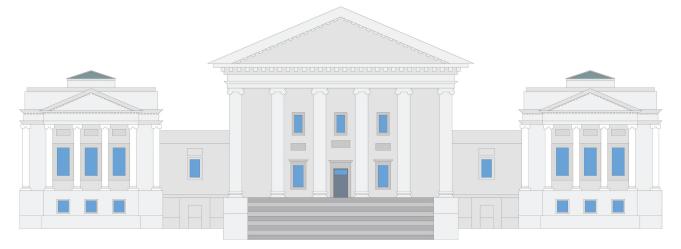


Governor Presents Biennium Budget Proposals



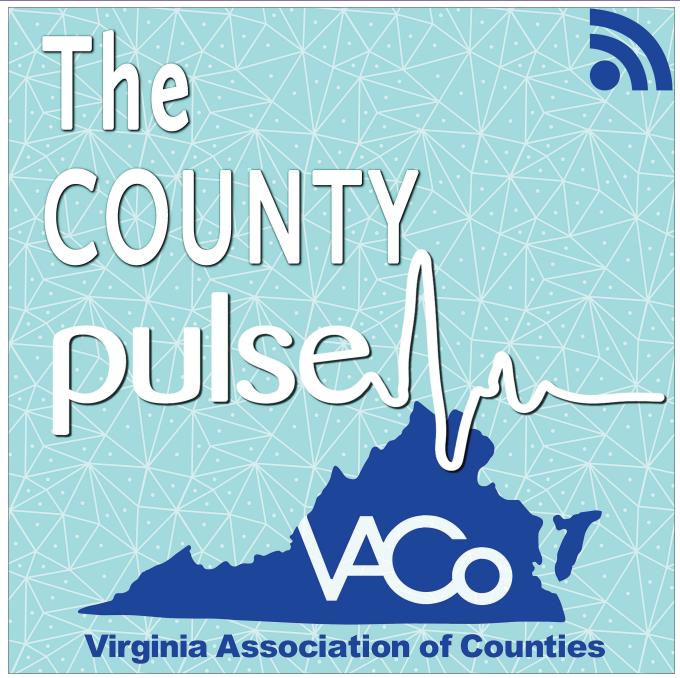
Governor Northam presented his proposed 2020-2022 biennium budget to the "money committees" on December 17, along with his amendments to the 2018-2020 biennium budget. The Governor characterized his proposal as a "strong, forward-looking budget" that makes "generational investments" in key areas such as water quality, broadband, early childhood, K-12 education, workforce development, and mental health. He saluted legislators for working to protect the state's credit rating by building up its reserves, announcing that with the inclusion of the proposed deposits to reserves in the introduced budget, the state is ahead of schedule to meet the Governor's goal of setting aside 8 percent of revenue to weather future economic downturns. He previewed several legislative initiatives which would affect state revenues if enacted, notably a transportation funding package, which is expected to include an increase in the gas tax, a reduction in vehicle registration fees, and the elimination of vehicle inspections (the proposed increase in transportation revenues would also free up General Fund dollars that are used for transportation debt service payments). The Governor also outlined a proposal to increase Virginia's cigarette tax by 30 cents per pack and use this revenue to fund a reinsurance program designed to reduce health insurance premiums. In an unusual gesture, the Governor reserved \$100 million in each year of the biennium for legislators' priority spending items, suggesting that these dollars would provide the new General Assembly leadership with some flexibility to address funding needs not included in the Governor's proposal.

Secretary of Finance Aubrey Layne provided an overview of the revenue forecast embedded in the introduced budget, which was developed in consultation with the Joint Advisory Board of Economists and the Governor's Advisory Council on Revenue Estimates. General Fund (GF) revenue collections continued to perform well in November, growing by 8.4 percent, but concerns remain about the performance of individual income tax non-withholding in the remainder of FY 2020; as a result, FY 2020 GF revenue growth is projected at 1.8 percent -- up from the previous forecast of 1.2 percent, but still a conservative estimate. The introduced budget assumes GF revenue growth of 4.3 percent in FY 2021 and 3.6 percent in FY 2022, projections the Governor characterized as "cautious." Secretary Layne's presentation may be found at this link.

Daniel S. Timberlake, Director of the Department of Planning and Budget, presented an overview of the major components of the biennium budget and the "caboose" bill, which makes amendments to the current biennium budget. He explained that the lion's share of new spending was dedicated to education (including rebenchmarking of the Standards of Quality, providing a salary increase for SOQ-recognized positions, and the proposed "Get Skilled, Get a Job, Give Back" initiative),

BUDGET Continued on Page 3





Guests share the legislative pulse of Virginia Counties. Click on the link below to listen to the next episode. Thank you for listening to the VACo County Pulse Podcast.

VACo County Pulse Podcast

Funding the Chesapeake Bay Cleanup and an Update on Utility-Scale Solar

VACo staff Chris McDonald and Joe Lerch discuss recent announcements and developments in the arena of water quality and renewable energy. Listen to the Podcast.



followed by funding the Medicaid forecast and depositing \$300 million to the state's cash reserves. Director Timberlake's presentation may be found at <u>this link</u>.

