

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

August 24, 2018



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The VACo County Officials' Summit spotlights the candidates



Tim Kaine



Corey Stewart



Leslie Cockburn



Abigail Spanberger

Politics in the heat is fast becoming an annual VACo summer tradition. With primaries completed and November elections approaching, VACo's County Officials' Summit once again brought politics to its members.

This year nearly 150 county leaders heard from U.S. Senator Tim Kaine and U.S. Senate Candidate Corey Stewart. Virginia's 5th Congressional District Candidate Leslie Cockburn and Virginia's 7th Congressional District Candidate Abigail Spanberger also enlightened the bipartisan crowd with their vision for local government. Tying Virginia's elections and political climate together with expert analysis was Dr. Bob Holsworth.

Kaine explained his campaign theme of a "Virginia that works for all" and added that expanding broadband infrastructure investments was vital for the state's future.

Kaine compared broadband to electricity, and said that just like bringing electricity to the rural areas in the 1930s and 1940s, Virginia must do the same with broadband now. He stressed that closing the digital divide ensures that all parts of Virginia can compete in the global economy of the future.

The Senator suggested that collecting sales taxes on online purchases can help pay for much-needed infrastructure. He also said that many of the online purchases are delivered to the home or office by truck using the state's roads. An online sales tax could also provide funds for transportation infrastructure.

Stewart, Chairman of the Prince William County Board of County Supervisors, agreed with Kaine about the need for universal broadband. He also emphasized the importance of minimizing federal mandates on local governments.

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Governor Northam Addresses Money Committees

By James J. Regimbal, Jr.
Fiscal Analytics, Ltd.

In his address to the “money committees” on August 17, Governor Ralph Northam announced a \$555.5 million General Fund (GF) revenue surplus for FY 2018. Other than the constitutionally-required 10 percent of surplus to be deposited to the Water Quality Improvement Fund (WQIF), the remaining surplus funds will be reserved, either in the Revenue Stabilization Fund or the new revenue reserve fund created last session. These funds will bring combined state GF reserves up to a total of \$1.034 billion by FY 2020.

In FY 2018, GF revenues grew 6.3 percent versus the budget forecast of 3.4 percent. Individual income taxes accounted for a \$614 million surplus – or more than the net total amount of surplus – which was offset by shortfalls in other revenue sources, such as corporate income and recordation taxes. \$325 million of the surplus was due to non-withholding income tax collections. This volatile revenue will be assumed to be non-recurring for future revenue forecasting purposes, even though it now appears that much of the FY 2018 non-withholding gain was due to real wealth creation as opposed to tax planning gains. Secretary of Finance Aubrey Layne cautioned that approximately \$120 million of the \$227 million in surplus income tax withholding collections was the result of payments that would normally be collected in July but were instead collected on the last day of June. Removing this one-time accounting gain from FY 2018 would reduce withholding growth from 5.4 percent to 4.4 percent – still a healthy level of growth.

Sales tax growth was essentially neutral with its forecast, rising 3.1 percent in FY 2018. However, this was the best sales tax growth in recent years. Other revenue sources such as corporate income, recordation, and insurance premiums fell short of expectations. Transportation revenues likewise fell short of expectations – a cause for concern. GF revenue collections in July remained steady, giving further confidence to the re-forecast of 2018-20 biennium revenues that will occur this fall.

Next, Secretary Layne detailed the report from the Chainbridge Software consulting firm’s modelling of the 2017 federal tax changes’ impact on Virginia. The Chainbridge model estimates that additional Virginia revenue of \$594.2 million in FY 2019 and \$611.1 million in FY 2020 will result from the new federal tax law – if no changes are made to Virginia tax policy. These impacts would grow to \$950 million by FY 2024. At that point, the individual income taxpayer provisions expire under current federal law. Business provisions are permanent. The impact of the business provisions would grow to substantial levels by FY 2024. While there are ten new federal tax provisions that impact Virginia taxes, the largest impacts result from the changes to itemized and standard deduction levels and the \$10,000 federal tax cap placed on itemized state income taxes and local property taxes. This results in a change in taxpayer behavior regarding taking Virginia’s standard and itemized deductions that is expected to increase Virginia’s income tax collections.

Governor Northam proposed that \$250 million of the state tax windfall resulting from federal tax changes be used to make the state’s earned income tax credit for low-income taxpayers (EITC) refundable. Virginia currently has an EITC, but it is not refundable beyond a taxpayer’s tax liability. Currently 24 states offer a refundable EITC, while another 6 (including VA) offer a nonrefundable EITC.

Next, Secretary Layne also discussed the recent *Wayfair* U.S. Supreme Court decision concerning the collection of sales tax on out-of-state internet sales. The Court held that states may require out-of-state internet sellers to collect sales tax, even if the seller does not have a physical presence in the state. The Court did not rule on the “undue burden” aspect of previous Supreme Court rulings. It is also not clear whether Congress will now weigh in on the subject. Secretary Layne presented a chart that estimated that if Virginia did require internet sellers to collect sales tax, an additional \$250 million per year in state and local revenue would result. However, this estimate should be viewed with skepticism as a detailed estimate has yet to be performed.

Undoubtably, the 2019 Session will feature a lively debate on tax policy.

Stevens Appointed James City County Administrator



The James City County Board of Supervisors has unanimously appointed Scott A. Stevens as County Administrator effective October 1, 2018. Stevens most recently served as the City Manager for Goldsboro, NC. During its regular meeting on August 14, the Board approved a 3-year contract for Stevens. He has expertise in areas of municipal budgeting, water, wastewater, stormwater, electric utilities, public works, parks and recreation, and transportation.

Stevens said, "I am excited to be named the James City County Administrator. I grew up visiting my grandmother in this area and consider it a second home. I want to thank the Board of Supervisors for their confidence in me and look forward to working with the Board, employees and citizens for the betterment of our community."

Ruth Larson, Chair of the James City County Board of Supervisors, stated, "This is an exciting time for James City County's citizens, employees, businesses, regional partners, and the elected and appointed boards of the County. The hiring of a County Administrator is an opportunity to continue our commitment to the important work and goals of our Strategic Plan." Larson continued, "We look forward to working together with Scott as we continue to meet the challenges of our growing community. On behalf of my colleagues on the Board of Supervisors, we want to welcome Scott and look forward to a long and productive working relationship with him."

Stevens was raised in Cary, NC. He graduated from North Carolina State University with a Bachelor of Science in Civil Engineering, obtained his Masters in Public Administration from East Carolina University, and is a licensed engineer in the State of North Carolina. He was commissioned as a reserve officer in the Navy's Civil Engineer Corps from 1993 until 2001 and a member of Naval Construction Force Support Unit Three. Stevens began his career with the North Carolina Department of Transportation (NCDOT) where he was responsible for the maintenance of state highways in three counties. After seven years with NCDOT, he continued his career with the City of Kinston as Assistant City Engineer, City Engineer, Public Services Director, Assistant City Manager and City Manager.

When he is not working, he enjoys new adventures and spending time with his family.

VACo SPOTLIGHT

Joseph Guthrie

**Pulaski County
Supervisor**



Q1. You are a lifelong resident of Pulaski County and run a farm that has been in your family since 1795. What is it like to serve on the governing body for a place where you have such deep roots?

Joe Guthrie: Yes, my roots run deep in Pulaski County. I'm the 6th generation of the Guthrie family to live on our farm near Dublin and we are raising the 7th generation. Those ties to the community are at the very essence of why I chose to stand for an elected position in the county - first on the School Board and now on the Board of Supervisors.

