

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

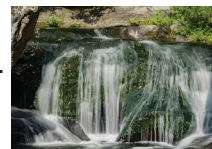
March 6, 2019



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Virginia Association of Counties ACHIEVEMENT AWARDS



2019 VACo Achievement Awards

Dear VACo Members -

It's time for the 2019 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 gharter@vaco.org.

Submissions must be received by June 3, 2019.

Last year we processed a record 106 entries and selected 25 winners from 19 counties. VACo presented awards at 19 Board of Supervisors Meetings, recognized winners at the Annual Conference, sent a news release to statewide media and highlighted winning counties in an Achievement Awards booklet.

The judges for the 2019 Achievement Awards will be announced soon.

VACo has received more than 700 entries over the past decade. Last year's Best Achievement winner was Pittsylvania County for its "Park Project" program.

VACo encourages all counties, big and small, to enter the 2019 Achievement Awards Program. Please contact gharter@vaco.org with questions or for more information.

[Achievement Awards submission form](#)

[Achievement Awards website](#)

[Click here for 2018 Achievement Awards Press release](#)

[Browse all of the 2018 entries](#)

[View past Achievement Award winners](#)



VACo Regional Meetings Sponsorship Opportunities April to September 2019



#VACoEducation #VACoRegionalMeetings

Sponsor one or more of the 2019 VACo Regional Meetings and be part of the event. Participants will include Board Chairs and Vice Chairs, Supervisors, Legislators, Planning District Commissioners, County Administrators and Executive Staff from neighboring counties who face similar regional issues and concerns. The priority issue could be something your company or organization can help with.

Choose from the list below of this year's regional meetings and return completed form as instructed. Your \$200 sponsorship will provide light refreshments at one meeting and you will receive a place on the agenda to address the membership.

As we continue to schedule meetings, details will be updated on our website at <http://www.vaco.org/legislative/2019-regional-meetings/> or call us at 804.788.6652 for more information.

Check the meeting(s) you wish to sponsor. VACo Regions are shown on map, Pg. 3.

Sponsor all meetings and be invited to address meeting attendees throughout the summer.

SOLD

2019 VACo REGIONAL MEETINGS PREMIER SPONSOR -- PIERCE GROUP BENEFITS

Sponsor one or more meetings and be invited to address meeting attendees. **\$ 200**

_____ VACo REGIONS 1 & 4 MEETING (April 30)	Nottoway County
_____ VACo REGION 2 MEETING (April)	York County
_____ VACo REGION 3 & 5 MEETING (May)	Powhatan County
_____ VACo REGION 6 MEETING (May)	Warren County
_____ VACo REGION 7 MEETING (June)	Orange County
_____ VACo REGION 9 MEETING (June)	Augusta County
_____ VACo REGION 10 MEETING (July)	Henry County
_____ VACo REGION 11 MEETING (August)	Bedford County
_____ VACo REGION 12 & 13 MEETING (August)	Washington County

School Safety and FERPA



The U.S. Department of Education (ED) recently [published](#) the final report of the Federal Commission on School Safety, which was formed in response to the school shooting in Parkland, Florida. Chapter 17 of the report details the relationship between efforts to ensure safe schools and the enforcement of the Family Educational Rights and Privacy Act (FERPA), which among other acts, governs the privacy of children's educational records and personally identifiable information (PII) in all schools that receive federal funding.

The report noted that many misconceptions exist among local officials and educators concerning the privacy rights of student information as applied to school-based threats. In response, ED published 37 frequently asked questions (FAQ) to clarify the responsibilities of local officials relating to the disclosure of student information to law enforcement and others.

Some common FERPA questions involving school safety addressed in the FAQ include:

- Can law enforcement unit officials who are off-duty police officers or SROs be considered school officials under FERPA and, therefore, have access to students' education records?
- Does FERPA permit schools and districts to disclose education records, without consent, to outside law-enforcement officials who serve on a school's threat assessment team?
- When is it permissible for schools or districts to disclose student education records under FERPA's health or safety emergency exception?
- Does FERPA permit school officials to release information that they personally observed or of which they have personal knowledge?