| 2020 Ses | ssion I | ntrod | uced | GF B | udge | et (\$ N | Iil.) | |
|-------------------------------|------------|----------------|--------------|---------------|-----------|--------------|-----------|--------------|
| | | | | | | | | |
| | Ch. 854 | Intro | | Intro | | Intro | | Biennium |
| | FY 2020 | <u>FY 2020</u> | Change | FY 2021 | Change | FY 2022 | Change | Change |
| Legislative and Executive | \$134.3 | \$134.3 | \$0.0 | \$140.9 | \$6.6 | \$140.9 | \$0.0 | \$6.6 |
| Judicial Dept. | \$507.3 | \$511.8 | \$4.5 | \$527.8 | \$16.0 | \$531.6 | \$3.8 | \$19.8 |
| Administration/Comp Board | \$740.0 | \$740.1 | \$0.1 | \$784.3 | \$44.2 | \$787.6 | \$3.3 | \$47.5 |
| Treasury Board Debt Service | \$776.4 | \$764.9 | (\$11.5) | \$834.2 | \$69.3 | \$890.3 | \$56.1 | \$125.4 |
| Other Finance | \$182.0 | \$182.1 | \$0.1 | \$166.2 | (\$15.9) | \$166.3 | \$0.1 | (\$15.8) |
| Rainy Day Fund Deposit | \$360.5 | \$262.9 | (\$97.6) | \$77.4 | (\$185.5) | \$17.5 | (\$59.9) | (\$245.4) |
| Car Tax Reimbursement | \$950.0 | \$950.0 | \$0.0 | \$950.0 | \$0.0 | \$950.0 | \$0.0 | \$0.0 |
| Commerce and Trade | \$302.3 | \$309.3 | \$7.0 | \$377.1 | \$67.8 | \$366.6 | (\$10.5) | \$57.3 |
| Agriculture / Nat. Resources | \$256.4 | \$256.5 | \$0.1 | \$279.0 | \$22.5 | \$271.2 | (\$7.8) | \$14.7 |
| K-12 Education/DOE | \$6,581.4 | \$6,612.2 | \$30.8 | \$7,052.7 | \$440.5 | \$7,382.1 | \$329.4 | \$769.9 |
| Higher & Other Education | \$2,274.0 | \$2,274.0 | \$0.0 | \$2,453.9 | \$179.9 | \$2,473.8 | \$19.9 | \$199.8 |
| DMAS Medicaid | \$4,988.7 | \$4,732.6 | (\$256.1) | \$5,087.4 | \$354.8 | \$5,422.5 | \$335.1 | \$689.9 |
| Other Health & Human Services | \$2,085.2 | \$2,083.5 | (\$1.7) | \$2,359.6 | \$276.1 | \$2,432.6 | \$73.0 | \$349.1 |
| Public Safety & Veterans/HS | \$2,072.3 | \$2,084.8 | \$12.5 | \$2,240.6 | \$155.8 | \$2,239.0 | (\$1.6) | \$154.2 |
| Transportation | \$41.0 | \$41.0 | \$0.0 | \$1.0 | (\$40.0) | \$1.0 | \$0.0 | (\$40.0) |
| Central Appropriations | \$273.5 | \$293.6 | \$20.1 | \$207.0 | (\$86.6) | \$254.3 | \$47.3 | (\$39.3) |
| Cash Reserve | \$222.8 | \$493.6 | \$270.8 | \$0.0 | (\$493.6) | \$300.0 | \$300.0 | (\$193.6) |
| Independent Agencies/Capital | \$3.2 | <u>\$3.3</u> | <u>\$0.1</u> | <u>\$29.8</u> | \$26.5 | <u>\$6.8</u> | (\$23.0) | <u>\$3.5</u> |
| Total GF Appropriations | \$22,751.3 | \$22,730.5 | (\$20.8) | \$23,568.9 | \$838.4 | \$24,634.1 | \$1,065.2 | \$1,903.6 |
| Percent Change | | | | 3.7% | | 4.5% | | |

(Chart provided by Jim Regimbal, Fiscal Analytics, Ltd.) The following provides a preliminary analysis of items in the "caboose" and biennium budgets of interest to local governments.

K-12 Education

- Provides \$808.5 million in additional funding over the course of the biennium for formula-driven enrollment and
 program updates associated with rebenchmarking the state cost of Direct Aid to Public Education to reflect changes
 in enrollment, funded instructional salaries, employee retirement and other post-employment benefits, inflation,
 and other measures.
- Provides \$145.1 million in FY 2022 for the state share of a three percent salary increase, effective July 1, 2021, for funded Standards of Quality instructional and support positions. The funding is not intended as a mandate to increase salaries and eligible school divisions must certify that average salary increases of a minimum of three percent have been or will be provided either in the first year, the second year, or through a combination of the two years of the biennium.
- Provides \$21.2 million in FY 2021 and FY 2022 for the state share to align school counselor staffing ratios with the Standards of Quality as prescribed in § 22.1-253.13:2 of the Code of Virginia.
- Effective with the 2021-2022 school year, provides \$56.7 million in FY 2022 for the state share to reduce the required Standards of Quality ratio to one school counselor for every 250 students at every grade level.
- Historic investment of \$50.1 million in FY 2021 and \$90 million in FY 2020 to increase the "At-Risk Add-On" for educationally at-risk students. Also raises the amount of aid disbursed based on the concentration of children qualifying for the federal Free Lunch Program to between one and 23 percent in FY 2021 and between one and 25 percent in FY 2022.
- Provides \$50 million in NGF in FY 2021 and \$75 million in NGF in FY 2022 for per pupil allocation payments to local school divisions from projected "Games of Skill" revenues. If regulation and taxation of these games is enacted,

BUDGET Continued on Page 4



local school divisions shall have flexibility to use such funds in a manner that best supports the needs of local school divisions.

- Provides \$13.3 million in FY 2021 and \$14.3 million in FY 2022 for the state share of additional instructional positions supporting limited English proficiency students.
- Provides \$5.3 million in FY 2021 and FY 2022 to reduce or eliminate the cost of school breakfast and school lunch for students who are eligible for reduced price meals.
- Provides \$2.6 million in FY 2021 and \$2.3 million in FY 2022 for no-loss funding to ensure that no locality loses state funding for public education as compared to that locality's FY 2020 sate distribution.

Additional details on K-12 funding are available in the Superintendent of Public Instruction's December 17, 2019, <u>Memorandum</u>.

Early Childhood

- Provides \$36 million in FY 2021 and \$49.4 million in FY 2022 to increase the Virginia Preschool Imitative (VPI) per pupil allocation to \$6,959 in FY 2021 and to \$7,655 in FY 2022, provide additional support for students on waitlists, and create a pilot program for at-risk three-year-olds.
- The Virginia Department of Social Services (VDSS) and the Virginia Department of Education (VDOE) are directed to develop a plan to transfer the Child Care Development Fund grant from VDSS to VDOE by July 1, 2021. The goal of this transfer is to house responsibility of child care and education programs under one agency.

Workforce Development

- Provides \$72.5 million in FY 2021 and FY 2022 for the Get Skilled, Get a Job, Give Back Program (G3) to offer financial assistance to low and middle-income Virginians enrolled in a Community College program that leads to an occupation in a high-demand field.
- Provides \$17.5 million in FY 2021 and FY 2022 for the New Economy Workforce Credential Grant program, an increase of \$4 million relative to FY 2020.
- Retains \$240,000 each year for the Grow Your Own Teacher pilot program, which was established in 2019.

Constitutional Officers

- Provides \$821,028 GF in FY 2021 and \$1.6 million GF in FY 2022 for underfunded and unfunded positions in Treasurers' offices. This appropriation is expected to support funding of approximately 50 percent of underfunded positions and 10 percent of unfunded positions in FY 2021 and 100 percent of underfunded positions and 20 percent of unfunded positions in FY 2022.
- Provides \$950,656 GF in FY 2021 and \$1 million GF in FY 2022 for underfunded and unfunded positions in Commissioners' offices. This appropriation is expected to support funding of approximately 100 percent of underfunded positions and 10 percent of unfunded positions in each year.
- Provides \$1.8 million GF in FY 2021 and \$1.98 million GF in FY 2022 to increase salaries of Circuit Court Clerks' staff to address pay equity with district court clerks' staff, and provides \$358,578 GF in FY 2021 and \$391,176 GF in FY 2022 to set a minimum staffing level of three positions in each Clerk's office. Provides an additional \$500,000 GF per year to reduce the amount of Technology Trust Fund revenues currently diverted to support Clerks' operating budgets.
- Provides approximately \$1.4 million GF per year for 29 additional assistant Commonwealth's Attorney and support staff, which is projected to fund approximately 25 percent of unfunded positions based on FY 2020 staffing standards.
- Provides \$979,399 GF in FY 2021 and \$1.1 million GF in FY 2022 for 29 additional court services positions in sheriffs' offices, which is expected to meet 25 percent of needed positions based on staffing standards.