This place is truly home to me, and I have greatly enjoyed living here. I think it's a beautiful place to live and a great place to raise a family. I plan to live here the rest of my life, and since I do, I want this to be as great a community as it can be. I believe that a big part of achieving greatness in a community is to have highly effective local government. I have some education, experience, and enthusiasm for doing work for my community, and I asked the voters if they would like me to use my skills to help set direction and make decisions on how we move forward through our local government. I told the voters that I want to make Pulaski County into an even better place to live, work, play, raise a family and retire. That's what I keep in mind with everything I do on the Board of Supervisors. We constantly strive to achieve that high level of excellence in community economic prosperity and excellent quality of life for the folks in our county.

Those deep roots also give me a good institutional knowledge of the community. They help me to know our past and our present - how we got from where we were to where we are today. That can often be helpful to add that voice to the board. However, I also recognize that there is a lot of value to be gained from newcomers. It's good to get fresh ideas and perspectives on how things are done in other places and what people have experienced that has worked well elsewhere. A good board can take both of those perspectives from its board members and staff and mix them to create great results. We have that on our board.

Q2. Education is clearly very important to you – you were a Fulbright Scholar; you served on the Pulaski County School Board; you serve on VACo's Education Steering Committee, and you've taught at Virginia Tech since 2007. Are there some trends or initiatives in the education realm (either in K-12 or higher education) that you would point to as particularly successful? Are there some policies you would change, if you could wave a wand?

JG: I'm very proudly a product of Pulaski County Public Schools. The teachers gave me the background I needed to be successful in college and in my career. My three children have all attended Pulaski County Public Schools and they have gotten the same high level of preparation for college. My daughter is a graduate of Yale, my middle son is in ROTC at Virginia Tech, and my youngest is a senior at Pulaski County High School (PCHS) this year. So, yes, education is important to me, and especially doing what I can to help provide a high quality free public education for people in our county.

In fact, the biggest issue facing Pulaski County for the 6 years I've been in elected office has been education, and specifically what to do about our two aging middle schools. They were our former high schools in Pulaski and Dublin before PCHS was constructed in 1974. After studying all the possible options carefully, I became a strong advocate for a new consolidated school located near the high school between the towns of Dublin and Pulaski. The School Board got a great architectural design and an option on the ideal piece of land. Then we on the Board of Supervisors unanimously approved sending a \$47 million bond referendum to the voters. They approved it last November by a nearly 2 to 1 margin with large majorities in every precinct in the county. Keep in mind, we asked the people to raise their own taxes by 20 percent and they didn't flinch. They basically told us, "It's for the kids. Here's the money. Now build it." I was very proud of our people for that.

On the Board of Supervisors, we see education in general and the new school in particular as not only necessities for our citizens, but as economic development drivers. We know people look at the quality of schools as a determining factor in where they choose to live, and one of my top goals is for people to choose to live in Pulaski County because of the schools, not in spite of them. A new middle school is absolutely vital for that.

We are also fortunate in the New River Valley to have two great universities and a community college in our region. There's no question that they add to our quality of life, provide opportunities for our people to advance their careers, and assist us with luring new economic development.

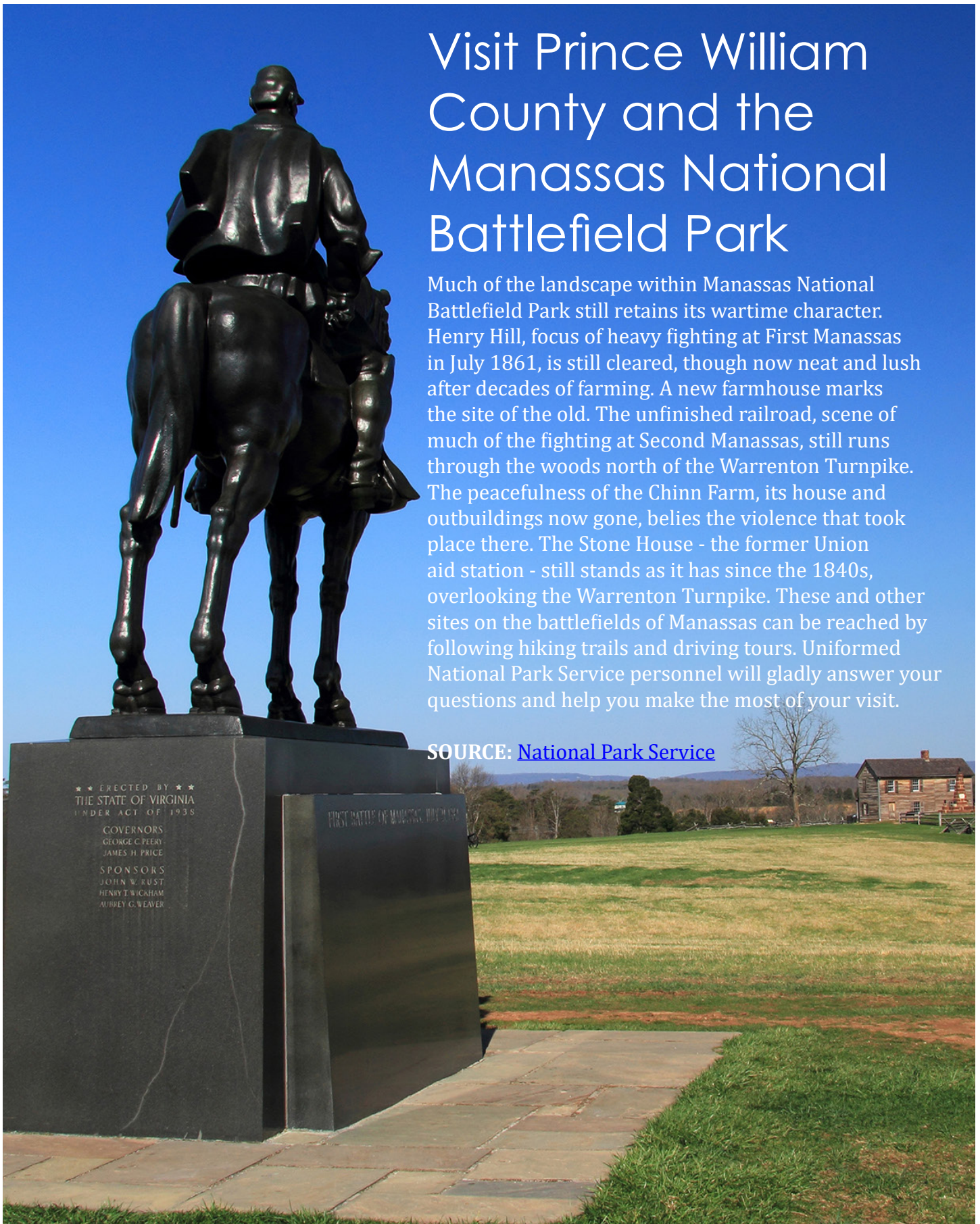
I'm a strong proponent for Dual Enrollment and Advanced Placement courses to give high school students the opportunity to get college credit while still in high school and reduce their time and cost in getting a college degree. We have greatly expanded those offerings at PCHS in recent years. We on the Board of Supervisors also included in this year's budget the funding to begin an International Baccalaureate program at PCHS. It will soon be one of the few IB programs in western Virginia. This is part of

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Visit Prince William County and the Manassas National Battlefield Park

Much of the landscape within Manassas National Battlefield Park still retains its wartime character. Henry Hill, focus of heavy fighting at First Manassas in July 1861, is still cleared, though now neat and lush after decades of farming. A new farmhouse marks the site of the old. The unfinished railroad, scene of much of the fighting at Second Manassas, still runs through the woods north of the Warrenton Turnpike. The peacefulness of the Chinn Farm, its house and outbuildings now gone, belies the violence that took place there. The Stone House - the former Union aid station - still stands as it has since the 1840s, overlooking the Warrenton Turnpike. These and other sites on the battlefields of Manassas can be reached by following hiking trails and driving tours. Uniformed National Park Service personnel will gladly answer your questions and help you make the most of your visit.