Generally speaking, FERPA protects student and family privacy by prohibiting the release of certain information from a student's educational record unless it is done with the written consent of the parent or the child (once the child turns 18). Several exceptions to this prohibition include the release of information to school officials with a legitimate educational interest, other schools to which a student is transferring, financial aid institutions, and appropriate cases of health and safety emergencies, among others.

A law enforcement official who is an employee of a school division would generally be considered a school official, as would a School Resource Officer (SRO) if he or she performs an institutional service or function for which the school division would otherwise use employees (e.g., to ensure school safety), among other criteria. As such, these individuals may use PII to promote school safety and the physical security of students. Schools divisions and law enforcement may ensure compliance by entering memorandums of understanding (MOU's) that specifically address these issues as well as appropriate use of re-disclosure.

[Legislation](#) passed by the 2019 General Assembly and awaiting action by the Governor requires all school boards using SROs to enter a MOU with local law-enforcement and for the Virginia Center for School and Campus Safety to develop a model MOU for use by local school boards and law-enforcement.

The full FAQ from ED can be accessed [here](#).

Key Provisions of Budget Conference Report



The General Assembly approved a conference report containing revisions to the 2018-2020 biennium budget on Sunday, February 24. [Click here](#) for a summary of the key provisions of the budget conference report in areas of importance to county governments.

In addition, a detailed summary of provisions regarding Constitutional officers that was prepared by the Executive Secretary of the Compensation Board is available at [this link](#). The State Superintendent of Public Instruction's Memorandum detailing General Assembly budget actions regarding K-12, including information regarding projected FY 2019 and FY 2020 state payments to school divisions, is available at [this link](#). The Department of Taxation's FY 2020 estimates of local option sales and use tax and recordation and grantor's taxes to be distributed to localities are available at [this link](#).

After the budget is formally enrolled, the Governor will have the opportunity to make amendments or veto line items in the budget. The deadline for gubernatorial action on the budget and on bills that passed the General Assembly in the last week of the session is midnight on March 26. The General Assembly will meet on April 3 at the "reconvened session" to consider gubernatorial amendments and vetoes.

[READ STORY](#)



Visit Amherst County and Panther Falls

Panther Falls is an extremely popular local swimming hole and waterfall on the Pedlar River east of the Blue Ridge Parkway. On summer days, the falls are packed with people jumping from the top of the two rock shelves that frame the 10-foot falls.

The very short hike to the falls (only .4 miles) offers visitors a choice of a low or high road once reaching the falls. The trail is muddy from being crossed by small streams; caution is advised. An undercut ledge rings the pool and currents can be strong, making climbing out of the water challenging. Use caution while swimming.

SOURCE: [Virginia is for Lovers](#)



Mark Your Calendars



Become a Certified Supervisor



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

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

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

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

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

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

Opening Session | March 22
Albemarle County

Closing Session | May 17
VACo Training Center

Registration Deadline | March 12

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

Opening Session | May
31 Albemarle County

Closing Session | July 26
VACo Training Center

Registration Deadline | May 21

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

Opening Session | September 6
Albemarle County

Closing Session | November 1
VACo Training Center

Registration Deadline | August 27

NEWS from VACo's Premier PARTNERS

Fraud Awareness Alert



Wire Fraud Alert - Business Email Compromise

The financial services industry continues to see a significant increase in clients falling victim to the efforts of fraudsters through a scam known as Business Email Compromise (BEC). The Internet Crime Complaint Center (IC3), a task force comprised of the Federal Bureau of Investigations (FBI) and other agencies, stated in June 2016 that BEC has resulted in more than \$3 billion in exposed dollar losses between October 2013 and May 2016.

What is it?

BEC is a combination of methods used by fraudsters to trick victims into moving money by disguising their efforts as legitimate. The BEC scam targets companies that regularly make wire transfer payments to foreign suppliers and businesses. Fraudsters monitor and study their selected victims prior to initiating a BEC scam, accurately identifying the individuals and protocols necessary to perform wire transfers within a specific business environment.

There are three basic tactics:

- **Email compromise** - a known email account is hacked and used to send fraudulent requests that appear to be genuine
- **Email spoofing** - emails are sent from fake, but realistic-looking, email accounts with similar-looking characters to make them harder to spot. For example: "0" (zero) for the letter "O," and capital "I" for a lower case "l."
- **Phone/mail spoofing** - a phone or mail request is sent by fraudsters, instructing a company to send their payments on invoices to a fraudulent account

Your business controls
are your best
protection against loss.

