](#) in March. These rankings were compiled based on an assortment of factors, including housing affordability, food availability, and crime rates.
- The Virginia Department of Health (VDH) produces the [Virginia Health Opportunity Index](#), which includes a profile of each county based on environmental factors, consumer opportunity, economic opportunity, and wellness disparities; each profile contains data on these factors for each census tract within a county.
- A look at the state's goals for better community health is available in [Virginia's Plan for Well-Being](#), compiled by VDH and the Virginia Center for Health Innovation in 2016. This document outlines 13 goals for the years 2016-2020, which are grouped under four broad aims: healthy, connected communities; a strong start for children; preventive actions; and a system of health care. Goals include social aspects of public health, including kindergarten preparedness and economic stability for families. Specific metrics are associated with each goal. An [update](#) was published in 2017 reporting on progress for each metric.


Look for these resources on the [Healthy Virginia Counties page](#) on VACo's website. I look forward to working with you all to help make Virginia counties the healthiest in the country!

**Join First Lady of Virginia Pamela Northam
and Mayor of Richmond Levar Stoney**

for a discussion on how you can help
end summer hunger for children in
your community

MAY 24 • 2:15-2:45 PM



**NOKID
HUNGRY**
SHARE OUR STRENGTH

City and County Officials:

During the summer months, children from low-income families lose access to school breakfast and school lunch. For many Virginia children, summer is the hungriest time of the year.

The Summer Meals Program provides free summer meals to kids. Unfortunately, only 15% of Virginia children who rely on free or reduced-price school lunches are also getting free meals during the summer.

Why is there a gap between the children in need and the children who participate in the summer meals programs?

- **Availability:** Some children do not have a feeding site nearby. Others, although they live near a feeding site, are not able to access the meals due to transportation issues.
- **Awareness:** Many families are not aware that the programs exist. There are also misperceptions about who is eligible to participate. All kids, age 18 and under, are invited to participate regardless of need.

[Click](#) on the photo to enlarge

Before you kick off your Memorial Day weekend, join First Lady Northam and Mayor Stoney on **May 24th from 2:15 – 2:45 pm** for a conference call to learn about how you can support the Summer Meals Program in your community.

Please RSVP to Sarah Steely at (570) 854-5023 or sarah.steely@doe.virginia.gov for call-in information.

VACo to participate in two Regional Meetings in May

VACo is excited to visit Westmoreland County and Dinwiddie County in May for Regional Meetings, which are held annually to give local elected officials, county administrators, and legislators an opportunity to discuss challenges and offer solutions.

[Region 2](#) | May 22 | Westmoreland County | [Agenda](#)

[Regions 1 & 4](#) | May 30 | Dinwiddie County | [Agenda](#)

VACo is also looking forward to the Region 5 Meeting on June 14 in Albemarle County.

[Region 5](#) | June 14 | Albemarle County | [Agenda](#)

VACo greatly values these meetings and offers sponsorship opportunities. [Sponsor one meeting or the entire season.](#)

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. They helped steer VACo in the development of the legislative program. [Check out our recaps of each 2017 Regional Meeting.](#)

VACo Contact: [Angela Inglett](#)



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.

VACo's Legislative Summary



The [Legislative Summary](#) details the actions of the 2018 General Assembly and information on legislation of interest to counties. This edition contains links to bills through the General Assembly's Legislative Information System. Also included in the document are studies and statistics of importance to counties. A budget analysis will be provided in a later version of the Legislative Summary when a budget is passed.

Henrico dedicates Elvin Cosby Way to honor employee beginning 73rd year of service



On April 23, Henrico County honored Elvin R. Cosby, its longest-serving employee, with a surprise dedication of Elvin Cosby Way, a road on the Henrico County Government Center campus.

Cosby joined the Department of Public Works on April 23, 1946 — exactly 72 years ago. Now 90, he serves as a maintenance supervisor and routinely checks conditions and clears debris from county roads. He was first hired by Henrico at age 18 to carry water to county work crews. Cosby's earliest salary on record was 55 cents per hour.

Over the years, he rose through the department's ranks, working as a truck driver, equipment operator and labor foreman. He has served all nine of Henrico's directors of Public Works and six of its eight county managers.