SOURCE: [National Park Service](#)





Mark Your Calendars



November 11-13, 2018
The Omni Homestead
Bath County, Virginia

Interested in VACo Education? Attending VACo's Annual Conference is a great way to gain a deeper understanding of the challenges and opportunities facing localities today. VACo members discover innovative ways to solve problems and meet opportunities, simply through conversation with other local leaders. Counties across Virginia often face similar concerns, yet community leaders don't always take advantage of an invaluable resource: their neighbor in the next county. With roughly 1,000 local government officials, state representatives, speakers, and exhibitors in attendance, the Annual Conference is the perfect place to learn from and join forces with peers from across the Commonwealth. Don't miss this chance to visit with your neighboring counties, listen to experts, and experience the benefits of collaboration and innovation with your fellow local leaders.

This year's theme is
COMMONWEALTH OF OPPORTUNITIES: Preparing Counties for the Future

The 2018 conference registration form is now available

[Annual Conference Registration Form](#) | [Online Conference Registration Preliminary Agenda](#)

**NEWS FROM OUR
ASSOCIATE MEMBERS****How to Save Time & Money While Giving Employees Benefits They Want**

Benefits are an important part of retaining and attracting valuable employees. Budget cuts and the rising costs of healthcare are making it hard for employers to provide their workforces the competitive benefits they expect and deserve. It sometimes seems that the only way to provide these benefits is to shift some of the healthcare cost to the employees.



Pierce Group Benefits' goal is to help our clients navigate through these challenges. We are a family operated, full-service benefits consulting firm that specializes in building comprehensive benefits packages and customized solutions for public sector employees. Pierce Group Benefits is the leading regional provider of employee benefits to the public sector, currently serving over 150,000 employees. Our buying power is a tremendous advantage to both employers' and employees' budgets. We consistently enhance our clients' benefits packages in several ways, often increasing the benefits while reducing or maintaining current rates.

Here are some examples of how Pierce Group Benefits has successfully implemented strategies with our public sector clients:

Customized Benefits Package - Benefits should be comprehensive and customized to the age and circumstances of each employee. In evaluating health plans, offering multiple plan designs is an important component in lowering employer costs while meeting the needs of all employees.

Moving non-core benefits to employee-paid voluntary benefits and offering value-added programs are two ways the public sector can provide more customization to offset employees' benefits costs. Voluntary benefits can augment employee benefit portfolios at no additional cost to the employer, and they can help employees avoid higher deductibles and increased out-of-pocket expenses.

Enhanced Employee Experience – Modernizing benefits enrollment improves employee satisfaction and saves money for local government employers. A successful benefits program begins with a strong benefits communication strategy. Effective benefits communication encompasses online tools (websites & videos), written materials (benefit booklet), and face-to-face conversations (on-site benefit counselors). Employees of different generations rely on different modes of communication to educate themselves and make benefits decisions.

With the right benefits and cost, an employer can attract and retain the best personnel. But, planning a benefits package is complex and involves making decisions that will impact employers and employees alike. When you partner with Pierce Group Benefits, you can obtain a comprehensive employee benefits package without making sacrifices, without creating more costs, and without having to make cuts elsewhere.



Please visit us at www.piercergroupbenefits.com
or call at 800-387-5955 to learn more.

Upcoming broadband conferences focus on increasing internet access



Two separate summits scheduled for this fall will be bringing public and private partners together to seek solutions on providing high speed internet access to unserved areas.

On September 25-26 the Botetourt Broadband Commission (BBC) will be hosting the [Rural Broadband Technology Solutions Summit](#) at the [Greenfield Education & Training Center](#). The objective of the summit is the implementation of advanced, affordable, high capacity internet for all Botetourt County. To achieve this, the BBC is inviting all parties involved and interested in the planning, buildout, procurement, and implementation of high capacity internet in Botetourt County. The BBC will serve to host, facilitate, and connect all components and parties for a collaborative union in an effort to enable a path to meet the summit objective. For more information go to www.BoCoSummit.com.

On October 30 The National Telecommunications and Information Administration's [BroadbandUSA Program](#), in partnership with Virginia's Center for Innovative Technology, will host the [Virginia Broadband Summit in Roanoke](#) at the [South County Library](#). The purpose of the Summit is to engage the public and stakeholders with information to accelerate broadband connectivity, improve digital inclusion, and support local priorities. The Summit will provide information on topics including local broadband planning, funding and engagement with service providers. Speakers and attendees from Virginia, federal agencies and across the country will come together to explore ways to facilitate the expansion of broadband capacity, access and utilization. The Virginia Broadband Summit is open to the public. [Pre-registration](#) is required and space is limited. Registration information, meeting updates, including changes in the agenda, and relevant documents will be available on NTIA's website at [Virginia Broadband Summit – Partnerships for Connecting the Commonwealth](#). For more information, contact: BroadbandUSAevents@ntia.doc.gov.

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

2018 Presidential Initiative: Healthy Virginia Counties in Action



By Sherrin Alsop | VACo President

Spotlight on Mental Health Part 2

In my last column, we looked at the critically important topic of mental and behavioral health and major efforts at the state level to improve Virginia's public behavioral health system. Counties across Virginia recognize the importance of mental health care in building strong, vibrant communities and have worked hard to provide needed services and promote public awareness about this vital issue.

Access to Mental Health Treatment

Access to mental and behavioral health services is a major challenge across the country. Mental Health America's [*The State of Mental Health in America 2018*](#) report noted that although 18 percent of Americans had a mental health condition, 56 percent of American adults with a mental illness did not receive treatment. Virginia ranked 42nd among the states in access to care (a measure based on factors such as access to insurance, quality and cost of insurance, access to treatment, and workforce availability). The report estimates that 53 percent of Virginians with any mental illness received no treatment. Several major efforts to address structural factors contributing to this situation have been undertaken in recent years, such as federal legislation that generally requires parity between insurers' coverage of mental health and substance abuse services and coverage of other medical care, and the state's STEP-Virginia plan, which will phase in a standard menu of services at all Community Services Boards over the next several years. Local governments provide critical financial support to CSBs, as well as in-kind support such as contributions of space or equipment.

In implementing same-day access to assessments, **Chesterfield County's** Community Services Board (CSB) focused on an important individual factor that might discourage residents from seeking care – lengthy waits for an initial appointment. An individual seeking services from the CSB may have already exhausted other options, and by the time he or she arrived at the CSB could be approaching crisis, only to be asked to return in two to four weeks. CSB staff worked extensively to redesign their internal processes to enable more immediate access to intake and assessment, successfully eliminating the wait list in the clinical division. Staff documented a significant improvement

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in clients' willingness to follow through with requests for appointments after implementing same-day access: prior to implementing the program, 55 percent of adult mental health clients followed through with appointments; afterwards, 76 percent did. As part of STEP-Virginia, all CSBs will offer same-day access by July 1, 2019.

