

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

February 5, 2020



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Capitol Contact
every Tuesday
and Thursday...
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Visit Giles
County and
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Positive changes made to Public Employee Collective Bargaining bills

On February 3, the Senate Commerce and Labor Committee made significant changes to the Collective Bargaining [bills](#) under review in that chamber. [SB 1022 \(Boysko\)](#) was incorporated into [SB 939 \(Saslaw\)](#), which was reported and referred to the Senate Finance and Appropriations Committee, 11-3, with a substitute that preserves local choice for local governing bodies. Other changes include language to remove the ability of public employees to strike and provides an exemption to constitutional officers.

VACO opposed SB 1022 in its original form, as it mandated collective bargaining for all employees. The amended SB 939 is an improvement as it preserves local choice, however, the bill does allow school boards to determine whether their employees participate in collective bargaining, regardless of whether a local governing body has passed an ordinance to opt-in to collective bargaining. Significantly, the amended bill no longer includes the employees of state agencies and provides no governance structure for any local government that wishes to allow collective bargaining.

In the House, [HB 582 \(Guzman\)](#) was passed by for the day after Delegate Israel O'Quinn offered a floor amendment removing employees of constitutional officers from the provisions of the bill. HB 582 will likely be heard on February 4. VACO opposes the bill as it mandates collective bargaining for public employees.

VACO requested a local [Fiscal Impact Statement](#) from the Commission on Local Government. Read the full [statement](#) here.

According to the executive summary in the statement:

"A majority of localities noted that the bill would require (i) additional staff for collective bargaining contracts including ensuring compliance, (ii) additional attorneys/legal team that specialize in labor relations, (iii) and upgrading financial/payroll system to allow management and collection of dues. They also noted that their estimated cost does not

Capitol Contact

Virginia General Assembly

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

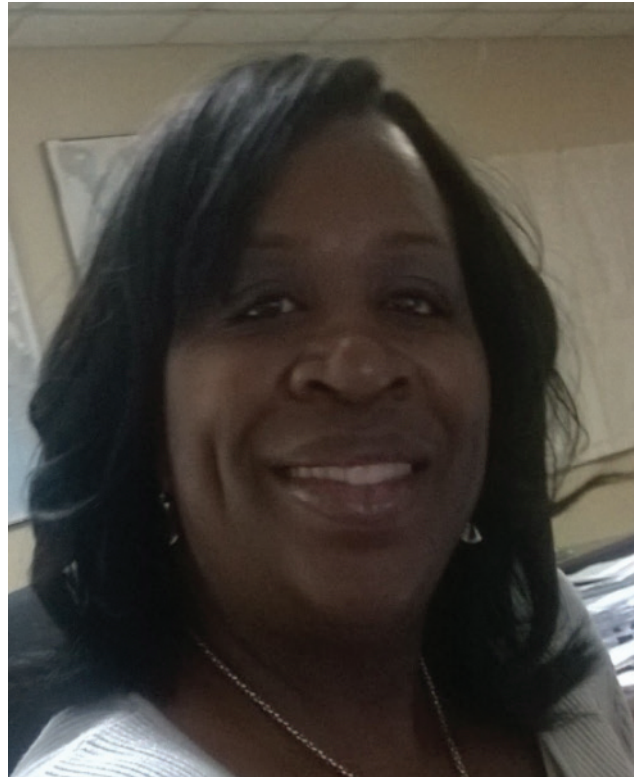


The 2020 General Assembly session will span from January 8 to March 7 as legislators will deliberate on many issues of critical importance to local government, including equal taxing authority, the state budget, broadband, education funding, economic development, public safety, taxes and other policy matters.