Additional details on funding for Constitutional officers is available in a memorandum from the Executive Secretary of the Compensation Board, which may be found at <u>this link</u>.

BUDGET Continued on Page 8



Visit Bedford County and the Thunder Ridge Overlook

The Thunder Ridge Overlook and Trail is an excellent spot to stretch your legs when traveling on the Blue Ridge Parkway. The trail is a quartermile loop that connects on either end of the parking lot at Milepost 74.7 and takes about 10 minutes to walk.

There's a stone observation deck that shows views of Arnold Valley, named after the man who first settled the area around 1750. The communities of Glasnow and Natural Bridge can be seen from the overlook.

SOURCE: National Park Planner





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December 20, 2019



2020 FINANCE FORUM January 6, 2020 10AM - 3:30PM

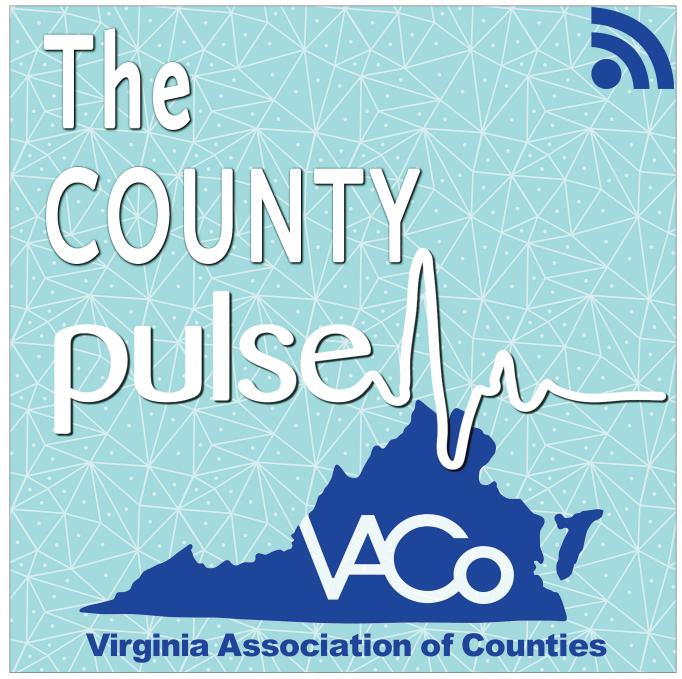
LOCATION: DELTA HOTELS RICHMOND DOWNTOWN

Fee - \$100

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VACo County Pulse Podcast

Connecting the Commonwealth – Expanding Broadband Access in Virginia

Evan Feinman, Chief Broadband Advisor for Governor Ralph Northam and Executive Director of the Virginia Tobacco Region Revitalization Commission, and Courtney Dozier, Chief Deputy at Virginia Department of Housing and Community Development and Deputy Broadband Advisor, join VACo's Jeremy Bennett to discuss broadband access and expansion through the Virginia Telecommunications Initiative (VATI) and other means of support. <u>Listen to the Podcast</u>.



Elections

- Provides \$2.5 million GF in each year of the biennium to fully reimburse localities for general registrars' salaries and electoral board members' compensation.
- Provides \$5.8 million GF in the "caboose" bill in FY 2020 to reimburse localities for costs associated with the 2020 presidential primary.

Agriculture and Forestry:

- Appropriates \$726,340 GF in FY 2021 and \$176,340 GF in FY 2022 to support and monitor the commercialization
 of industrial hemp in Virginia. This funding creates a new position in the Virginia Department of Agriculture and
 Consumer Services (VDACS) and will support the development of a database to manage and track the registration
 and inspection of registered industrial hemp growers, registered industrial hemp dealers, and registered industrial
 hemp processors in Virginia. Additionally, support is provided for the department for the collection of cannabis
 samples for tetrahydrocannabinol (THC) testing.
- Provides \$433,016 GF in both FY 2021 and FY 2022 to achieve the Commonwealth's tree planting and forest conservation commitment in support of the Phase III Watershed Implementation Plan (WIP)

Commerce and Trade

- Provides \$7 million GF in FY 2020, \$23 million GF in FY 2021, and \$33 million in FY 2022 for the <u>Virginia Housing</u> <u>Trust Fund</u>, for total funding of \$30 million GF in FY 2021 and \$40 million GF in FY 2022. The Trust Fund provides loans for affordable housing-related projects and grants for targeted efforts to reduce homelessness.
- Provides an additional \$16 million GF in each year of the biennium for the Virginia Telecommunication Initiative (VATI) to supplement costs to extend broadband to areas currently unserved by a broadband provider, bringing state support for the program to \$70 million over the biennium.
- Provides level funding of \$68.9 million \$34.45 million each year of the biennium to the Virginia Growth and Opportunity Fund (<u>GO Virginia</u>). The GO Virginia program provides grants to create private-sector growth and jobs through regional collaboration by business, education, and local government.
- Provides \$2 million in FY 2021 and \$3 million in FY 2022 for the Virginia Business Ready Sites program.

Renewable Energy and Energy Efficiency

- Provides \$50,000 GF in both FY 2021 and FY 2022 to establish a statewide C-PACE program to assist localities with implementation of the program. C-PACE allows property owners to finance energy and water efficiency improvements, stormwater management improvements, and renewable energy systems using private capital. Funding supports initial start-up costs and the selection of a statewide program administrator.
- Provides \$10 million GF in FY 2021 to establish a clean energy financing program consisting of a revolving loan fund and a loan loss reserve fund to support local government and private sector projects.
- Removes \$50,000 GF in FY 2021 and FY 2022 for the Virginia Solar Development Authority energy storage capacity study.
- Provides \$275,000 GF in both FY 2021 and FY 2022 to establish the Office of Offshore Wind within the Division of Energy to promote and expedite the Coastal Virginia Offshore Wind (CVOW) project, to promote Virginia's unique port and workforce advantages in attracting offshore wind supply chain business, and to support activities of the Virginia Offshore Wind Development Authority (VOWDA).

Health and Human Resources

- Provides \$6.6 million GF in FY 2020, \$18 million GF in FY 2021, and \$26 million GF in FY 2022 to fund Children's Services Act program growth.
- Provides \$175,000 GF in FY 2021 and \$75,000 GF in FY 2022 for a continuation of a study of private special education day placement rates; language requires providers receiving public funds through CSA to supply requested information. A report is due by June 1, 2021.
- Provides \$1.6 million GF in each year for distribution of the opioid overdose reversal drug Narcan and personal protective equipment to at-risk populations.