Addressing Mental Health Needs in the Criminal Justice System

Meeting the treatment needs of individuals with mental illness who are involved in the criminal justice system is a major challenge for localities. A recent report by the Department of Behavioral Health and Developmental Services (DBHDS), citing statistics compiled by the Compensation Board, reported that an estimated 17.63 percent of the jail population in Virginia in June 2017 suffered from some form of mental illness, with 9.55 percent experiencing serious mental illness. The vast majority of funding for mental health services in jails – 76 percent -- is supplied by local governments, according to the same DBHDS report. There is a growing consensus that diverting nonviolent individuals with serious mental illness away from the criminal justice system, to the extent possible, is a better model; jails were never intended to be primary mental health treatment facilities and recidivism among individuals with mental illness is high, particularly for individuals with co-occurring mental illness and substance use disorders.

Rockingham County began intensive planning efforts to reduce the number of inmates with serious mental illness in its regional jail in 2012. Working with the City of Harrisonburg and community stakeholders, Rockingham County established an array of options for individuals with mental illness who are involved with the criminal justice system, including a Crisis Intervention Team training program for local law enforcement, additional mental health services at the regional jail, a crisis intervention team assessment center at the local acute care hospital, and a day reporting center to prevent recidivism. Rockingham County's Mobile Crisis Unit documented an increase in its new client contacts and in following up with released inmates this year; CIT Coordinator Kelly Royston cited a drop in referrals from the regional jail as a positive sign, noting, "We have been following up with more [released inmates] and keeping them out of the judicial system." She also pointed to an increase in court services and law enforcement requests for Mobile Crisis services as indicators of success; she said, "We are getting [individuals in crisis] to the resources they need before ever getting to the jail."

Fairfax County launched its Diversion First effort in 2016 after extensive preparation with a large group of stakeholders. The program follows a "sequential intercept" model, in which there are opportunities to prevent individuals from entering the criminal justice system, or to avoid deeper involvement with the system, at specific points of interaction with the system (for example, at first contact with law enforcement who are called for a situation involving trespassing or disorderly conduct). Fairfax County initially focused on that first point of contact with law enforcement, and has since expanded to the individual's involvement with the court system, jails, and re-entry after incarceration. The concept of "Intercept Zero" was introduced nationally in 2017, as [Fairfax County's 2017 report on Diversion First](#) points out, and involves a focus on prevention by helping increase community members' awareness of how to help community members who might need additional supports so as to avoid experiencing a mental health crisis. Mental Health First Aid training for community members provides tools to assist in this process. Chairman Sharon Bulova wrote in the 2017 report, "Thanks to incredible cross-collaboration between our public safety personnel and health and human services staff, 778 people have been successfully diverted since the program began."

Both Fairfax County and Rockingham County, along with Loudoun and Arlington Counties, are participants in NACo's Stepping Up initiative, which seeks to reduce the numbers of individuals with mental illness in jails. Extensive resources are available through [NACo's Stepping Up website](#).

Access to Substance Abuse Treatment

The toll of substance abuse in Virginia is high, with 1,227 Virginians succumbing to opioid overdoses in 2017 and an estimated 16.3 percent of adults identified as binge drinking in 2015 (defined as the percentage of adults who had five or more drinks or four or more drinks, for men and women, respectively, in the last 30 days). Making treatment available to individuals recovering from addiction is critical, but can be a challenge, especially in rural

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areas. **Caroline County** developed an innovative public-private partnership with a nonprofit based in Richmond that specializes in recovery programs; because the Richmond-based programming was too far away for Caroline residents to reach on a regular basis – especially for residents without access to a car – Caroline County, working with the McShin Foundation and the Commonwealth’s Attorney’s Office, established the Caroline County Recovery Community Center Program in 2011. The program, which relies on peers in recovery to support participants, may be used as a diversion option for some criminal defendants, and it has had impressive success in reducing recidivism among participants.

One barrier for women seeking treatment for addiction is the possibility of separation from their children if they enter residential substance abuse treatment. To address that problem, **Albemarle County**, working in partnership with the City of Charlottesville, is providing critical financial support to the new Women’s Center at Moore’s Creek, which is operated by the Region Ten Community Services Board and will allow women to bring their young children with them while they undergo treatment. The facility will provide essential treatment options for women; it is the only women’s treatment center providing residential substance abuse treatment within a 50-mile radius.

Community Awareness

Many communities are working to increase community awareness about mental health treatment options and to reduce stigma associated with mental health conditions. [Mental Health First Aid](#), a course that helps everyday citizens learn how to help others who may be experiencing a behavioral health issue, is offered through many Community Services Boards. Similar to learning basic first aid and CPR, learning how to connect fellow citizens with the appropriate care to address their mental health needs can be an empowering experience.

Knowing what to say when you suspect someone may be having suicidal thoughts is another important element in improving communities’ awareness of mental health needs. **Fairfax County**’s extensive [Suicide Prevention Information and Resources](#) webpage provides excellent community resources, including resources tailored to the needs of older adults and youth. **Chesterfield County**’s [suicide awareness and prevention resources](#) include a resource booklet providing information about warning signs and community resources. Community activities such as 5K races or walks also help raise awareness about the issue and help to reduce stigma; the Middle Peninsula-Northern Neck CSB, working with the Middle Peninsula-Northern Neck Suicide Prevention Task Force, organized Suicide Prevention Awareness Walks in **Lancaster County** and in **Gloucester County** last fall.

Community Resilience

In my last column, I discussed some of the research surrounding the long-lasting effects of childhood trauma – Adverse Childhood Experiences – on health outcomes for adults. The consequences of intense childhood stress can be severe, but research is also focusing on ways to build resilience, by reducing the effects of trauma and helping children and adults heal. Virginia’s Secretary of Health and Human Resources has been directed to convene a workgroup to improve how agencies in the secretariat address childhood trauma, and many communities across Virginia are already working to understand and mitigate the impact of childhood trauma. The **Roanoke Valley** Trauma-Informed Community Network Initiative is one of those efforts. The Initiative, which was recently formed, is led by Juvenile and Domestic Relations Court Judge Frank Rogers and Janice Dinkins-Davidson of the Children’s Trust Roanoke Valley, and includes work with local child welfare and foster care social workers, juvenile court staff, and guardians ad litem. Participants are working on specific aspects of building community resilience, such as mental health and education, and often looking at their approach to their own work in a different light. Ben Jones, Supervisor for Foster Care, Adoptions, and Resources at the Roanoke County Department of Social Services, wrote in an email, “The effort to raise awareness of the pervasiveness of complex trauma in the families we work with, as well as our own trauma histories, has helped reframe our discussions of treatment from pathologizing the effects of trauma to increased empathy and understanding.”

I am excited to learn from all these communities as their work continues. Next month, we’ll be looking at early childhood and how investments in our youngest residents can reap dividends in healthier communities in the future.

Government Relations/ Legislative Liaison



The Virginia Association of Counties seeks a dynamic individual with experience in government relations. Knowledge and experience in local, state and federal government public policy process including legislative, executive and regulatory desired. Strong analytical, oral advocacy and writing skills and a willingness to cover various aspects of government relations required. Problem-solving skills to define problems, collect relevant information and to recommend policy solutions important.

Preference for local or state government experience, particularly within the Commonwealth of Virginia. Demonstrated understanding of local government operations and policies. Public policy experience and knowledge of environmental, human services, education, tax, labor and industry, land-use, tax finance and transportation helpful. Flexibility and ability to work under time constraints and deadlines, and to perform multiple tasks important.