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

- **February 4, 2020:** [Positive changes made to Public Employee Collective Bargaining bills](#)
- **February 3, 2020:** **Capitol Contact ALERT** – [Call Your Legislators Now to Support Revenue Fairness Bills](#)
- **January 30, 2020:** [VACo opposes extending state-mandated exemption from local taxes for large solar projects](#)
- **January 30, 2020:** **Capitol Contact ALERT** – [Oppose unfunded and mandated collective bargaining for public employees](#)
- **January 28, 2020:** [Additional Priority Budget Amendments Introduced](#)
- **January 27, 2020:** **Capitol Contact ALERT** – [Support County authority to determine local tax incentives for large solar projects](#)
- **January 23, 2020:** [Equal taxing authority bills introduced; VACo's overarching legislative priority](#)
- **January 21, 2020:** [Budget amendments introduced at VACo's request](#)
- **January 16, 2020:** [Governor proposes significant increase in motor fuels tax as part of major overhaul of transportation system funding](#)
- **January 14, 2020:** [Workers' compensation first responder presumption legislation advances to Senate Finance and Appropriations Committee](#)
- **January 9, 2020:** [Virginia General Assembly Convenes](#)

Charles City County names new Assistant County Administrator



Please join me in welcoming Rhonda L. Russell as the new Assistant County Administrator/ Community Development Director for Charles City County!

She formerly served as the Assistant Director of Planning - Comprehensive Planning with the City of Newport News and also served as the Director of Planning & Community Development with Surry County for 14 years. She served previously in Hampton and Elizabeth City, NC, in capacities of Division Manager or Department Director for more than 15 years.

Ms. Russell has extensive public service experience primarily in local government and grantsmanship, as well as instructional experience as both a full-time Professor and Adjunct Faculty Member at Hampton University, Stratford University, and the University of Phoenix. Ms. Russell has studied at Virginia Tech (Urban Planning), Old Dominion University (Public Administration), and Nova Southeastern University (Organizational Leadership/Human Services) in Fort Lauderdale, FL, where she earned a doctoral degree in Organizational Leadership/Human Services Administration.

Ms. Russell is passionately committed to serving underserved populations and volunteers countless hours in service to others. She was appointed by former Governor Terry McAuliffe to the Virginia Birth-Related Neurological Injury Compensation Board, an independent organization created by the Virginia General Assembly whose founding purposes include – holding down malpractice insurance costs, assuring access to obstetrical services and high quality care for children and admitted claimants over their life-time. The Board manages a \$500 million dollar endowment to support this cause.

Ms. Russell also serves on the Norfolk Planning Council's Transitional Grant Area, a federally mandated community group of appointed volunteers charged with planning the organization and delivery of Ryan White funds and services.

Ms. Russell's passions include disability services, life-long learning, excellence in service and her two adult sons. Ms. Russell is a member of the American Institute of Certified Planners, the American Society of Public Administrators, Conference of Minority Public Administrators, International City Managers Association, Virginia Local Government Management Association, Alpha Kappa Alpha, Sorority, Inc., Lambda Omega Chapter, and Cathedral of Faith, Chesapeake, Virginia.

Welcome onboard!

Henrico names Smith-Callahan as Deputy County Manager for Community Affairs



Henrico County has appointed Monica Smith-Callahan as its deputy county manager for community affairs, a newly restructured position focusing on community outreach.

Smith-Callahan has served as assistant superintendent of policy, equity and communication for the Virginia Department of Education since April 2019. She brings more than 20 years of experience in community engagement, public and media relations and event management in the public, nonprofit and business sectors.

As deputy county manager for community affairs, Smith-Callahan will promote relationships with nongovernmental entities and will serve as a liaison to Henrico County Public Schools and other governmental entities. She also will provide expertise on federal, state and local regulations, legislation and policies affecting the county and will oversee or serve as a primary contact for various departments, agencies and functions, including the Henrico County Public Library, Health Department, Capital Region Workforce Partnership, Electoral Board, Extension Office and legislative affairs.

She will be Henrico's fifth Deputy County Manager, joining others focused on administration and community services, community development, community operations and public safety. Her appointment is effective Tuesday, February 18.