"He has watched leaders come and go. He has seen equipment transform from mule teams to high-tech machines. He has faced adversity and personal tragedy, but he has triumphed," Henrico County Manager John A. Vithoulkas said. "That 18-year-old novice is now a steady force, mentoring new employees from a bountiful spring of experience. He has faithfully loved his God, his family, his friends and those he serves each and every day."

Today's ceremony was capped with an unveiling of a street sign for Elvin Cosby Way, a previously unnamed road that connects Prince Henry and Dixon Powers drives. The road's centerline was marked for the occasion in the official green from the Henrico County seal. The event also included recognitions from Virginia's Congressional delegation, its House of Delegates and Senate members, and a presentation of a Virginia flag that had flown at the state Capitol. Guests included Cosby's wife, Lottie, as well as members of the Board of Supervisors and other federal, state and local officials and dignitaries.

Elvin and Lottie Cosby have been married nearly 66 years and are members of St. Peter Baptist Church, on Mountain Road.

In 2015, Henrico established the Elvin R. Cosby Award to recognize long-tenured employees for their outstanding service and contributions. In May, Cosby will receive the Judith M. Mueller Local Government Service Award from the American Public Works Association in recognition of service to a single locality for 20 or more continuous years.

Caussin Appointed Fairfax County Interim Chief of Fire and Rescue

Fairfax County Assistant Fire Chief John Caussin has been named interim chief of the [Fire and Rescue Department](#), effective April 30. Caussin will replace Fire Chief Richard Bowers Jr., who [retires at the end of this month](#).

Caussin began his career with the department in 1985. He was appointed to assistant fire chief for personnel services in 2006, then served as assistant fire chief for emergency operations from 2010 to 2015, and is currently the assistant fire chief of business services. He previously served as deputy chief of support services and field operations battalion chief.

"We are confident in John's ability to lead the department and maintain its excellent record of life saving service to the county during this transition," says County Executive Bryan Hill. "We are making progress in our efforts to identify a new Fire and Rescue Chief, as our focus remains on the future of our great department." Fairfax County's Department of Human Resources has contracted with Polihire to manage the recruitment process for the next fire chief. The position closes at the end of May and it is anticipated that the hiring process will be completed by early summer.



Caussin is a certified paramedic and a sworn assistant fire marshal. He is a member of numerous professional organizations including the International Association of Fire Chiefs, the International Association of Fire Fighters, the Virginia Fire Chiefs Association and the National Fire Protection Association, where he serves on the Technical Committee on Fire and Emergency Service Organization and Deployment. Caussin holds a bachelor's degree in communications from James Madison University, an associate degree in fire administration from Northern Virginia Community College and is a graduate of the National Fire Academy's Executive Fire Officer Program.

Haltom Named Prince George County Director of Utilities

Prince George County Administrator Percy Ashcraft announced the hiring of Frank Haltom as Director of Utilities & Engineering, effective May 1.

Haltom's appointment comes a year after the departure of Chip England, who left for a similar position with Henrico County. After several rounds of interviews, Ashcraft said that Haltom emerged as the best qualified candidate for the position.

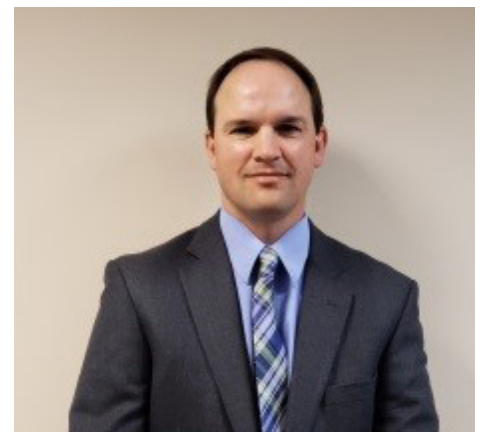
"Frank joins us after his career path has enabled him to acquire valuable experience in both the public and private sector," commented Ashcraft. "He is eager to grasp the challenge of leading our utility services from both perspectives of operations and planning."

Haltom, a certified Professional Engineer whose career began in 1996, most previously served as Director of General Services in Isle of Wight County; and Director of Facilities Management for Williamsburg Landing, Inc., an assisted living facility in Williamsburg.