The primary variations of these tactics, each intended either to divert existing transactions or to generate new transactions to a fraudulent account, are:

- A supplier's payment information is changed to a fraudulent account, causing future invoice payments to be sent to the fraudulent account.
- Emails appearing to originate from high-level executives (e.g., CEO, CFO) are sent to staff responsible for payments requesting an urgent wire transfer to be sent to a fraudulent account.
- Emails appearing to originate from an employee's personal or business email are sent to customers requesting invoice payments to a fraudster-controlled bank account(s). Emails are usually sent to many different customers found in the employee's contact list.

Common characteristics of email compromise events:

- Businesses and their personnel who use open-source email are the most targeted.
- Hacked emails are often associated with personal, web-based email accounts.
- Hacked IP addresses are frequently traced back to free domain registrars, according to victims' reports.
- Scams are highly tailored to the target:
 - Individuals responsible for handling wire transfers in a specific business are targeted.
 - Spoofed emails very closely mimic a legitimate email request.
 - Fraudulent email requests for a wire transfer are well-worded, specific to the business being victimized, and do not raise suspicions to the legitimacy of the request.
 - Fraudulent wire transfer amounts requested are business-specific, with dollar amounts requested resembling normal business transactions to avoid raising doubt.
 - Fraudsters are aware of executives' travel schedules. Some fraudulent email requests coincided with business travel dates for executives whose emails were spoofed.

What can happen?

Simply put, you can be tricked into sending your money to a fraudster overseas, in a way that makes the funds virtually unrecoverable.

[Click to enlarge and to access second page of report.](#)

NACo rolling out mobile app to test broadband speeds



Allan Angel, Telecommunications and Technology Committee Vice Chair and Kent County (DE) Commissioner, relates his experience with poor cellphone service in his county. Photo by Denny Henry | NACo.

By [Mary Ann Barton](#) | NACo County News Editor & Senior Writer

At their meeting Saturday, members of NACo’s Telecommunications and Technology Policy Steering Committee expressed frustration over lack of internet and cellphone service in many parts of the country, but there was one bright spot: NACo plans to launch a mobile app, dubbed “TestIT,” geared toward getting accurate information when it comes to who has broadband — and more importantly who does not.

NACo partnered with the Local Initiatives Support Corporation and the Rural Community Assistance Partnership to develop the app to identify areas with low connectivity to help ensure adequate funding for broadband infrastructure. App users will be able to test their broadband speeds with the push of a button. NACo will roll out the app Monday at the conference.

Meanwhile, representatives from the offices of Sens. Amy Klobuchar and Shelley Moore Capito, took part in a discussion Saturday afternoon with frustrated members of NACo’s Telecommunications and Technology Policy Steering Committee who talked about poor internet and cell phone service. In Capito’s home state, 74 percent of rural residents do not have access to broadband.

Kent County, Del. Commissioner Allan Angel, vice chair of the committee, said he can’t talk to constituents in his own county in some areas due to poor cell phone service, but he can go all the way to Hawaii and talk to family members back home and service is just fine.

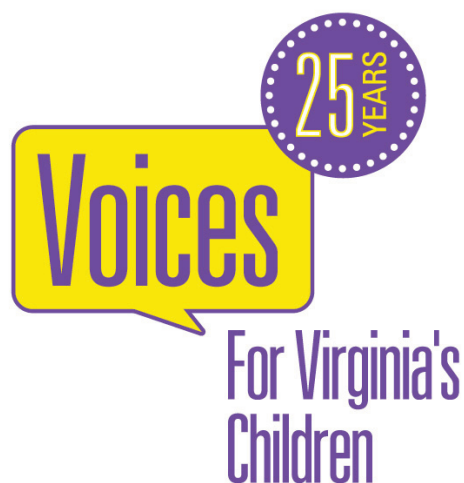
Another county official said she hears from constituents who write to the Federal Communications Commission, but never hear a word back. “Thousands have made complaints to the FCC, with no action — they blame me,” said Henrico County, Va. Commissioner Patricia O’Bannon.