She also has served as Director of Workforce Programs for ChamberRVA, Director of Outreach and Development for Smart Beginnings Greater Richmond, Community Engagement Director for Richmond 2015 Inc., Chief of Staff for U-Turn Sports Performance Academy and Communications Assistant to the Vice President and Public Relations Manager for Comcast Cable.

Smith-Callahan holds a bachelor's degree in mass communications from George Mason University and a master's degree in business administration from Strayer University.

Visit Giles County and the Link Farm Covered Bridge

The Link Farm Covered Bridge was built in 1912 and spans Sinking Creek. The 50-foot span is one of three covered bridges remaining in Giles County. This bridge is not open to vehicle traffic and is located on private property.





Mark Your Calendars



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 must bring their manual with them to the Forum.

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 [Omni Richmond Hotel link](#).

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 _____

Phone _____ Supervisors' 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 _____

Charge Options: _____ VISA _____ American Express _____ MasterCard

Card Number _____ Expiration Date _____

Card Holder's Name _____

Card Holder's Signature _____



VACo FAX NUMBER: 804.788.0083

Rev. 11/18/2019

Chesterfield Attorney Julie A.C. Seyfarth Named a 2020 Influential Woman of Law



Julie A.C. Seyfarth, a Deputy County Attorney with the Chesterfield Attorney's Office, was recently named a 2020 Influential Woman of Law by the Virginia Lawyers Weekly publication.

The awards program honors women attorneys and judges across the state for their excellent work on behalf of the justice system and for their continued commitment to their communities and profession.

Of the 33 other women selected by the publication, Seyfarth, a University of Richmond Law School alumna, is the first county or city attorney in the commonwealth to be selected for the designation since its inception in 2019.

"This is a well-earned and well-deserved recognition for Julie," said Chesterfield County Attorney Jeffrey L. Mincks. "Julie is a seasoned, effective and fierce advocate for her many clients, and they are extremely loyal to her. She is one of Chesterfield County's primary litigators in both the state and federal courts, and never retreats from a challenge. Julie is also in constant demand as an instructor on a variety of topics, and is renowned for her creative, high-energy presentations. Chesterfield County is fortunate to have an attorney of this caliber in the county Attorney's Office."

Since joining the Chesterfield County Attorney's Office in November 2010, Seyfarth has provided daily legal counsel for the county's Police, Human Resources, Fire and Emergency Management Services (EMS) and Risk Management departments.

She also regularly conducts trainings for the Police Department and Fire and EMS while also assisting with the development and support of new and existing programs that include peer support and officer wellness initiatives.

"Julie is a true talent with an unmatched work ethic," said Michael B. Young, Chesterfield Police Department captain. "She makes those around her want to be better versions of themselves. To be willing to do so much good outside of the scope of one's primary duties is a rare quality. As it relates to the officer wellness paradigm shift for the Police Department, Julie has truly been an unsung hero. Her talents and selfless contributions deserve the utmost gratitude, recognition and praise."

Seyfarth, along with the other honorees, will be celebrated at a reception and awards program Tuesday, February 18 at the Hotel John Marshall in downtown Richmond.

Read more about the second annual Influential Women of Law 2020 class from Virginia Lawyers Weekly [here](#).

Become a Certified Supervisor



The Virginia Association of Counties, in partnership with Virginia Tech, offers the Virginia Certified County Supervisors' Program: an opportunity for county supervisors to learn how to more effectively and efficiently lead in their communities.

Since its inception in 2005, 70 supervisors representing more than 40 counties have completed this training program, earning credentials as a certified county supervisor. Of greater importance, each supervisor has gained the insight, perspective, and confidence needed to address the challenges and opportunities of the local governance experience.

The Virginia Certified County Supervisors' Program features a five-course curriculum, designed to maximize engagement and enhance scholarship. Each course begins with a six-hour topically driven, classroom session, followed by an eight-week home study experience. Course participants are assigned relevant articles and books, completing assignments drawn from these readings on a weekly basis. The final component of each course is a concluding six-hour classroom session, which includes a review of the reading and assignment material.