BUDGET Continued on Page 9



- Funds increases in rent for local health departments (\$75,889 GF and \$49,195 NGF each year).
- Authorizes the Department of Medical Assistance Services to seek federal authority to establish a home visiting benefit for pregnant and postpartum women at risk of poor health outcomes, and provides \$1 million GF/\$3.5 million NGF in FY 2021 and \$11.8 million GF/\$34 million NGF in FY 2022 to support the program.
- Adds 1,135 new developmental disability waiver slots over the biennium.
- Eliminates language allowing the Department of Behavioral Health and Developmental Services to provide funding to Community Services Boards whose Medicaid reimbursements fell short of the General Fund reductions incorporated in the 2018 Appropriations Act.
- Addresses caseload growth in Part C/Early Intervention services by providing \$1.2 million GF in FY 2020, \$2.5 million GF in FY 2021, and \$3.9 million GF in FY 2022.
- Provides \$19.7 million GF in FY 2021 and \$30.1 million GF in FY 2022 for partial implementation of the remaining services in the STEP-VA plan (an additional \$486,951 GF in FY 2021, \$2.3 million GF in FY 2022, and matching amounts of federal funds support these elements of STEP-VA in the Medicaid program). Budget language overrides the statutory deadline of July 1, 2021, for the initiation of targeted case management, care coordination, and psychiatric rehabilitation.
- Provides \$9 million GF and \$9.1 million NGF each year to increase minimum salaries for staff in local departments
 of social services and provide a three percent compression increase. Provides \$24.9 million GF and \$7.9 million
 NGF each year for local departments to staff prevention services departments to prepare for implementation
 of the federal Family First Prevention Services Act. Also provides \$8.4 million GF each year and matching NGF
 for prevention services that are eligible for federal reimbursement due to their inclusion in the federal Title IV-E
 Prevention Services Clearinghouse.

Natural Resources

- Historic \$367 million investment in new water quality funding in FY 2021 (via bond authorization)
 - o \$182 million for the Stormwater Local Assistance Fund (SLAF)
 - o \$120 million for the Water Quality Improvement Fund (WQIF) for Publicly Owned Treatment Works
 - \$65 million for the City of Alexandria's combined sewer overflow (CSO) control project
- Provides general fund appropriation in FY 2021 of \$47,025,697 for the mandatory deposit to the Water Quality Improvement Fund (WQIF) associated with the FY 2019 year-end surplus designated for deposit to the WQIF and WQIF Reserve.
- Provides an additional \$41,820,000 deposit in FY 2022 to WQIF. Of the amount provided, \$39.6 million is designated for the Virginia Natural Resources Commitment Fund, a subfund of WQIF, of which \$35.0 million is for the implementation of Agricultural Best Management Practices (BMP) and \$4.6 million is for the Soil and Water Conservation Districts to assist in the implementation of the BMPs.
- Provides \$1,839,500 GF in both FY 2021 and FY 2022 to fund nine unfilled positions and contractual work to
 reduce backlogs in land and water program activities, including water protection permitting, land permitting, and
 stormwater plan review.
- Provides \$2,327,500 GF in both FY 2021 and FY 2022 to fund 15 positions to support the Department of Environmental Quality's (DEQ) regulatory activities in air, water and land protection.
- Provides \$386,646 GF in FY 2021 and \$504,380 in FY 2022 for two positions to provide technical assistance for localities to implement the Chesapeake Bay Preservation Act and to offset adjustments in federal funding for nutrient reduction projects.
- Provides \$2,695,000 GF in both FY 2021 and FY 2022 to fund 18 positions and contract work to support environmental justice and outreach in the DEQ's overall communications strategy.
- Provides \$822,000 GF in FY 2021 and \$1,644,000 GF in FY 2022 to increase operational capacity for the DEQ to carry out water permitting activities, including pollutant discharge elimination system permits, pollution abatement permits, water protection permits, ground water withdrawal permits, and surface water withdrawal permits
- Provides \$5,759,152 GF in FY 2021 and \$5,929,152 GF in FY 2022 to fund 15 unfilled vacancies, equipment, and contractual work for the DEQ's air and water monitoring and compliance activities. Funding will support the

BUDGET Continued on Page 10



purchase of equipment through the state's Master Equipment Lease Program.

- Provides \$10 million in bond proceeds in FY 2021 to accelerate oyster reef restoration.
- Provides \$10 million GF in both FY 2021 and FY 2022 to support the Dam Safety, Flood Prevention, and Protection Assistance Fund.
- Removes budget language which limits the use of funds for participation in the Regional Greenhouse Gas Initiative, or the expenditure of any proceeds resulting from participation in a climate compact without express legislative approval.

Judicial/Public Safety

- Provides \$2,701,065 GF in both FY 2021 and FY 2022 to fund 35 public defenders and support staff to operate a new public defender office in Prince William County.
- Provides \$3,798,726 GF in FY 2021 and \$5,698,089 GF in FY 2022 to fund 59 additional public defenders and support staff positions.
- Provides \$1,864,020 GF in FY 2021 and \$3,728,040 GF in FY 2022 to fund 60 additional district court clerk positions.
- Provides \$2,272,500 GF in both FY 2021 and FY 2022 to cover the costs associated with providing constitutionally mandated legal defense for indigent persons in general district courts.
- Provides \$2,272,500 GF in both FY 2021 and FY 2022 to cover the costs associated with providing constitutionally mandated legal defense for indigent persons in juvenile and domestic relations courts
- Provides \$17,268,677 NGF in FY 2021 and \$21,268,677 NGF in FY 2022 for the Victims of Crime Act (VOCA) program, which funds support grants to local programs that provide services to victims of domestic abuse, sexual assault, victim witness program, and child abuse.
- Provides \$3,691,684 NGF in FY 2021 and \$5,610,644 NGF in FY 2022 for anticipated distributions from the Fire Programs Fund to localities.
- Provides \$1.5 million GF in both FY 2021 and FY 2022 for competitive grants to localities to assist with security measures intended to address vulnerabilities related to hate crimes.
- Provides \$1 million GF in both FY 2021 and FY 2022 to fund pre-release and post-incarceration services.
- Provides \$2.3 million GF in both FY 2021 and FY 2022 for the expansion of pretrial and local probation services. The additional funding will enable these services to be provided in localities which currently do not have these services
- Removes budget language prohibiting the expenditure of funds by any state agency or authority to purchase or implement body-worn camera systems.
- Maintains the FY 2020 level of HB 599 funding for localities with qualifying police departments for both FY 2021 and FY 2022.