Graduation from an accredited four-year college or university with course work that includes public administration, political science, communications, policy analysis or a related field required. Please provide resume, writing sample, references and salary requirements to the Virginia Association of Counties, 1207 E. Main St., Suite 300 Richmond, VA 23219. vrussell@vaco.org



State and local government issuers would use a single method to report conduit debt obligations and related obligations under a proposal the GASB published recently. GASB is proposing revisions after reviewing the existing rules under Interpretation No. 2, Disclosure of Conduit Debt Obligations.

Conduit debt obligations are debt instruments issued by a state or local government to provide funding for a specific third party who is primarily liable for repaying the debt instrument such as hospitals and universities. The exposure draft, Conduit Debt Obligations, proposes:

- Clarifying the characteristics that define a conduit debt obligation.
- Requiring issuers to recognize liabilities associated with additional commitments they have extended and requiring issuers to recognize assets and deferred inflows of resources related to certain arrangements associated with such obligations.
- Clarifying accounting and financial reporting guidance for additional commitments extended by government issuers.
- Revising disclosure requirements to provide better information to financial statement users.

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

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our economic development strategy that places an emphasis on attracting international investment, and expanding the many international companies that we already have here, which are some of our largest employers. The IB program will allow children of those international corporate employees from the company's headquarters to receive a degree at our high school that is recognized in their home country. It also can add value to a PCHS graduate who applies for colleges in the US or abroad.

Where I think we need to emphasize change in education is in doing more and better with educating for workforce readiness. After decades of losing industries and struggling with high unemployment, we have dropped the county's unemployment rate from 9.6 percent to 3.1 percent in 18 months. Now we find ourselves with a new workforce challenge: having enough skilled workers to fill the jobs that are available now and that we will be bringing to the county in the next several years. We need people who have skills, licenses, and certifications to fill high-paying jobs. Of course, there is always a need for college graduates, but there's never been more opportunity for skilled industrial workers than there is now. We want everyone who isn't able to take advantage of those opportunities be able to do so soon by getting the education or work force training that they need now. As part of that, we are in discussion with New River Community College on how the county can be part of a public/private partnership to provide a free community college education to all of our residents.

Q3. What were your favorite subjects in school?

JG: The Social Studies were definitely a favorite – geography, government, and history. That interest has shaped many of the things I've done in life. For example, it led to me seeking an international experience for graduate school, and I received a Fulbright to study agricultural economics and international trade in New Zealand. It's also been part of my interest in seeking an elected government office. And if I wasn't teaching agricultural business and management in the Agricultural Technology Program at Virginia Tech, I'd probably be teaching history somewhere.

Another favorite and valuable experience for me in high school was the years I took agricultural education and participated in Future Farmers of America (FFA). I not only learned about agriculture, but through FFA I also built skills in leadership. Those are skills that gave me the confidence to run for elected office and that I utilize at every Board of Supervisors meeting. It has also given me a great appreciation for the value of career and technical education, and I remain a strong supporter of CTE programs.

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

JG: I think of our challenges and opportunities in two big categories: providing opportunities for increased economic prosperity and providing opportunities for a high quality of life.

Economic opportunity begins with bringing more and better jobs, but it's not just jobs. It's about high-paying jobs with great benefits. It's about jobs in a safe and healthy environment. It's about jobs with potential for advancement for workers. It's about jobs with employers that treat their employees well and that people want to work for. Those are the types of companies we are recruiting to Pulaski County, and once they are here we work with them to help them grow and bring even more of those kinds of jobs.

Quality of life encompasses many things, but it's about what people are looking for in the place that they live. It is about having high quality schools and colleges. It's about having affordable housing and a low cost of living. It's about having indoor and outdoor recreational opportunities. It's about parks, libraries, museums, walking trails. It's about feeling safe because you have an effective police and sheriff's office and first responders. It's about being near shopping and entertainment. Those are the types of things we know people are looking for. We need to be part of providing those in communities, either through local government, or through creating the environment and infrastructure for the private sector to provide them.

Of course we have problems in our county, but I learned by attending VACo and NACo meetings that our problems are not unique to us. They are widespread and they will take solutions from counties, cities, and citizens all over Virginia and the US working to overcome them. For example, we know that opioid abuse is a problem here, but it's a problem almost everywhere now. We are taking steps to address it and we've joined a class action suit against the drug manufacturers as part of that effort. We know that access to broadband in a rural community and going the "last mile" is a very difficult challenge to overcome. Again, that's one that all of our rural counties face and can work together to find a solution for.

We need to stem the decline of our K-12 student enrollment. That's a problem we are seeing in rural counties all across Virginia and the US. Our investment in a new middle school is a big step we are taking to address that. We will also need rural county voices to be heard in discussions about school funding where a declining number of students leads to a decline in funding but not to declines in costs of running the school system as the fixed costs remain the same or increase over time.

Another challenge I've been working on is equity between counties and cities, which is a real problem in Virginia and unique to the Commonwealth because of our independent city structure. Counties need the same access to sources of tax revenues, such as tobacco taxes, that cities (and even towns) currently have. That would certainly be one helpful solution to our school funding issue for rural counties.

Q5. You recently testified before a Congressional subcommittee about technological advances in agriculture. What do you think the future holds for farming in Virginia?

JG: People who are not involved in the agricultural industry probably have no idea how advanced the technology has become. For

Story Continued on Page 14

Story Continued from Page 13

example, the use of unmanned systems in agriculture is large, widespread and growing all the time. Auto-steering tractors guided by highly detailed GPS maps and satellite imagery can plant, spray, and harvest fields while the farmer monitors multiple tractors in different fields from a desktop computer. Planters driven by those tractors can automatically choose a specific variety of seed from a menu of pre-determined choices based on soil fertility and set it at the appropriate depth. Sprays and fertilizers can be applied at varying rates based on soil and plant conditions automatically as the sprayer or spreader drives across the field.

Drones flying over a crop field can produce high quality images that help determine needs for weed control, irrigation, or fertilization. Livestock farmers who used to drive their pick-up trucks across fields checking on livestock, now sit on their porch and fly a drone with video cameras over the fields.

At many dairy farms now, including two in Pulaski County, cows don't walk into a dairy parlor twice a day to be milked. Instead, any time she wants, the cow enters a robotic milking machine that milks her with no person being involved. It's an expensive technology, but one made necessary by the difficulty dairy farmers face in finding and keeping low cost and highly reliable farm workers.

All of this technology is making agriculture more productive. Because of its cost, however, it remains to be seen whether it makes agriculture more profitable. One thing we do know, it is continuing a trend we've seen for many years of consolidation in the industry. Fewer farms run by fewer people on fewer acres with fewer livestock are producing more output.

That trend has serious implications for rural counties. The dairy industry is a good example. About 50 years ago there were around fifty dairy farms in Pulaski County, all of them small by today's standards. Today there are five. So, where once fifty farm families were raising over 100 kids and sending them to county schools, today there are five families with around a dozen kids, almost all of whom are grown now. Where once there were fifty farmers and their families buying supplies and groceries at local stores, now there are five.

There's nothing inherently wrong with improvements in technology and shifts from labor to capital. There's nothing wrong about consolidation of businesses into fewer and larger units, as we are seeing in agriculture. In fact, the increase in efficiencies provides us with a cheap and abundant food supply. But those trends have serious implications for rural county governments faced with declining farm populations.

Q6. What are some "must-do" activities for a first-time visitor to Pulaski County?