Good Governance: The Role of Leadership

Registration Form | REGISTER ONLINE

Opening Session | March 13
Albemarle County

Closing Session | May 15
VACo Training Center

Registration Deadline | March 1

Managing While Leading: Understanding Your Powers, Duties, and Responsibilities

Opening Session | May 29
Albemarle County

Closing Session | July 24
VACo Training Center

Registration Deadline | May 15

Funding Public Services: The Role of Budgeting

Opening Session | September 4
Albemarle County

Closing Session | November 6
VACo Training Center

Registration Deadline | August 20

Former Clarke County Administrator David Ash honored



Clarke County Supervisors Mary Daniel, Bev McKay, David Weiss, Terri Catlett, and Doug Lawrence surround David Ash (center) after presenting him with a resolution of appreciation for the almost 29 years he served as County Administrator. In addition to the resolution, Ash was showered with gifts, including motorcycle-themed T-shirts, flowers, framed photos, a Mario's Pizzeria gift certificate, an engraved silver bowl, and a rocking chair engraved with the county seal.

During its January 21 meeting, the Clarke County Board of Supervisors recognized David L. Ash and congratulated him for his service and dedication to the Board, county employees, and Clarke County residents.

Chair David Weiss read a "Resolution of Appreciation" that read in part:

David L. Ash assumed the duties and responsibilities of County Administrator and Clerk to the Clarke County Board of Supervisors on March 19, 1991, serving in that capacity – the second County Administrator in Clarke history – until December 2, 2019.

During his tenure, David Ash also served on the Berryville-Clarke County Government Center Joint Building Committee, the Berryville-Clarke County Joint Committee for Economic Development and Tourism, Clarke County Communications Committee, Coalition on the Effects of Illegal Immigration, Events Ordinance Review Committee, Housing Rehabilitation Board, Joint Administrative Services Board, Joint Budget Review Committee, Joint Information Technology Oversight Committee, Northwestern Regional Jail Authority, NSVRC Planning District Commission, Regional Airport Authority, Regional Water Committee, Shenandoah Valley Chief Local Elected Officials Consortium, and VACORP Board.

David Ash also acted as the Director of Emergency Management from 1991 until the creation of the Fire, Emergency Medical Services & Emergency Management Department in October 2014; and, in order to best serve the interests of Clarke County residents, he maintained his certifications as an Emergency Medical Technician and responded to emergency medical service calls as needed.

During his tenure, he oversaw numerous building projects, including the Berryville-Clarke County Government Center, the Clarke County Animal Shelter, and the Clarke County Convenience Center as well as the expansion of the Clarke County Recreation Center to include the Parks and Recreation administrative offices and the Clarke County Senior Center.

He also coordinated renovation projects at county government-owned facilities throughout the Town of Berryville, the County seat.

Following the formal presentation of the resolution on January 21, Supervisors, county employees, and others showered David Ash with gifts, including a rocking chair – engraved with the Clarke county seal – given by Brandon Davis, executive director of Northern Shenandoah Valley Regional Commission; Warren County Deputy County Administrator Robert Childress; Doug Stanley, County Administrator for Warren County; Berryville Town Manager Keith Dalton; and Clarke's new County Administrator, Chris Boies.

COLLECTIVE BARGAINING Continued from page 1

include the possible increases in benefits due to collective bargaining, but the locality that provided the highest estimate is based on difference between union and nonunion compensation, which does not take into account any benefits which could be expected to greater. Some localities noted that the bill would require increase in real estate tax rate to comply with the provisions of the bill. Of those who responded with no cost, [they] noted that [the] cost of the bill indeterminate but would be significant."

As currently written, HB 582 removes the prohibition on local public employers (counties, cities, towns, school boards, and regional political subdivision or body politic and corporate, designated as such by the General Assembly) from entering into collective bargaining with a union or association representing their public employees.