<u>Jails</u>

- Expands forensic discharge planning to three additional jails (two jails previously received funding) with \$1.4 million GF in FY 2021 and \$2.1 million GF in FY 2022.
- Provides \$347,803 GF in FY 2021 and \$465,440 GF in FY 2022 (matched with \$11.4 million and \$16.4 million NGF in FY 2021 and FY 2022, respectively) for care coordination for Medicaid-eligible individuals 30 days prior to release from incarceration
- Funds a salary increase for entry-level regional jail officers, effective July 1, 2020, to match the increase provided to entry-level deputy sheriffs effective February 1, 2019 (\$2.7 million GF in FY 2021 and \$2.9 million GF in FY 2022).

Transportation

- Details of the Governor's transportation proposal will be provided in separate legislation, but according to his remarks on December 17, the key components include:
 - Eliminating vehicle safety inspections
 - Reducing vehicle registration fees by half
 - Raising the Gasoline Fuel Tax by four cents per gallon each year for the next three years to a state average of approximately 34 cents per gallon.

December 20, 2019





LEDs to light the way ahead for Virginia's highways

Governor Northam announced this week that his plan for a brighter future in Virginia will include major lighting improvements across Virginia's roadways.

Beginning in 2020, the Virginia Department of Transportation (VDOT) will partner with Trane to replace nearly 10,000 highway lights with light-emitting diode (LED) products. This large-scale project will include "lights located on limited-access highways and associated interchanges, as well as VDOT-owned park-and-ride lots, rest areas, and weigh stations in the Richmond, Fredericksburg, Hampton Roads, and Northern Virginia districts."

This switch to LEDs will not only brighten and improve visibility on roadways, but it will also conserve energy and save money. According to the Governor's office, the new LED lighting will reduce energy consumption by over 50%, and the life of the products will be tripled, from 5 years to 15+ years. 11 million fewer kilowatt-hours will be used per year, resulting in an estimated 8,800-ton reduction in greenhouse gas emissions. All in all, the net savings from this project are estimated to reach \$4.6 million by 2036.

The project will be funded using an energy performance contract (EPC), which allows VDOT to finance infrastructure improvements using future energy and cost savings. Work replacing the light fixtures is expected to begin sometime in the spring of next year.

VACo Contact: Chris McDonald, Esq.



Virginia Association of Counties

PREMIER PARTNER

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

VACo Premier Partner Spotlight Podcast Aetna

Welcome to VACo's Premier Partner Spotlight. In this episode we speak with Aetna - a leading health care company that is helping public sector employees and retirees on their path to better health. Joining host Dean Lynch are Liz Sampo, Sales Vice President for Group Medicare, and Marcus Duckworth, Vice President of Client Management, Public and Labor Segment.



Arlington County Names New Director of Economic Development



Arlington County Manager Mark Schwartz announced on December 12 that he has named Telly Tucker as Director of Arlington Economic Development (AED), following an extensive search. Mr. Tucker most recently served as the Director of Economic Development for Danville, Va., where he managed business and expansion projects that brought many new jobs to the City. Prior to his position in Danville, Mr. Tucker served as the Assistant Director of Economic Development in James City County, Va., as well as an Economic Development Specialist for the City of Lynchburg, Va. Mr. Tucker will step into the role in mid-January.

"Mr. Tucker has a track record of bringing job-creating businesses to Virginia communities," Arlington County Board Chair Christian Dorsey said. "My colleagues on the Board, and I look forward to working with him to continue building on our success in attracting and growing high-quality businesses, both large and small, to Arlington."

"Mr. Tucker brings a wealth of experience in economic development across a diverse range of communities throughout the Commonwealth," said Schwartz. "I am thrilled that he will be bringing his talents to Arlington County at an important time in our history, and I look forward to working together to continue to strengthen our community and regional collaboration."

Throughout his career, Tucker has approached economic development plans with an insightful and creative mindset. He will build on the momentum from Amazon's move to ensure all of Arlington's neighborhoods move forward together as one in an effort to attract even more businesses and support existing ones. Tucker has a track record of creating impactful regional partnerships and addressing the needs of the small business community, which will prove to be an invaluable strength in Arlington.

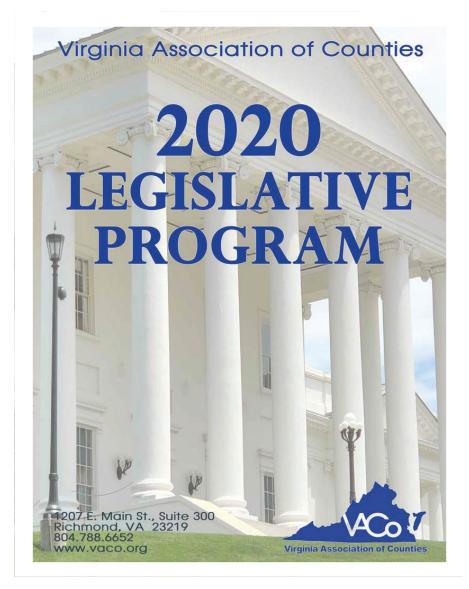
"Telly Tucker is widely known as one of the most collaborative and dedicated economic development leaders in Virginia," said Stephen Moret, President and CEO of the Virginia Economic Development Partnership. "His experience working with communities across the Commonwealth as well as with our team at VEDP will serve him well in Arlington County. We look forward to supporting Telly, AED, and Arlington County during this exciting time for Arlington's growth and development."

"I am keenly interested in continuing to preserve and enhance Arlington's competitiveness and sustainability through economic development," said Mr. Tucker. "I want to work together to foster collaborative partnerships, real estate development and tourism, as well as establish strong relationships with businesses, clients, government officials, regional and local partners and the creative arts community."

Mr. Tucker has received the prestigious Certified Economic Development (CEcD) designation granted by the International Economic Development Council in Washington, D.C. He is a Lynchburg native and obtained his bachelors of business administration in international business and Spanish from James Madison University.



VACo Releases 2020 Legislative Program



After months of steering committee meetings, lively debate and participation through the Association's legislative process, VACo adopted its <u>2020 Legislative</u> <u>Program</u>. The Legislative Program is organized according to VACo's Steering Committees.

<u>VACo's 2020 Legislative Program</u> addresses priorities in the realms of Economic Development and Planning, Education, Environment and Agriculture, Finance, General Government, Health and Human Services, and Transportation.

VACo Contact: Chris McDonald, Esq.



Rockingham County thanks Pablo Cuevas for his many years of service



At the December 11, 2019 Board of Supervisors meeting members of the board recognized District 1 Supervisor Pablo Cuevas for his many years of dedicated service to Rockingham County. Pablo began serving on the Board of Supervisors in 1990. District 1 includes the Towns of Broadway and Timberville and the communities of Fulks Run, Bergton, Criders, Lacey Spring, and Tenth Legion.

He has previously held the position of chairman and vice-chairman. He is active on the following Board committees: Finance, Public Works, City - County Liaison, School Board Liaison, Towns / County Liaison, Chamber of Commerce, Community Criminal Justice Board, and was second vice president of the Virginia Association of Counties Board of Directors. He currently serves on VACo's Education Steering Committee and Resolution Committee.