JG: Any visit to the New River Valley Region and Pulaski County in particular would hopefully involve some outdoor activities. We have some of the best you'll find anywhere, and there are great things to do for people of any age or ability.

Pulaski County features beautiful Claytor Lake with a state park with camping, swimming, boating, kayaking, and other water sports. But don't miss beautiful Gatewood Park, a scenic reservoir in the mountains overlooking the town of Pulaski. You can enjoy it best from a kayak or stand-up paddleboard that you can rent on-site.

The New River Trail State Park offers walking, biking or horseback riding along a 53 mile long trail on a former railroad bed between Pulaski and Galax. It provides for easy walking or biking (it's even handicapped-accessible) and provides stunningly beautiful views of the New River and Blue Ridge Mountains. It can be accessed from several sites in the county including in the town of Pulaski, and the communities of Draper, Hiwassee, and Allisonia.

Kids will love the water park at Randolph Park in Dublin. And people of any age enjoy a round of disc golf there at one of the best courses you'll find in Virginia.

Many of our first-time visitors are Boy Scouts who attend camp on the 17,000 acre scout reservation south of the New River.

On a summer evening, take in a baseball game and see some potential future Bronx Bombers as the Pulaski Yankees play ball in the Appalachian League at the historic but newly renovated and expanded Calfee Park in Pulaski.

Or take in a live show or concert at the beautifully restored Pulaski Theater. It's just across Main Street from the New River Valley Fine Arts Center Gallery, which features works from some of the best local and regional artists. History enthusiasts will enjoy the history museum in the old granite Courthouse next to the theater.

If you're staying overnight, and you will probably need to do that in order to get in all these activities, you might want to stay at the stately Rockwood Manor in Dublin, a B&B at one of the county's finest 19th century mansions. Or perhaps stay at the Jackson Park Inn in Pulaski, where a historic brick warehouse with massive oak beams has been converted into a hotel, restaurant, and bar in the heart of downtown.

Another county feature I'm excited to be working on now is a 94-acre property of open space bordering a 13 acre former school property in the community of Fairlawn, just across the New River from the City of Radford. The farmland was recently donated to the County from the Virginia Outdoors Foundation to be used as a park, fulfilling the wishes of the former owner. The school site provides playgrounds, ball fields, parking, a gym, and community center. A walking trail will connect the school site and the new park to the New River, and perhaps in time a pedestrian bridge over the river to Radford's Bisset Park and Radford University. Other park features are to be determined, but discussion so far involves more walking trails, a tournament-quality disc golf course, dog parks, an equestrian center, and an amphitheater.

So, for a rural county there's a lot to do and something everyone can enjoy. Come see us.

VACo Contact: [Katie Boyle](#)

Story Continued from Page 1

Stewart shared strong opinions on the issue of school safety. He said he opposed "gun-free zones" in schools. Currently only active or recently retired law enforcement officers can have guns in public schools.

The Chairman suggested the federal government help more with hiring "armed guards" for all schools in Virginia. He also said he supports training teachers to carry concealed guns in school.

After listening to the candidates, VACo members convened for steering committee meetings. The committees are gearing up to write VACo's Legislative Program for the 2019 General Assembly Session. Below are three presentations given during committee meetings.

FINANCE COMMITTEE

Jim Regimbal | Fiscal Analytics | [PRESENTATION](#)

TRANSPORTATION COMMITTEE

Tom Biesiadny | Director | Fairfax County Department of Transportation | [PRESENTATION](#)

Chris Smith | Director of Policy, Communications, and Legislative Affairs | Virginia Department of Rail and Public Transportation | [PRESENTATION](#)

See the [Fredericksburg Free Lance-Star coverage](#) of VACo's County Officials' Summit.



Virginia counties are encouraged to create local programs that spur capital investments in commercial buildings for energy improvements



The Virginia Department of Mines, Minerals, and Energy (DMME) is encouraging local governments to create public-private partnerships that allow building owners to finance 100 percent of the upfront cost of energy and water efficiency upgrades and renewable energy systems with very low out-of-pocket expenses.

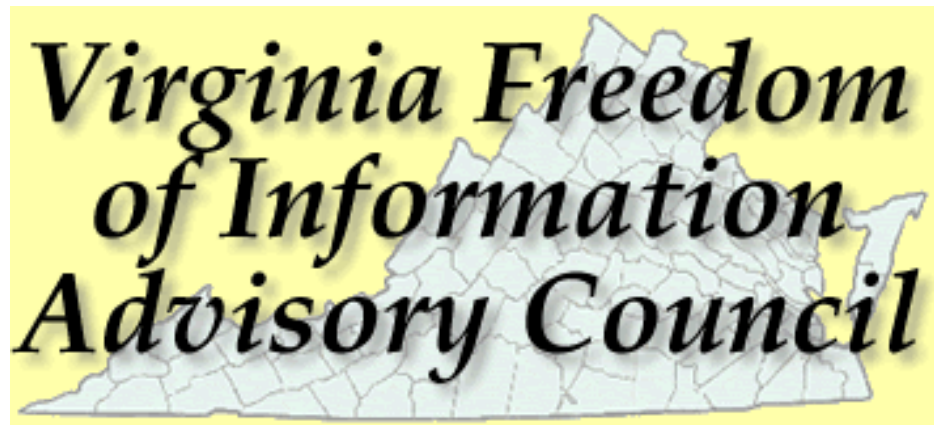
Commercial Property Assessed Clean Energy, or C-PACE, is voluntary for building owners, and loans are provided by private capital providers and lenders--so starting a C-PACE program does not require a local government to issue bonds or add debt. Benefits to local governments include creating high-wage jobs, community revitalization, and retaining and attracting businesses. The Virginia market is poised for growth: in January of this year, Arlington County launched [Arlington C-PACE](#), the first C-PACE program in the Commonwealth, and others are expected to follow.

To start a program, counties must pass an enabling ordinance, as established in 2015 by Virginia State Code ([§15.2-958.3](#)). The C-PACE loan security is established through a special assessment lien on the property. The property owner repays the special assessment on the property tax bill. Most of the day-to-day operations of a C-PACE program can be undertaken by a private or not-for-profit program administrator (PA). The PA will offset its costs through fees charged to building owners to participate. Local governments may procure a C-PACE PA administrator through competitive solicitation (Request for Proposals), or may pursue [cooperative procurement](#) with Arlington County.

The [Mid-Atlantic PACE Alliance \(MAPA\)](#) is a regional partnership of C-PACE program sponsors, administrators and other organizations developed to advance C-PACE in Virginia, Maryland, and the District of Columbia. MAPA recently released the [Regional C-PACE Toolkit](#), a comprehensive resource for local governments, with guidance, best practices, and [example documents](#) for developing a C-PACE program. As another helpful resource, the [Virginia Energy Efficiency Council](#) has developed a [C-PACE program model ordinance](#).

Local government representatives with questions about C-PACE or MAPA, are encouraged to contact Daniel Farrell, Energy Financing Program Manager at (804) 692-3207, or daniel.farrell@dmme.virginia.gov.

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



2018 FREEDOM OF INFORMATION (FOIA) “RECORDS” TRAINING

August 29 | October 3 | October 10 | November 7 | November 14

The Commonwealth of Virginia’s Freedom of Information Advisory Council will conduct its 2018 FOIA “Records” training in Richmond starting July 25. The training sessions will be held at the Pocahontas Building located at 900 East Main Street, Richmond, VA 23219, near the Virginia State Capitol.