The bill mandates that local public employers be forced into collective bargaining with their employee's representative if 30 percent of their employees in a collective bargaining unit petition to form a bargaining unit. Additionally, the majority of the votes cast in a bargaining unit can elect to designate an exclusive bargaining representative (union or employee association) to negotiate terms of employment including grievances, labor disputes, wages, hours, and other issues. These provisions apply to nearly all State and Local public employees, except employees of the General Assembly.

The bill mandates that the Public Employee Relations Board (PERB) be established but is silent on local government representation/expertise among the three-member board. Yet this board will be deciding issues involving management of local governments and employees. The PERB would also be responsible for overseeing the election of exclusive representatives once an initial petition to has been filed. Though the bill defines broad categories of state employees for the purpose of forming collective bargaining unit, the matter of local public employee bargaining units is left to the determination of the PERB.

The cost of establishing and administering the PERB for the state is indeterminate according to the Department of Planning and Budget's [fiscal impact statement](#). Member budget amendments from [Delegate Krizek](#) and [Senator Boysko](#) for \$1.5 million have been filed, but it remains unknown if this is sufficient to cover the expenses of the PERB and staff. There is no funding in the budget or through member amendments to offset local costs.

The legislation will change the existing grievance process for public employees. This will make management difficult and costly for local government employers. Employee choice in how grievance procedures may be taken can be preempted by any agreement on the grievance procedure process contained in the terms of a collective bargaining agreement. Public employees in a collective bargaining unit can only opt out of paying union/association dues by contacting their exclusive representative.

Public employers are required to provide the personal contact information of their employees to the exclusive representative and provide a list of this updated information for all employees in the bargaining unit to the exclusive representative monthly – an additional administrative burden for local governments.

Meetings between employees and exclusive representatives could disrupt the ability of local governments to provide core services to their constituents. Exclusive bargaining representatives are granted the right to meet with employees during the workday and shall be granted at least 30 minutes of mandatory time with new hires.

The process in which collective bargaining disputes are adjudicated will likely lead to increased costs imposed on local governments. Any accusations of violation of the terms of collective bargaining brought against a public employer to the PERB must be answered within 10 days by the employer. The legislation makes an effort to define the negotiation and impasse procedures/timelines for state government and its collective bargaining units, however the process for local governments is vague.

It is problematic that there is no dedicated funding source to handle the administration of collective bargaining at the local level. Cost may include additional administrative and legal staff, negotiation with exclusive representatives, mediation, and arbitration. Without a funding mechanism this will likely lead to higher taxes and/or a reduction in existing benefits and services and has the potential to be felt in every community of the Commonwealth.

For these reasons, VACo continues to oppose HB 582 and urges you to contact your legislators to oppose it as well.

VACo Contacts: [Jeremy R. Bennett and Phyllis Errico, Esq.](#)

VACo supports County authority to determine local tax incentives for large solar projects



[SB 800 \(Lewis\)](#) advances the expiration date of the state-mandated 80 percent tax exemption from Machinery and Tool Tax (M&T) for utility-scale solar projects greater than 20 megawatts (MW) from 2024 to 2021. The legislation has been heard in the [Senate Finance and Appropriations Committee](#) two weeks in a row with VACo speaking in support of the measure both times. A final hearing and vote on the bill are scheduled for the morning of Wednesday February 5.

ACTION REQUIRED – Contact [Senate Finance and Appropriations Committee](#) Members today and express your support for SB 800.

This proposed change will allow Counties to decide by local ordinance, as is allowed under Virginia law, to determine at their discretion a lower M&T rate for projects greater than 20 MW in generating capacity. Successful legislation supported by VACo in 2018 returned this authority to counties for projects 150 MW or larger in capacity in advance of the 2024 expiration date.