Supervisor Cuevas' other government service includes Harrisonburg / Rockingham County Criminal Justice Board, Chairman (1996-97); Rockingham County Planning Commission (1980); Rockingham Development Corporation, Board of Directors (1988-present); Town of Broadway, Councilman (1986-89); Town of Broadway, Planning Commission (1986-89); Board of Visitors, James Madison University (1996-2004, 2011-present); Rockingham County Schools Foundation, Board of Directors (1994-97).

Supervisor Cuevas retired from Riddleberger Bros., Inc. as business manager / executive vice-president. He is a graduate of Shenandoah College and Conservatory of Music and Madison College.

Thank you Pablo for your commitment to serving the citizens of Rockingham County!



Clarke County celebrates Barbara Byrd's tenure as the County's first female Supervisor



Clarke County Supervisors Mary Daniel, vice chair Bev McKay, chair David Weiss, and Terri Catlett as well as new County Administrator Chris Boies surround Barbara Byrd (seated) during her last-ever Board meeting on Dec. 17. Byrd, who made history in 1999 by becoming the county's first female Supervisor, was presented a Virginia Association of Counties service award, a framed image of the Clarke Courier newspaper article announcing her historic election win along with other gifts, including an old-fashioned billy club – a good-humored gift from the Sheriff's Office.



The 2020 Clarke County Board of Supervisors – David Weiss, Terri Catlett, Bev McKay, Doug Lawrence, and Mary Daniel – who were elected in November to serve four-year terms, are sworn in by Circuit Court Chief Deputy April Wilkerson prior to the afternoon session of the Dec. 17 board meeting. New County Administrator Chris Boies watches from the dais. Russell District Supervisor Barbara Byrd participated in her last Board meeting on Dec. 17 after serving 20 years and deciding not to run for re-election this year. Lawrence will represent the Russell District, beginning in January.



COMMONWEALTH OF VIRGINIA GENERAL ASSEMBLY

PUBLIC HEARINGS NOTICE

GOVERNOR'S PROPOSED 2020-2022 BIENNIAL STATE BUDGET

NOTICE IS HEREBY GIVEN THAT THE HOUSE APPROPRIATIONS AND SENATE FINANCE COMMITTEES OF THE VIRGINIA GENERAL ASSEMBLY WILL HOLD REGIONAL PUBLIC HEARINGS ON THE GOVERNOR'S PROPOSED 2020-2022 BIENNIAL STATE BUDGET, AS FOLLOWS:

| THURSDAY, JANUARY 2, 2020 (Hearings begin at 10:00 a.m.) |
|--|
| Northern Virginia – George Mason University, Hylton Performing Arts Center, Gregory Family Theatre (10960 George Mason Circle, Manassas, VA 20109) |
| • Blacksburg – Virginia Tech, Classroom Building, Room 206 (1455 Perry Street, Blacksburg, VA 24060) |
| THURSDAY, JANUARY 2, 2020 (Hearings begin at 12:00 noon) |
| Hampton Roads – Old Dominion University, Virginia Modeling, Analysis and Simulation Center (1030 University Blvd., Suffolk, VA 23435) |

• Richmond – J. Sergeant Reynolds Parham Road Campus, Workforce and Conference Center (1651 E Parham Rd., Richmond, VA 23228)

The purpose of the hearings is to receive comments on the Governor's proposed 2020-22 biennial state budget. Those persons wishing to speak may register at each hearing site **no earlier than one hour prior** to the start of the hearing.

Speakers will be taken in the order of registration. Each person may register only one speaker at a time. Speakers are asked to limit their comments to three minutes or less. Speakers representing groups and organizations should consolidate remarks to reduce duplication. Persons unable to attend may comment in writing to either:

| Delegate S. Chris Jones | OR | Senator Thomas K. Norment, Jr. |
|--------------------------|----|--------------------------------|
| P.O. Box 406 | | Senator Emmett W. Hanger, Jr. |
| Pocahontas Building | | P.O. Box 396 |
| Richmond, Virginia 23218 | | Pocahontas Building |
| C C | | Richmond, Virginia 23218 |

People with disabilities may request reasonable accommodations by calling (804) 698-7480. All requests for reasonable accommodations must be received by 5:00 p.m., Monday December 16th, 2019. Upon request, sign language interpreters will be provided at the specific locations as identified in this Public Hearing Notice.

December 20, 2019





Celebrate 50 Years of County Innovation

Applications are now open for the National Association of Counties (NACo) <u>2020 Achievement Awards</u>! Join us in celebrating 50 years of county innovation by applying today.

Since 1970, the NACo Achievement Awards have recognized outstanding county government programs and services. Through a non-competitive application process, noteworthy programs receive awards in 18 categories that cover a vast range of county responsibilities. By participating, your county can earn national recognition.

The 18 "best of category" winners will be recognized on stage at the 2020 NACo Annual Conference in Orange County/Orlando, Fla., and all winners will be recognized in the program book and online. We also provide a customizable press release for you to share the good news with the media and county residents.

We encourage all counties, parishes and boroughs to apply.

EARLY BIRD APPLICATION DEADLINE: March 9, 2020 (save \$25 off the application fee)

FINAL APPLICATION DEADLINE: March 30, 2020

Please view the <u>online brochure</u> or email <u>awards@naco.org</u> with any questions about this year's application process.









The Virginia Association of Counties (VACo) mobile application is a valuable tool for County officials and staff to better serve their communities. With the VACo mobile app, users can easily stay informed about issues important to Counties with many features, including:

- * VACo Events Registration and Info
- * VACo Member Directory
- * Legislative News and Alerts | Capitol Contact
- * VACo Chat
- * County Pulse Podcast
- * Employment Opportunities

Downloading the app is easy...

- Scan the QR Code or search "Virginia Assn of Counties" from the iTunes or Google Play Store
- Opt-in for VACo Push Notifications to receive important VACo alerts
- For access to the most features, request an account with your email and a password
- Once your account is approved, members will have access to all the features.



VACo County Supervisors' Forum

March 20-21, 2020 | Omni Richmond Hotel



The Forum: Virginia Association of Counties offers the County Supervisors' Forum to supervisors and county board members to focus on critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more. An overview of county government and the work of county supervisors is covered.

Who should attend: Newly-elected and incumbent supervisors/county board members, chief county administrative officers and other government managers will come away with information they need to steer their locality forward.

Registration Details: The registration fee for County Officials is \$350 which covers conference materials, a 2019 Virginia County Supervisors Manual, Friday dinner and Saturday lunch. Spouses/guests (non-County Officials) who wish to attend the Friday evening dinner may register for \$60. Those who have already purchased a 2019 Supervisors' Manual may register for \$275 but <u>must bring their manual with them to the Forum</u>.