Haltom received his bachelor's degree at Virginia Military Institute.

As Director of Utilities and Engineering, Haltom will oversee a department of 14 employees and a budget of \$7,549,958.

Haltom, his wife, Amy and their three children live in Williamsburg.





For Immediate Release: April 27, 2018

LOCAL GOVERNMENT ATTORNEYS ASSOCIATION ELECTS NEW OFFICERS

The Local Government Attorneys of Virginia, Inc. (LGA) elected new officers and members of the board of directors at its recently completed spring conference in Roanoke, Virginia. The LGA has over 300 organizational members, represented by more than 800 attorneys from Virginia localities, private law firms, and other entities that specialize in local government matters, and by members of the judiciary.

The following officers and directors will lead the LGA for the 2018-19 year:

| | |
|---|--|
| For a one-year term as officer: | President, Roderick B. Williams, County of Frederick Vice President, Timothy R. Spencer, City of Roanoke Treasurer, Lola Rodriguez Perkins, City of Hampton Secretary, Michelle R. Robl, County of Prince William |
| For an initial two-year term as director: | Andrew H. Herrick, County of Albemarle Rebecca B. Randolph, County of Hanover Kelly J. Lackey, City of Chesapeake |
| For a second two-year term as director: | Olaun A. Simmons, Town of Culpeper |

These newly elected LGA leaders will join sitting directors Helivi L. Holland (City of Suffolk), Mark C. Popovich (County of Isle of Wight), Erin C. Ward (County of Fairfax), Lesa J. Yeatts (Town of Herndon), and Tara A. McGee (County of Goochland), who will be the immediate past LGA president.

The LGA supports 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 two conferences and a regional seminar each year which present in-depth analyses of legal issues related to local government. Mandatory Continuing Legal Education credit can be earned by attorneys attending the LGA's conferences and seminars.

Other member services include:

- The annual *LGA Handbook of Virginia Local Government Law*, authored by Virginia attorneys with specialized expertise in the areas of law addressed.
- A monthly newsletter, the *Bill of Particulars*, summarizing recent federal and state court cases.
- *Amicus curiae* briefs filed periodically in cases involving issues important to local government.
- An ethics committee that works closely with the Virginia State Bar on ethics issues of significance to local government attorneys.
- Practice groups that focus on social services, local taxation, eminent domain, employment law, and younger local government attorneys.
- A group email service that allows members to exchange legal inquiries and information.
- A website library of legal documents and related materials.

For more information on the LGA and its programs, visit the LGA website at lgava.org.

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



Wednesday, May 23, 2018
Greater Richmond Convention Center

Networking Registration: 7:45 a.m. - 9:00 a.m.

Program: 9:00 a.m. - 2:00 p.m.

Business leaders and policy makers will discuss energy's role
in a competitive Commonwealth.

[VIEW THE AGENDA](#)

REGISTER NOW

Registration Fee: \$125

PANEL DISCUSSION TOPICS WILL INCLUDE:

The Role of Sustainable Infrastructure in Corporate Strategy

Panelists will discuss the current landscape and future trends in corporate sustainability and infrastructure development and how these efforts play a critical role in enhancing economic competitiveness in the Commonwealth.

Diverse Energy Production for Economic Development and Job Growth

Members of Virginia's business community will offer their perspective for incorporation into Virginia's Energy Plan with a focus on areas that will promote job growth, competitive rates, and environmental protection.

KEYNOTE LUNCHEON REMARKS

Cybersecurity and The Energy Grid

Renee Forney, Senior Director of Cyber Assurance, Capital One

Rodney Blevins, Chief Information Officer, Dominion Energy

[Click here](#) to enlarge and to see a list of sponsorship opportunities (Page 2).
Be a sponsor of this amazing event!

Congratulations Washington County!