KEY POINTS

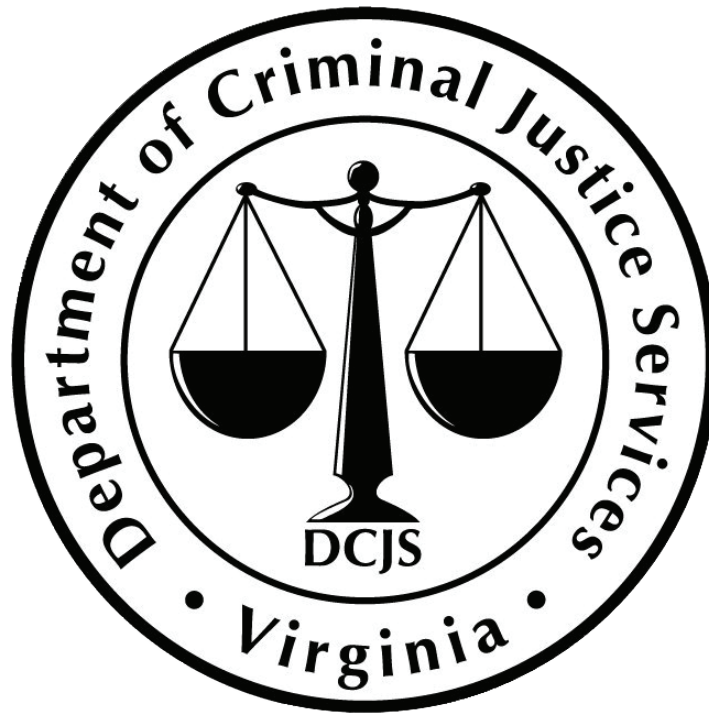
- The state-mandated exemption from local tax has resulted in significant loss of both current and future revenues that would otherwise be utilized to fund state-mandated services such as public education, public safety, and human services.
- This bill allows localities, at their discretion, to provide a tax incentive for these larger installations.

KEY CONTACTS

SENATE FINANCE AND APPROPRIATIONS COMMITTEE: [Howell \(Chair\)](#), [Saslaw](#), [Norment](#), [Hanger](#), [Lucas](#), [Newman](#), [Ruff](#), [Vogel](#), [Barker](#), [Edwards](#), [Deeds](#), [Locke](#), [Petersen](#), [Marsden](#), [Ebbin](#), [McClellan](#)

Email entire committee at once – [Senate Finance and Appropriations Committee](#)

VACo Contacts: [Joe Lerch, AICP](#) and [Chris McDonald, Esq.](#)



GRANT OPPORTUNITY: “2020 Juvenile Justice System Improvement Title II Grant” makes federal funds available for projects under the Juvenile Justice and Delinquency Prevention (JJDP) Act Title II Formula Grants Program from the U.S. Office of Juvenile Justice and Delinquency Prevention (OJJDP).

DCJS Grant Coordinator: Ed Holmes | 804.786.4576

[Click here for full announcement](#)

Of Note:

- eligible applicants under the solicitation are local units of government
- funding can support juvenile justice system improvements, new prevention and intervention programs, or enhancement or expansion of existing programs
- programs must be evidence-based
- the grant period is for limited-focus, time-limited projects over 12 months, July 1, 2020 - June 30, 2021

Examples of areas for potential funding include:

- programs that provide alternative interventions for status offenders (CHINS) / priority to localities changing practices to come into compliance with the reauthorized JJDP Act, specifically reducing or eliminating detention of status offenders (including those who violate valid court orders)
- community and home-based alternatives to incarceration including crisis intervention, respite care, and shelter care programs to divert youth from entering system involvement including restorative justice programs, teen/youth courts and mediation

Sponsorship Opportunities



March 20-21, 2020
Omni Richmond Hotel

Virginia Association of Counties



Your sponsorship at the VACo County Supervisors' Forum helps supervisors concentrate on critical issues facing counties today: intergovernmental relations, financial responsibilities, schools, economic development, transportation, environmental protection, communications, legal issues and more. Be a part of this worthwhile event while promoting your company mission.

Please check the event(s) you would like to sponsor. Partial sponsorships are available and will be listed as "Co-Sponsored by . . ."