Citizens, media representatives, public officials, and public employees with an interest in learning more about access to public records under the Virginia Freedom of Information Act (FOIA) are invited to register for this free training presentation. The presentation will provide an overview of the legal requirements regarding access to public records under FOIA, including what is a public record, how to make a public records request, how to respond to records requests, information on exemptions from mandatory disclosure, and the remedies available should a violation occur.

The training sessions are scheduled for August 29, October 3, October 10, November 7 and November 14. Each session will provide 1.5 hours of continuing legal education credit for attorneys, and will also count as the required annual training for FOIA officers.

For registration information, check the FOIA Council’s website at <http://foiacouncil.dls.virginia.gov/foiacouncil.htm> OR contact the FOIA Council directly at 866.448.4100.

Contact: Darlene Jordan

Organization: Virginia Freedom of Information Advisory Council

Telephone No: 804.698.1810 / 866.448.4100

Email: djordan@dls.virginia.gov

Website: <http://foiacouncil.virginia.gov>

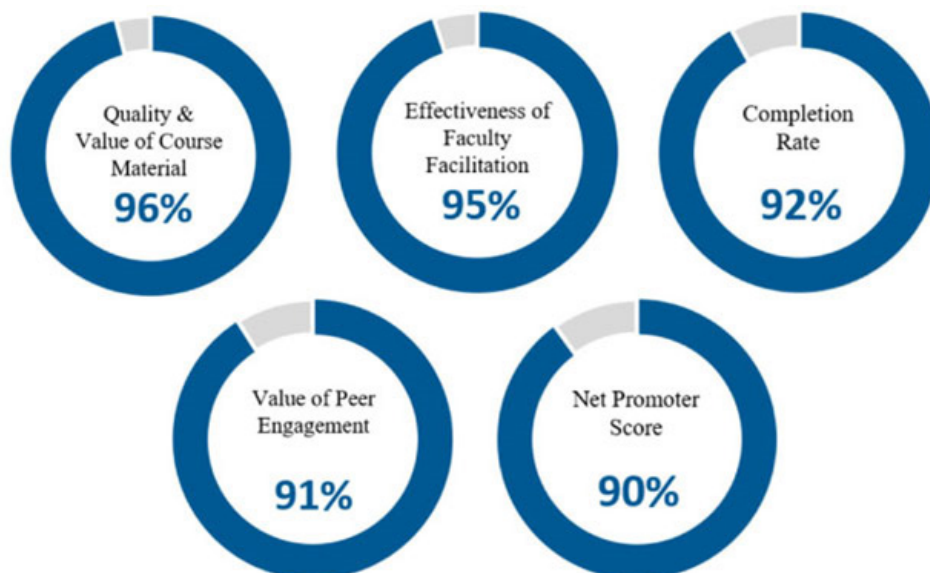


Special thanks to those of you who have enrolled individuals in NACo's new [High Performance Leadership Academy](#), the 12-week online program to enable frontline county staff to achieve their fullest potential and become more effective leaders.

More than 100 professionals from dozens of counties have enrolled in the inaugural cohorts beginning on September 17. And there is still time to enroll.

Anyone who [completes this form](#) will be contacted for enrollment or to discuss the program. Please submit nominees as soon as possible so that we can optimize the cohorts for our charter session.

The enrollment form includes information about the program, and here are some highlights that help convey how impactful this program has been to previous participants across the private, public and non-profit sectors:



This high-impact program is financially accessible thanks to NACo's scholarship program. The course costs \$495 to each NACo member county's first enrollee, and \$1,495 thereafter.

Join us in strengthening counties' frontline leaders and driving success at a local level.

SIGN UP

Questions

Brian Namey, Director of Public Affairs
202.942.4220 | bnamey@naco.org

‘Savor the Season’ Photo Contest Winners Announced by Clarke County Conservation Easement Authority

The Clarke County Conservation Easement Authority recently invited local photographers to submit images for a contest focusing on the county’s beauty in all seasons. Thirty-eight professional, amateur and student photographers submitted 123 images taken in Clarke County for “Savor the Seasons,” the Authority’s third such photo contest designed to draw attention to the vast areas of open space — agricultural, forestal, recreational and historical — that are preserved forever through the county’s conservation easement program. Some photos are on next page.

Contest entries featured landscapes, flora and fauna in winter, spring, summer and fall.

Award-winning National Geographic photographer Kenneth Garrett traveled to Berryville on Aug. 15 to judge the photos. “I’m looking for what the photographer added to the picture,” Garrett said. “Did the photographer work at getting all the elements right? Did the photographer take time and put effort into the image rather than just stepping out of the car and taking a picture?”

Garrett considered the light, color, composition, depth and overall feel of each photo.

Four professional photographers submitted 20 photos. Sharon Fisher won with her image of an Eastern Bluebird in flight feeding her offspring through a hole in a bluebird box. Tim Farmer earned both second and third place with images of bluebells and wild mushrooms, and Aubrey Bogert and Fisher received honorable mentions for their images.

In the amateur category, 17 photographers submitted 63 photos. William Spinrad Jr. earned the first-place honor with his photograph of a tree-lined farm lane on a snowy, winter day. Pam Lettie placed second with a photo of a hummingbird in flight, and June Parisi earned third with an image of a blackberry bush. Honorable mentions went to Christopher Rosen, Mary Barbe, Jane Diven, Carol Joyce, Romy Walker and Spinrad.

Seventeen student photographers entered 40 photographs. Glenham Smith won with an image of an old, red hay barn in early evening as the moon rises. Cody Graves was second with a photo of an Eastern Bluebird and Sarah Allen placed third with her image of an old Volkswagen Beetle. Garrett awarded honorable mentions to Sarah Allen, Caroline Ghaffari, and Graves.

All award-winning photographs are posted on the “Clarke County, Virginia” Facebook page.

The first-, second- and third-place winners in each category — professional, amateur and student — will each receive \$300, \$200 and \$100 gift cards to Ace Photo in Ashburn, Va., the largest independently owned camera shop in the mid-Atlantic area.

The winning photographers retain all rights to the photographs they submitted, however they also granted the Conservation Easement Authority nonexclusive rights in perpetuity to publish the images for the authority’s purposes in any format, including online and in print.

The Clarke County Board of Supervisors appoints seven members to serve on the Conservation Easement Authority. The authority includes one member from the Board of Supervisors, one member from the county Planning Commission and five county residents. The authority can acquire and/or receive conservation easements by purchase, gift or other conveyance and it administers the Clarke County Conservation Easement Purchase Program.

Since its creation in 2002, the Clarke County Conservation Easement Authority has placed more than 7,000 acres into conservation easement, retiring 246 dwelling unit rights. When included with other entity holdings, such as the Virginia Outdoors Foundation, more than 25,000 acres — almost 23 percent of the county — have been permanently protected.

The Clarke County Conservation Easement Authority has previously held photo contests in 2010 and 2015. Many of the winning photos hang in the hallways of the Berryville-Clarke County Government Center on Chalmers Court in Berryville, the county seat.

For more information about conservation easements, contact Clarke County Natural Resource Planner Alison Teetor at 540-955-5134 or ateetor@clarkecounty.gov. Visit clarkelandconservation.org.