Another member, Sherburne County, Minn. Commissioner Raeanne Danielowski said her county is stuck with a provider who receives federal funding for landline services, but won’t upgrade the service and won’t allow competitors to lay fiber.

“We are falling way behind,” she said. “It’s a conversation we’ve been having for a long time. Kids are sitting outside of restaurants at 10 o’clock at night looking to get broadband.”

[Click here for instructions to download the NACo TestIT App.](#)

THE 2020 CENSUS MATTERS TO VIRGINIA'S CHILDREN AND LOCALITIES



As Virginia counties prepare for the 2020 Census, VACo has joined forces with Voices for Virginia's Children to share information with our members to help ensure a successful count of all county residents. An introductory message from Voices for Virginia's Children about the importance of the Census and VACo's partnership with Voices is below. Look for more information about the Census in forthcoming editions of County Connections!

Every 10 years, the United States Census Bureau carries out a count, mandated by the Constitution, of the nation's residents. The Census is supposed to count every person living in the United States. The next decennial census begins on April 1, 2020, and local governments in Virginia have a critical role to play.

Young children (0-4) are undercounted at a higher rate than any other group. Targeted public education and outreach efforts can ensure a more complete and accurate count of the commonwealth's hard-to-count populations. There are several hard-to-count populations: children under age 5, people of color, low-income communities, certain rural communities, and complex families.

Data from the 2020 Census is extremely important because it will impact all of us and the programs and funding on which localities and their residents rely. An undercount in the 2020 Census could have a negative impact on more than \$5 billion in annual federal funding that helps Virginia's residents. It will influence decisions made by the public and private sectors, such as where to build schools or locate new businesses. The census count also informs how many representatives serve Virginia in Congress over the next ten years.

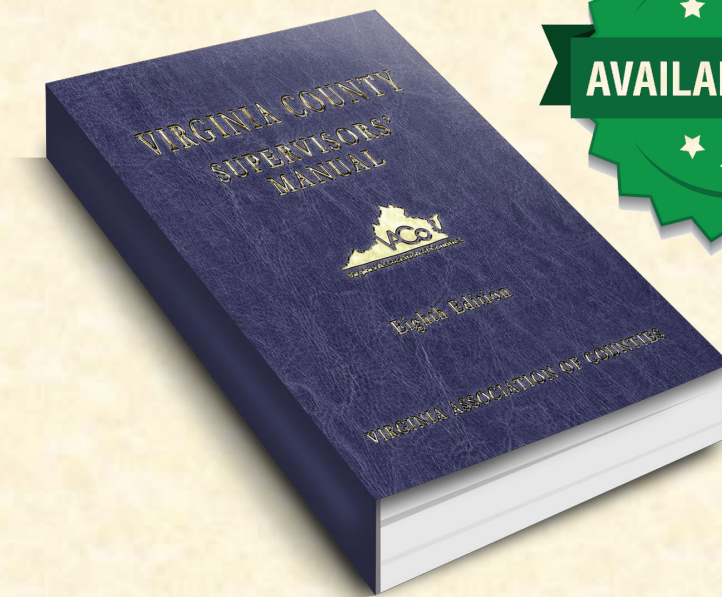
Statewide child advocacy organization Voices for Virginia's Children is partnering with VACo to provide information and resources that will help localities ensure all their residents are counted -- in particular, young children. Voices' Executive Director Margaret Nimmo Holland is a member of the governor's Complete Count Commission, which can serve as a model for localities to create complete count committees. The purpose of the local committees is to organize education, awareness, and outreach efforts in local areas.

Reaching hard-to-count groups will require efforts over the next year at the federal, state, and local levels, as well as coordination among public and private sectors. Residents of your localities need to understand why being counted matters to them, and we need to communicate clearly that the information shared in the census cannot be used by other government agencies. Because the 2020 Census is the first time the U.S. Census Bureau will use an internet-first approach, internet access is another barrier to achieving a complete count in some localities.

Over the next year, Voices will provide its partners with information targeted at reaching out to families of young children and other hard-to-count populations, and Voices' staff is available to help local governments with census communications and outreach efforts. To learn more about Voices for Virginia's Children and the efforts to ensure a complete count, go to vakids.org/2020-census.