NAMETAG LANYARDS

\$500

Sponsor the nametag lanyards and receive recognition by the moderator during the Forum, company logo on lanyards, and recognition on signage, website and agenda. **NOTE:** *Due to production and shipping time constraints, this sponsorship must be submitted no later than Feb. 28th.*

FORUM TOTE BAGS

\$250

Sponsor the tote bags and receive recognition by the moderator during the Forum, company logo on tote bags, and recognition on signage, website and agenda. **NOTE:** *Due to production and shipping time constraints, this sponsorship must be submitted no later than Feb. 28th.*

WIFI

\$500

Sponsor the WiFi and have a customized WiFi password to reflect company name. Receive two (2) free event registrations, event attendee list, recognition by the moderator during the Forum, company logo and contact information on signage, website and agenda.

LUNCH BREAK

\$400

Sponsor the lunch break and receive (2) free event registrations, opportunity to introduce lunch to attendees, event attendee list, recognition by the moderator during the Forum, company logo and contact information on signage, website and agenda.

REFRESHMENT BREAKS

\$300

Sponsor refreshment breaks throughout the two-day Forum and receive (2) free event registrations, recognition by the moderator, company logo and contact information on signage, website and agenda.

SATURDAY NIGHT DINNER

\$850

Sponsor dinner on Saturday evening and receive (2) free event registrations, opportunity to introduce dinner to attendees, event attendee list, recognition by the moderator during the Forum, recognition on signage, website and agenda.

Nominations are Open!

The Virginia Municipal Clerks Association Clerk of the Year Committee is accepting nominations for the annual Clerk of the Year award to be presented at the VMCA Annual meeting in April .



Qualifications:

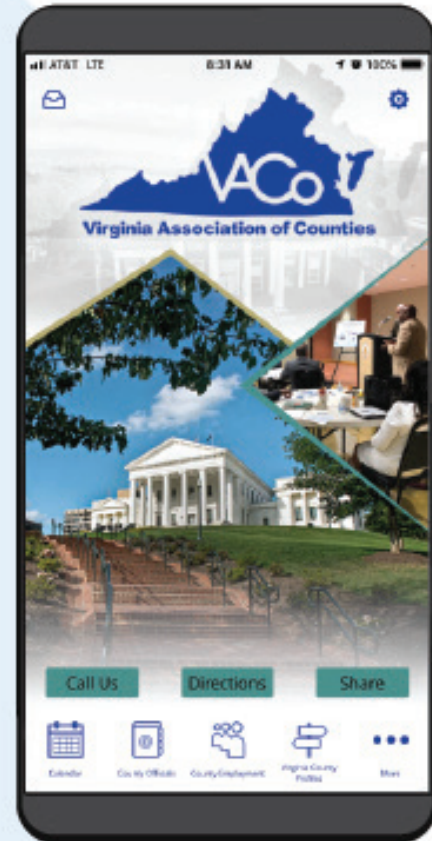
- **Member of the VMCA for 2+ Years**
- **Brings innovative ideas to the Association**
- **Demonstrates commitment to professional development**
- **Demonstrates commitment to community involvement**
- **Extraordinary individual job performance**
- **Positive on-the-job attitude**

**Nomination forms due by
February 28, 2020**

**Click [here](https://forms.gle/fXiqJ1sXDBiqbvas5) for the nomination form or enter
<https://forms.gle/fXiqJ1sXDBiqbvas5> into your browser.**

DOWNLOAD

our new app



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.



YOUR
COUNTY
MATTERS.

NACo 2020

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Counties of all sizes are implementing innovative programs. Apply now to share yours.

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QUESTIONS?

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SUBMISSIONS DEADLINE: March 30, 2020 at 11:59 p.m. EDT



NACo 2020

ACHIEVEMENT AWARDS

SUBMISSIONS DEADLINE: March 30, 2020 at 11:59 p.m. EDT

TO BEGIN YOUR APPLICATION VISIT:

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QUESTIONS?