[Click here](#) to read entire press release



SORENSEN IMPACT



Ideas
into
Action



National Institute
for Children's
Health Quality

NACo CONTACT: Fred Wong, fwong@naco.org, 202.942.4271

PCI CONTACT: Rachel Zaentz, Rachel.Zaentz@FinnPartners.com, 202.525.9864

Local Communities to Prioritize a Strong Start for Babies and Toddlers

Leading National Groups Announce Selection of Communities across the Country to Focus on Healthy Beginnings, Supported Families and Quality Child Care from Birth to Age 3

April 24, 2018—Leading national organizations announced today that they will work with 29 communities across the country to focus on child development from birth to age 3. Research shows investments in the first three years of life, when a child's brain develops faster than at any other time period, are most critical in helping more children become more confident, empathetic, contributing members of their communities.

The National Association of Counties, National League of Cities, Center for the Study of Social Policy, National Institute for Children's Health Quality (NICHQ) and StriveTogether each selected community partners that are demonstrating a commitment to ensuring children have a strong start in life. The partnership is funded by the Pritzker Children's Initiative (PCI), a project of the J.B. and M.K. Pritzker Family Foundation. The Sorenson Impact Center, housed at the University of Utah's David Eccles School of Business is working with PCI and the partner organizations to manage the initiative.

The communities named in today's announcement include:

National Association of Counties

- Boone County, Missouri
- Champaign County, Illinois
- Dauphin County, Pennsylvania
- Pierce County, Washington
- Ramsey County, Minnesota
- Washington County, Virginia
- Watauga County, North Carolina
- Tarrant County, Texas

Center for the Study of Social Policy

- Boston, Massachusetts
- Denver, Colorado
- Guilford County, North Carolina
- Los Angeles County, California
- Kent County, Michigan
- Multnomah County, Oregon
- Orange County, California
- Onondaga County, New York
- Ventura County, California
- Volusia and Flagler Counties, Florida

National League of Cities

- Austin, Texas
- Baltimore, Maryland
- Chattanooga, Tennessee
- Cleveland, Ohio
- Denver, Colorado
- Minneapolis, Minnesota

National Institute for Children's Health Quality (NICHQ) and StriveTogether

- Albuquerque, New Mexico
- Memphis, Tennessee
- Norwalk, Connecticut
- Salt Lake City, Utah
- Spartanburg County, South Carolina
- Tucson, Arizona

Virginia Department of Health and AOSS Regulations Meetings

As part of the Periodic Review of the Alternative Onsite Sewage System Regulations, <https://law.lis.virginia.gov/admincode/title12/agency5/chapter613/>, the Virginia Department of Health will conduct statewide listening sessions to gather comments and feedback on the regulations. VACo members are encouraged to attend a listening session to learn about the current regulations and submit comments to improve them. If you are unable to attend a session and would instead like to meet with the Department of Health, or send comments, please contact Marcia Degen at marcia.degen@vdh.virginia.gov, or Karri Atwood at karri.atwood@vdh.virginia.gov.

Below are the scheduled locations and times of each of the remaining sessions:

| Date | Time | Location |
|-----------------------------------|---------------------|--|
| May 9, 2018 Northern VA | 9:00 am to 11:00 am | Auditorium; Fire and Rescue Training Center 16600 Courage Ct.; Leesburg VA 20175 |
| May 10, 2018 Shenandoah Valley | 10:00 am to 12:00 N | Board Rm; Augusta Co. Government Center 18 Government Center Lane; Verona, VA |
| May 14, 2018 Central VA | 1:30 pm to 3:30 pm | Perimeter Center, Board Rm 4 9960 Mayland Dr.; Richmond VA 23233 |
| May 22, 2018 Eastern VA | 1:30 pm to 3:30 pm | 3 rd floor, Training Room A 135 Hall Avenue; Suffolk VA 23434 |

VDOT Coordinating Transportation and Land Use Planning Forum

The 2018 Virginia Department of Transportation (VDOT) Coordinating Transportation and Land Use Forum will take place Thursday, May 10, 2018, at the Four Points by Sheraton on Midlothian Turnpike in Chesterfield County.

The forum runs 9 a.m. - 4 p.m. A continental breakfast will be provided at 8:30 a.m. and lunch will also be served. There is no cost to attend.

To register, please RSVP to Blair Toombs at blair.toombs@vdot.virginia.gov.