VIRGINIA COUNTY SUPERVISORS' MANUAL

EIGHTH EDITION, 2019

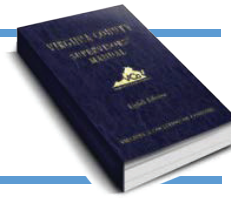


ORDER YOURS TODAY
\$75 EACH

(SHIPPING IS INCLUDED)



Virginia County Supervisors' Manual 8th Edition - NEW FOR 2019



The Eighth Edition (2019) of VACo's **Virginia County Supervisors' Manual**, is now in stock. The Supervisors' Manual is the number one resource on the framework of county government and the responsibilities of the county board.

ORDER YOUR ALL-NEW VOLUME NOW

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Richmond, VA 23219-3627

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Questions? Call 804.788.6652.



Cultivating Neighborhoods & the Small Scale Development Movement



3 Lectures Available

[March 18 | 4PM-6PM | Harrisonburg, VA](#)

[March 19 | 9AM-11AM | Wytheville, VA](#)

[March 19 | 5PM-7PM | Petersburg, VA](#)

Do you want to learn more about how you can become a small real estate developer for a project in your neighborhood? Are you an advocate or local leader looking to encourage better buildings in your community?

Join us for lectures by Bernice Radle, Founder of Buffalove Development, to learn more about Incremental Development Alliance and [the upcoming workshop on May 16, 2019](#).

[**CLICK HERE TO RSVP**](#)

Who Should Attend?

- Individuals in construction, design, planning or real estate looking to either enhance their current practice or make career transitions
- Volunteers or professionals in business associations, main streets associations, historic preservation groups, and neighborhood improvement groups looking to champion incremental development in their communities
- Professionals in city management, economic development, planning, and related agencies who are looking to make it easier for small scale development in their cities
- Nonprofit development professionals working in organizations, churches, and community or housing development who need new strategies for small lot development
- Private banking professionals specializing in mortgages, commercial real estate loans, or SBA loans and professionals at Community Development Financial Institutions and Community Foundations who want to become more effective investors

The workshop is presented by the [Incremental Development Alliance](#), a national nonprofit working to build local wealth in neighborhoods through ground-up real estate development.

Sponsored by the Virginia Department of Housing and Community Development and the Virginia Main Street Program, in partnership with Virginia Housing Development Authority

2019 Virginia County Board Chairs and Vice Chairs

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Highland County	Kevin Wagner	David Blanchard
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VACo Contact: [Carol Cameron](#)

Capitol Contact

Virginia General Assembly

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



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

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

March 1, 2019: [Key Provisions of Budget Conference Report](#)

February 26, 2019: [Effort to Secure Funding to Fix I-81 Runs Out of Gas](#)

February 21, 2019: [New Tool for Local Stormwater Management Heads to Governor's Desk](#)

February 19, 2019: [Items under discussion in Budget Conference](#)

February 14, 2019: [Bill to Rewrite Local Ordinance Regulating Airbnb Fails](#)

February 14, 2019: **Capitol Contact ALERT** – [Contact Budget Conferees on Machinery and Tools Tax Language](#)

February 12, 2019: [Oppose Home Instruction JROTC Bill](#)

February 8, 2019: [Key Elements of House and Senate Budgets](#)

February 7, 2019: [Casino bill takes on the House](#)

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

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

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

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

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

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

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

VACo Rural Caucus Interest Form

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

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

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

Join the Caucus by returning this completed form to

Angela Inglett at ainglett@vaco.org.

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

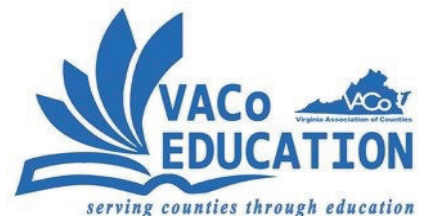
name: _____

title: _____

county: _____

address: _____

phone: _____ email: _____



2019 NACo Achievement Awards

Celebrating 49 Years of Innovation



What is the NACo Achievement Awards Program?