'Savor the Season' Photos



William Spinrad, Jr.
Winner
Amateur Category



Glenham Smith
Winner
Student Category

Sharon Fisher
Winner
Professional Category
(left)



VACo Webinar | Chris Piper | Commissioner of Elections

Commissioner of Elections Webinar on Mis-Assigned Voters

Commissioner of Elections Chris Piper presented information on the issue of potentially mis-assigned voters in a July 30 webinar hosted by VACo. Commissioner Piper discussed efforts at the Department of Elections to identify voters who may have been mis-assigned, as well as the potential complications that may result from situations where a house straddles a boundary line or other “edge cases.” An initial review of Congressional district assignments was completed by the Department earlier this year, and the Commissioner indicated that the Department’s review of state House and Senate districts was being transmitted to general registrars last week. The Commissioner advised members of local governing bodies to discuss the issue with their general registrars and legal counsel. VACo will continue to work with the Administration and legislature on potential solutions to this issue.

A recording of the webinar is available on [VACo’s YouTube channel](#).

VACo Contact: [Katie Boyle](#)



Asset Protection Group “AP Group” is proud to continue its partnership with the Virginia Association of Counties “VACo.” Aflac is proud to be part of AP Group’s team. This unique partnership is being led by Monty Dise, President of AP Group. This relationship will benefit VACo members by combining AP Group’s experience in designing comprehensive benefit solutions with Aflac’s sixty years of experience in the public sector serving over 36,000 clients. This partnership will help VACo members navigate a constantly evolving benefits landscape while providing exclusive value added benefits and incentives through Aflac to VACo members.

Please contact Monty Dise, mdise@apgroupinc.com or at 1-800-644-9840, to learn more about this opportunity.

**Upcoming Kentland Farm Beef & Forage Day to offer latest techniques and practical tips to producers**

On Wednesday, September 12, 2018, Virginia Cooperative Extension and the Virginia Tech College of Agriculture and Life Sciences will host the Kentland Beef & Forage Day. This event will highlight the research at Kentland Farm as well as focus on hay quality and baleage production. Speakers from VCE, Virginia Tech, and industry will deliver workshops and demonstrations on the following topics:

- Hay quality
- Hay storage
- Baleage production
- Low-lignin alfalfa
- Vegetable production
- Estimating forage mass
- Drones in livestock systems
- Dairy Science Complex tour



Kentland exists to support the research, teaching, and Extension programs of the College of Agriculture and Life Sciences, which include many of Virginia's major agricultural crop and livestock species. Programs are conducted at the farm by many different colleges and departments of the university, including Engineering, Science, Veterinary Science, and Liberal Arts and Human Sciences. The farm is rich in local history, and Virginia Tech has maintained that history through the manor house, slave cemetery, Native American sites, and other early farm buildings.

Registration: \$10 - includes lunch

To register, please send contact info and payment to:

Pulaski County Extension Office
Attn: Kentland Field Day
143 Third Street NW Suite 3
Pulaski, VA 24301

Checks payable to: "Treasurer - Virginia Tech"



Paycheck Checkup Can Prevent a Tax-Time Surprise

It's important to check your federal income tax withholding now to avoid an unexpected tax bill or penalty at tax time. The IRS Withholding Calculator can help.

Everyone should check their withholding. Due to tax law changes, it's especially important to check now if you:

- Are a two-income family
- Have two or more jobs at the same time
- Work a seasonal job or only work part of the year
- Claim credits like the child tax credit
- Have dependents age 17 or older
- Itemized your deductions on your 2017 return
- Have high income or a complex tax return
- Had a large tax refund or tax bill for 2017

Use the IRS Withholding Calculator to do a Paycheck Checkup


- The IRS Withholding Calculator helps figure out if you should submit a new Form W-4 to your employer.
- Have your most recent pay stub and federal tax return on hand.
- The calculator's results are only as accurate as the information you enter.
- Find the IRS calculator at **IRS.gov/withholding**.


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).


 **PROGRAM MANAGEMENT SPECIALIST** | VDOT | Posted August 21

 **GENERAL MANAGER** | King George County | Posted August 21

 **COUNTY ATTORNEY** | Isle of Wight County | Posted August 21


 **CUSTOMER SERVICE REPRESENTATIVE** | James City County | Posted August 20


 **EROSION & SEDIMENT CONTROL INSPECTOR** | Carroll County | Posted August 20

 **ACCOUNTANT I** | James City County | Posted August 20


 **ZONING OFFICER** | Greene County | Posted August 20

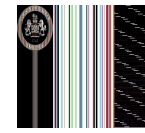
 **PLANNING ZONING PERMIT TECHNICIAN** | Greene County | Posted August 20


 **EMT - PARAMEDIC** | Westmoreland County | Posted August 15

 **EMT - INTERMEDIATE** | Westmoreland County | Posted August 15

 **EMT - ADVANCE/ENHANCED** | Westmoreland County | Posted August 15

 **EMT - BASIC** | Westmoreland County | Posted August 15


 **CHILDREN SERVICES ACT COORDINATOR** | City of Alexandria | Posted August 14

 **FINANCE MANAGER, WASTEWATER & STORMWATER MANAGEMENT** | Fairfax County | Posted August 13

 **DIRECTOR OF REAL ESTATE** | Fairfax County | Posted August 13

 **DEPUTY DIRECTOR, CODE ADMINISTRATION** | City of Alexandria | Posted August 13

 **LEGAL ASSISTANT** | Montgomery County | Posted August 13

 **INFORMATION TECHNOLOGY SUPPORT SPECIALIST** | Westmoreland County | Posted August 13



ASSISTANT RECREATION SUPERVISOR | James City County | Posted August 10



CUSTOMER SERVICE REPRESENTATIVE | James City County | Posted August 10



RECREATION LEADER (BEFORE & AFTER SCHOOL) | James City County | Posted August 10



TECHNOLOGY SUPPORT TECHNICIAN (TRAINING) | James City County | Posted August 10



COMMUNITY RECREATION LEADER | James City County | Posted August 10



CUSTODIAN I | James City County | Posted August 10



LIFEGUARD (INDOOR) | James City County | Posted August 10



DIRECTOR OF FINANCE | Isle of Wight County | Posted August 10



IT SYSTEMS SUPPORT ANALYST (PUBLIC SAFETY/GIS) | Goochland County | Posted August 10



ECONOMIC DEVELOPMENT COORDINATOR | Goochland County | Posted August 10



IN SERVICE TRAINING COORDINATOR | City of Salem | Posted August 8



CIVIL ENGINEERING | Hanover County | Posted August 8



DEPUTY COURT CLERK | Montgomery County | Posted August 7



INTERN/PLANNING & GIS SERVICES | Montgomery County | Posted August 7



DEPUTY COUNTY ADMINISTRATOR | Essex County | Posted August 6



DIRECTOR OF TECHNOLOGY | Essex County | Posted August 6



ASSISTANT DIRECTOR OF ECONOMIC DEVELOPMENT | Botetourt County | Posted August 3



LIFEGUARD (INDOOR) | James City County | Posted August 3



INSPECTOR I/II/III | James City County | Posted August 3



FINANCE MANAGER | Franklin County | Posted August 3



RECORDS CLERK | Frederick County | Posted August 3



REAL ESTATE ASSESSOR I | Frederick County | Posted August 3



CORRECTIONAL NURSE I | Frederick County | Posted August 3



FOOD SERVICE SUPERVISOR | Frederick County | Posted August 3



DATA COLLECTOR | Frederick County | Posted August 3



BENEFIT PROGRAMS SPECIALIST I/II | New Kent County | Posted August 3



CLERK TO THE BOARD OF SUPERVISORS | Franklin County | Posted August 2



INDUSTRIAL MECHANIC | James City County | Posted August 1



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

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

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Editor: A. Gage Harter
804.343.2502