The target audience for the forum includes:

- Localities
- Planning district commissions
- Metropolitan planning organizations
- The development community
- VDOT staff
- Anyone interested in transportation, land use and planning

Scheduled presentations include:

- Arterial preservation and innovative intersections
- General Assembly and legal updates
- GIS and technology in land development and planning
- Land use driving industries
- Locality and VDOT role in master planning
- VDOT land developer resources
- VDOT Smart Scale system



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).



**UTILITY OPERATOR
(CD) ASHLAND WASTEWATER
TREATMENT PLANT** | Hanover
County | Posted May 2



UTILITY OPERATOR (CD)
| Hanover County | Posted May 2



**UTILITY TECHNICIAN
(CD) DISTRIBUTION** | Hanover
County | Posted May 2



**DIRECTOR OF PUBLIC
WORKS** | Amherst County | Posted
May 2



BUDGET MANAGER | City
of Manassas | Posted May 2



**DEVELOPMENT SERVICES
MANAGER** | City of Manassas | Posted
May 2



SYSTEMS ARCHITECT |
Montgomery County | Posted May 1



**FAMILY SERVICES
SPECIALIST** | Montgomery County |
Posted May 1



**MANAGEMENT ANALYST
I/II** | Fluvanna County | Posted May 1

APRIL 2018



**CHILDREN'S PROGRAM
SPECIALIST PT** | Montgomery County
| Posted April 30



**LIBRARY SERVICES
SPECIALIST PT** | Montgomery County
| Posted April 30



**FIRE RESCUE
TECHNICIAN TRAINEE** | Fauquier
County | Posted April 30



**BUILDING OFFICIAL
SECTION CHIEF** | James City County |
Posted April 30



**DIRECTOR OF HUMAN
RESOURCES** | Spotsylvania County |
Posted April 30



GIS COORDINATOR |
Franklin County | Posted April 30



CITY ATTORNEY | City
of Charlottesville | Posted April 24



DIRECTOR OF PLANNING
| Rockingham County | Posted April
24



**ASSISTANT REAL ESTATE
DIRECTOR** | Fairfax County | Posted
April 23



CAREER OPPORTUNITIES

| Gloucester County | Posted April 23



ASSISTANT LIGHT & POWER DIRECTOR | Town of Culpeper | Posted April 20



RECREATION LEADER (PARKS) | James City County | Posted April 20



ENERGY MANAGEMENT TECHNICIAN | Albemarle County | Posted April 20



MAINTENANCE MECHANIC III | Albemarle County | Posted April 20



DIRECTOR OF FINANCE | City of Fredericksburg | Posted April 20



BUILDING OFFICIAL | Brunswick County | Posted April 20



INSTRUMENTATION & CONTROL SPECIALIST | James City County | Posted April 20



TRANSIT BUS OPERATOR | James City County | Posted April 20



ASSISTANT GENERAL REGISTRAR | James City County | Posted April 20



IT APPLICATION TECHNICAL LEADER/SYSTEM ENGINEER | Hanover County | Posted April 20



UTILITY MAINTENANCE TECHNICIAN | Powhatan County | Posted April 19



ZONING ADMINISTRATOR/PLANNING DIRECTOR | Greene County | Posted April 19



REGIONAL PLANNER | Accomack-Northampton Planning District | Posted April 19



DENTAL ASSISTANT | James City County | Posted April 18



ACCOUNTING TECHNICIAN | James City County | Posted April 18



HUMAN RESOURCES ADMINISTRATIVE ASSISTANT | James City County | Posted April 18



POLICE OFFICER I/II | James City County | Posted April 18



SECURITY SPECIALIST/ CYBER SECURITY ANALYST | Montgomery County | Posted April 17



BASIC COMMUNICATOR | City of Harrisonburg | Posted April 16



SPECIAL PROJECT COORDINATOR | Franklin County | Posted April 13



DEPUTY COUNTY CLERK | Montgomery County | Posted April 13



EXECUTIVE DIRECTOR | Virginia Association of Planning District Commission | Posted April 13



QUALITY ASSURANCE MANAGER | Hanover County | Posted April 11



DEPUTY SHERIFF (PART TIME) | City of Salem | Posted April 11



PUBLIC SAFETY DIRECTOR | Amherst County | Posted April 11



LEGISLATIVE & PUBLIC AFFAIRS OFFICER | Albemarle County | Posted April 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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