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

How to Apply

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

Important Dates

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

Notifications of Achievement Awards: Week of April 22, 2019

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

[Click here to apply](#)

employment opportunities



The Virginia Association of Counties accepts employment ads in a PDF file or a link to a job site. Please include information for applying, and a link to other important information. Please do not fax your employment ad. VACo members are not charged for placing an employment ad. The cost is \$50 per ad for non-VACo members. VACo publishes the ad on its website and mobile app as well as the upcoming County Connections issue. If you have any questions or concerns, please email [Valerie Russell](mailto:Valerie.Russell@vacounty.org).



**ADMINISTRATOR OF
ZONING & ECONOMIC /COMMUNITY
PLANNING** | Buckingham County |
Posted March 4



**DEPUTY COMMISSIONER
OF THE REVENUE III** | Westmoreland
County | Posted March 1



CIVIL ENGINEER |
Western Virginia Water Authority |
Posted March 1



**ASSISTANT DIRECTOR
OF PUBLIC WORKS** | City of
Harrisonburg | Posted March 1



**HUMAN SERVICES
ASSISTANT** | Montgomery County |
Posted February 28



**FAMILY SERVICES
SPECIALIST** | Montgomery County |
Posted February 28



**ASSISTANT DIRECTOR
OF UTILITIES** | Gloucester County |
Posted February 28



CUSTODIAN PT |
Gloucester County | Posted February
28



RECREATION DIRECTOR |
Highland County | Posted February 28



**CHIEF OF MEDICAL &
FIRE SERVICES** | City of Norfolk |
Posted February 27



SENIOR PLANNER |
Fauquier County | Posted February 27



**CIVIL ENGINEER/SENIOR
CIVIL ENGINEER** | Rivanna Water &
Sewer Authority | Posted February 27



**CONSTRUCTION
INSPECTOR III** | City of Chesapeake |
Posted February 26



ASSESSOR | Gloucester
County | Posted February 26



GYMNASTICS ASSISTANT
| Gloucester County | Posted February
26



UTILITY FOREMAN |
Gloucester County | Posted February
26



**ERP PROGRAMMER/
ANALYST** | Town of Culpeper | Posted
February 25



**ASSISTANT
DIRECTOR OF FINANCE** | City of
Martinsville | Posted February 25



**ICT BUSINESS
DEVELOPMENT MANAGER** | Prince
William County | Posted February 25



PLANNING

ADMINISTRATOR | Chesterfield County | Posted February 25



ASSISTANT

VICTIM WITNESS ADVOCATE | Westmoreland County | Posted February 22



ACCOUNTING

TECHNICIAN I/II | James City County | Posted February 22



ANIMAL CONTROL

OFFICER | Surry County | Posted February 21



TECHNOLOGY

SPECIALIST | Henry County | Posted February 21



ASSISTANT CHIEF

OF TRAINING & VOLUNTEER COORDINATION | Henry County | Posted February 21



SENIOR POLICY ADVISOR

| City of Richmond | Posted February 21



PURCHASING OFFICER/

FINANCIAL ANALYST | Goochland County | Posted February 21



DIRECTOR I

| Floyd County | Posted February 20



PUBLIC RELATIONS

SPECIALIST | Town of Christiansburg | Posted February 20



CHIEF OPERATING

OFFICER | Virginia Information Technologies Agency | Posted February 19



SUPERVISING REAL

ESTATE APPRAISER | Fairfax County | Posted February 19



DELINQUENT

COLLECTIONS SUPERVISOR | James City County | Posted February 18



ASSISTANT DIRECTOR,

OPERATING BUDGET, PLANNING & POLICY | Loudoun County | Posted February 15



ZONING OFFICER

| James City County | Posted February 15



ECONOMIC

DEVELOPMENT COORDINATOR | Isle of Wight County | Posted February 15



ECONOMIC

DEVELOPMENT DIRECTOR | Patrick County | Posted February 15



POLICE OFFICER

| James City County | Posted February 15



COMMUNICATIONS OFFICER

| Montgomery County | Posted February 15



SYSTEM/SOFTWARE

ARCHITECT | Montgomery County | Posted February 14



ECONOMIC

DEVELOPMENT & TOURISM COORDINATOR | Shenandoah County | Posted February 13



ASSISTANT COUNTY

ATTORNEYS | Rockingham County | Posted February 13



PARK MAINTENANCE

| Frederick County | Posted February 12



LIFEGUARD/SWIM

INSTRUCTOR | Frederick County | Posted February 12



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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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