The registration deadline is March 6. To register, mail this form along with a check or charge authorization to VACo, 1207 East Main Street, Suite 300, Richmond, VA 23219, or fax to 804.788.0083.

Hotel Reservation Details: Lodging costs are not covered in either registration fee. The Forum is held at the Omni Richmond Hotel, 100 South 12th Street, Richmond, VA 23219. Room rates start at \$147 (single room occupancy). To reserve a hotel room, call 804.344.7000 by March 3, 2020, with this code: VACo Supervisors Forum or reserve a room at this <u>Omni Richmond Hotel link</u>.

Refund Policy: Requests for registration refunds are honored if received by March 6, 2020. Substitutions are allowed in the event a supervisor is unable to attend. For more information, call VACo at 804.788.6652.

| Name | |
|--|--|
| County | |
| Mailing Address | |
| PhoneSu | upervisors' Email |
| Guest Name for Dinner | Add \$60 |
| Late fee March 7 & after and at the door: \$ | \$375 (with Supervisors' Manual) or \$300 (without manual) |
| TOTAL AMOUNT TO BE CHARGED: \$ | Check Enclosed |
| | _American ExpressMasterCard |
| Card Number | Expiration Date |
| Card Holder's Name | |
| Card Holder's Signature | |
| VACo FAX | NUMBER: 804.788.0083 |

Rev. 11/18/2019





2020 VACo VML VAPDC Local Government Legislative Day FEBRUARY 6

Omni Richmond Hotel | 100 S 12th Street | Richmond, VA 23219

VACo-VML-VAPDC invites local government officials to VACo-VML-VAPDC Local Government Legislative Day on Thursday, February 6, 2020 at the Omni Richmond Hotel. Keynoting the event will be Governor Northam (invited). Advocates representing the state associations will report on legislation affecting local governments; then local government officials are encouraged to go to the Capitol to participate in committee meetings and lobby state legislators. In the evening, officials are strongly encouraged to invite their state legislators to the VACo-VML-VAPDC reception.

Officials who need to stay overnight at the **Omni Richmond Hotel** can get a special room rate of \$162. For reservations, call 804.344.7000 **by January 17, 2020** with the following code: **Local Government Legislative Day** or reserve a room at this <u>Omni Richmond Hotel link</u>.

REFUND POLICY: Requests for registration refunds are honored if received by **January 24, 2020**. Substitutions are accepted at any time. For more information, call VACo at 804.788.6652.

| REGISTRATION FEES – Deadline is January 24th | | | |
|---|------------------|--|--|
| <u>Circle One</u> | Until Jan. 24 | LATE (Jan. 25 and after & at the door) | |
| A. DAY BRIEFINGS ONLY | \$ 50 PER PERSON | \$ 60 | |
| B. RECEPTION ONLY | \$ 70 PER PERSON | \$ 80 | |
| C. DAY BRIEFINGS and RECEPTION | \$115 PER PERSON | \$ 135 | |
| | ACENDA | | |

| AGENDA | | | |
|-----------|--|--|--|
| 9 AM | Respective Board of Directors Meetings | | |
| 11:00 AM | Registration | | |
| 11:30 AM | Lunch | | |
| 12 NOON | Program | | |
| Afternoon | Visit Capitol and lobby legislators | | |
| 5:30 PM | Reception | | |
| | | | |

REGISTRATION

The following people will attend on **February 6, 2020.** Accompanying this form is a check for the total amount due or a charge authorization.

| Name | Title | Total: \$ |
|---|-------------------|------------|
| Name | Title | Total: \$ |
| Mailing Address | | |
| Organization (County/City/Town/Company) | | |
| Phone | Email | |
| Special Accommodations | Vegetarian lunch? | |
| Charge Options: VISA MasterCard | AMXDiscover | EXP. DATE/ |
| TOTAL TO BE CHARGED: | _ CARD NUMBER: | |
| NAME ON CARD: | | |
| SIGNATURE: | | |
| EMAIL FOR CREDIT CARD RECEIPT: | | |
| | | |
| | |] |













VACo and the Center for Rural Virginia 2020 Rural Caucus Reception

Wednesday, February 5 | Omni Richmond Hotel | 5:30 to 8:00 pm

REGISTRATION FORM

*** REGISTRATION DEADLINE IS JANUARY 27 ***

\$75 per person thru January 27

 $90\ per\ person\ January\ 28\ \&\ after\ |\ 90\ At\ the\ Door$

*Room block at the Omni Richmond closes January 17

The 2020 Rural Caucus Reception is an evening of collaboration and discussion on the issues that impact rural Virginia. Attendees acquire a healthy understanding of matters affecting rural Virginia and their possible solutions as well as make personal connections across the region. Registration fee includes two drink tickets; heavy hors d'oeuvres will be served.

| Name | Title | | |
|---|----------------------------------|-----------------------|---|
| Name | Title | | |
| Name | Title | | |
| County or Organization | | | |
| Mailing address | | | |
| Contact PhoneCity | | State | Zip Code |
| My guest's name is Leave blank if no | | (Add \$ | 575) |
| Total enclosed Make checks payable to: Virginia Associat | (\$75 per person) | LATE FEE: | \$90 per person after 7th and at the door. |
| CHARGE OPTIONS:VISA | | | |
| Card number | | Expiration date | MONTH YEAR |
| Print cardholder's name as it appears on the | | | |
| Authorized Signature | | | |
| Optional for credit card receipt: List a 2nd em | ail address if a second person n | eeds a copy of the re | eceipt. |

Register today by faxing this completed form with credit card information to 804.788.0083 or mail with a check to: Virginia Association of Counties, 1207 East Main Street, Suite 300, Richmond, VA 23219.

*Hotel Information

Officials can stay overnight at the Omni Richmond Hotel with special rates from \$162. For reservations, call 1.800.THE.OMNI by January 17, 2020 with the following code: VACo/VML Local Government Day or make reservations online at this <u>Omni Richmond Hotel</u> <u>link</u>.

Refund Policy

Requests for registration refunds are honored if received by 10 am on January 27, 2020. Substitutions are accepted at no additional cost. For questions, please call VACo at 804.788.6652.

Room Block Deadline is January 17, 2020 ***Event Registration Deadline is January 27, 2020***

VACo FAX NUMBER IS 804.788.0083



VACo County Board Chairpersons' Institute

February 7-8, 2020

at VACo Training Center

1207 East Main Street | Richmond, VA 23219



Vir

The Institute: Virginia Association of Counties offers the County Board Chairpersons' Institute to Board Chairs to focus on the specific roles of that position, including meeting management, internal and external communications, work relationships, leadership, and goal setting. An overview of county government and the work of county supervisors is also covered.

Who should attend: New and incumbent County Board Chairs and Vice Chairs will come away with information they need to guide their Board through their leadership cycle.

Enrollment: Will be limited to 20 participants.

Conference Registration Details: The registration fee for County Officials is \$295, which covers conference materials, Friday lunch and dinner and Saturday breakfast. The fee for spouses and guests (non-County Officials) who wish to attend the Dinner & Reception is \$50. To register, mail or fax this form along with a check or charge authorization to VACo, 1207 East Main Street, Suite 300, Richmond, VA 23219. FAX: 804.788.0083

Hotel Reservation Details: Lodging costs are not covered in the registration fee. Lodging is available at the Omni Richmond Hotel, 100 S. 12th Street, Richmond, VA 23219. Room rates begin at \$147 (single). Reserve your room by calling 804.344.7000 with the following code: Local Government Legislative Day or reserve a room online with this link.

Room reservations at the Omni Richmond Hotel must be made by January 17, 2020.

Refund Policy: Requests for registration refunds are honored if received by **January 27, 2020**. However, substitutions are accepted at any time. For more information, call VACo at 804.788.6652.

| Name | | | |
|-------------------------------|------------------------------------|---|---------------------------------|
| | | | |
| Mailing Address | | | |
| Guest Name (Dinne | r & Reception) | | (Add \$50) |
| Payment Method: | Check VISA | American Express | MasterCard |
| Card Number | | Exp | piration Date |
| Card Holder's Name | <u>}</u> | | |
| Authorized Signatur | e | | |
| jinia Association of Counties | Virginia As 1207 East Richmo | payment by January 27, 2 ssociation of Counties Main Street, Suite 300 ond, VA 23219-3627. is may be faxed to 804.788 | Serving counties through educat |



VACo and **OPTUM**Rx Team Up To Offer Prescription Savings Card -- FREE TO VIRGINIA COUNTIES --



VACo prescription discount cards are available at no cost to Virginia counties. To order your free cards, contact us with the number of cards required & shipping address to have them mailed to your county.

Bring the card to your favorite pharmacy every time you fill a prescription. Show the card to the pharmacist along with your prescription and ask for a discount on your prescription. You may save up to 75% on your prescription medications.

Claims are processed by OptumRx. Your privacy is protected. OptumRx does not rent or sell your personal information.

Contact Valerie Russell: vrussell@vaco.org or call 804.788.6652

Virginia Association of Counties | 1207 East Main Street, Richmond, VA 23219

AVAILABLE NOW

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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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|--|----|
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| CITY / STATE / ZIP: | |
| PHONE: EMAIL: | |
| PAYMENT INFORMATION | |
| Manuals are \$75 per copy. Number of Copies | C. |
| CREDIT CARD AUTHORIZATION: | |
| Charge Options: American Express MasterCard VISA | |
| Card No: Exp. Date | |
| Cardholder Name: | |
| Authorized Signature: | |
| Email for credit card receipt: | |

Mail completed form to:Virginia Association of Counties1207 East Main Street, Suite 300Richmond, VA 23219-3627

Or FAX credit card purchases to 804.788.0083



Questions? Call 804.788.6652.



employment Doctunities

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.

Chesapeake PAYROLL SUPERVISOR

| City of Chesapeake | Posted December 19



UTILITIES PROIECT MANAGER II | Stafford County | Posted December 17



TRANSPORTATION **PROJECT MANAGER II | Stafford** County | Posted December 17



ROANOKE STORMWATER **ENGINEER/CIVIL ENGINEER I | City of** Roanoke | Posted December 16



FAMILY SERVICES SPECIALIST | Montgomery County | Posted December 16



INTERN/PLANNING &

<u>GIS SERVICES</u> | Montgomery County | Posted December 16



ZONING/PLANNING

TECHNICIAN | City of Harrisonburg | Posted December 16



<u>CUSTODIAN I</u> | James City **County** | Posted December 13



PARALEGAL (COMMONWEALTH ATTORNEY'S **OFFICE)** | James City County | Posted December 13







SENIOR ELECTRICAL FACILITIES SPECIALIST | James City County | Posted December 13



GENERAL SERVICES ASSISTANT | James City County | Posted December 13



EMERGENCY SERVICES COORDINATOR | Montgomery County | Posted December 12 27



TREASURER | Montgomery County | Posted December 12



BENEFITS PROGRAM

County | Posted December 12



UTILITY OPERATOR (CD)

| Hanover County | Posted December 12



UTILITY TECHNICIANS

- COLLECTION | Hanover County | Posted December 12



UTILITY FIELD AGENT I

Hanover County | Posted December 12



PARKS & RECREATION

MANAGER | King William County | Posted December 11



DIRECTOR OF FINANCE

Bedford County | Posted December 11



CHIEF DEPUTY



SPECIALIST III | Prince George









ASSISTANT DIRECTOR

OF PUBLIC TRANSIT | City of Fredericksburg | Posted December 10



REDEVELOPMENT

BUSINESS MANAGER | Prince William **County** | Posted December 9



MANAGER OF **CURRENT PLANNING & ZONING | City** of Portsmouth | Posted December 6



HUMAN RESOURCES

GENERALIST | Montgomery County | Posted December 6



TOWN MANAGER Town of Farmville | Posted December



6

ASSISTANT REGISTRAR

Gloucester County | Posted December 6



FAMILY SERVICES <u>SPECIALIST – CHILD PROTECTIVE</u> **SERVICES** | Hanover County | Posted December 4



911 DIRECTOR Tazewell County | Posted December 4 Chesapeake ENGINEER V | City of

Chesapeake | Posted December 4



DEPUTY COURT CLERK

SUPERVISOR | Montgomery County | Posted December 2



WATER DISTRIBUTION

APPRENTICE | James City County | Posted December 2



WATER DISTRIBUTION SUPERVISOR | James City County |

Posted December 2



BUILDING INSPECTOR

I/II/III | James City County | Posted December 2



FITNESS ATTENDANT

James City County | Posted December



ADMINISTRATIVE

ASSISTANT | James City County | Posted December 2



ASSISTANT DIRECTOR Halifax County IDA | Posted December 2



PARALEGAL | King & Queen County | Posted November 26



DIRECTOR OF PUBLIC

TRANSIT | City of Fredericksburg | Posted November 26



RISK & SAFETY PROGRAM MANAGER | City of Fredericksburg | Posted November 26



ISLE OF WIGHT COUNTY, VIRGINIA ASSISTANT DIRECTOR **OF PLANNING & ZONING** | Isle of Wight County | Posted November 26



ENVIRONMENTAL PROGRAMS MANAGER | City of Fredericksburg | Posted November 26



PUBLIC WORKS SPECIAL **PROIECT MANAGER** | City of Fredericksburg | Posted November 26



YOUTH WORKFORCE DEVELOPMENT MANAGER Dinwiddie County | Posted November 26



PRINCIPAL PLANT **OPERATOR (NIGHT SHIFT)** Chesterfield County | Posted November 25



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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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