Contact awards@naco.org



VIRGINIA COUNTY
SUPERVISORS' MANUAL
EIGHTH EDITION, 2019

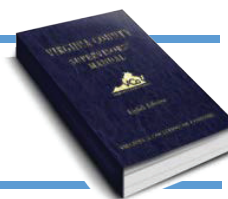


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\$75 EACH

(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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Virginia Association of Counties
1207 East Main Street, Suite 300
Richmond, VA 23219-3627

Or FAX credit card purchases to 804.788.0083

Questions? Call 804.788.6652.



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).



PRINCIPAL PLANNER |
Culpeper County | Posted January 31



**PARKS
SUPERINTENDENT** | Culpeper County
| Posted January 31



**COMMUNICATIONS
OFFICER** | Frederick County | Posted
January 31



**ASSISTANT
COMMONWEALTH ATTORNEY** |
Frederick County | Posted January 31



ASSESSOR | Frederick
County | Posted January 31



PRINCIPAL PLANNER |
Isle of Wight County | Posted January
31



UTILITY OPERATOR |
Montgomery County | Posted January
31



PLANNER I | Central
Shenandoah Planning District
Commission | Posted January 29



TEACHERS JOB FAIR |
Fauquier County Schools | Posted
January 28



**FAUQUIER COUNTY JOB
FAIR** | Fauquier County | Posted
January 28



BUILDING OFFICIAL |
Pulaski County | Posted January 28



**COUNTY
ADMINISTRATOR** | Powhatan County
| Posted January 27



DEPUTY DIRECTOR
DPWES | Fairfax County | Posted
January 27



**PUBLIC INFORMATION
OFFICE INTERN (SPRING SEMESTER)**
| Montgomery County | Posted
January 27



**PSA UTILITY
COORDINATOR** | Montgomery
County | Posted January 23



PLANNER | Berkley
Group | Posted January 23



**SOLID WASTE
COLLECTION OPERATOR** |
Montgomery County | Posted January
23



**FAMILY SERVICES
SPECIALIST** | Montgomery County |
Posted January 23



LANDSCAPING LABORER
| Montgomery County | Posted
January 22



LIBRARY MANAGER
FLOYD BRANCH | Montgomery –
Floyd County | Posted January 22



MECHANICAL/PLUMBING
PLANS EXAMINER | City of
Alexandria | Posted January 22



BUILDING STRUCTURAL
PLANS EXAMINER | City of
Alexandria | Posted January 22



APPLICATIONS
SPECIALIST I OR II | Accomack
County | Posted January 22



COUNTY
ADMINISTRATOR | Smyth County |
Posted January 22



ASSISTANT
DEPARTMENT DIRECTOR, PUBLIC
WORKS & ENVIRONMENTAL
SERVICES | Loudoun County | Posted
January 22



INTERIM EXECUTIVE
DIRECTOR | HRPDC c/o Southside
Network Authority | Posted January
21



PROPERTY
MAINTENANCE CODE INSPECTOR |
City of Alexandria | Posted January 21



JOB ANNOUNCEMENTS |
Albemarle County | Posted January 21



WEB INTERACTION
DESIGNER | James City County |
Posted January 17



RECREATION LEADER
(BEFORE & AFTER SCHOOL) | James
City County | Posted January 17



PARKS & RECREATION
JOB OPPORTUNITIES | James City
County | Posted January 17



ACCOUNTING
TECHNICIAN I | James City County |
Posted January 17



ASSISTANT RECREATION
SUPERVISOR (BEFORE & AFTER
SCHOOL) | James City County | Posted
January 17



SPORTS CLASS
INSTRUCTOR I/II/III | James City
County | Posted January 17



ASSISTANT DIRECTOR
OF FIELD OPERATIONS | Western VA
Water Authority | Posted January 16



PAYROLL MANAGER |
Hanover County | Posted January 16



EXECUTIVE DIRECTOR
| VA Peninsulas Public Service
Authority | Posted January 16



DEPARTMENTAL SYSTEM
ANALYST | City of Harrisonburg |
Posted January 16



DIRECTOR OF SOLID
WASTE | Brunswick County | Posted
January 16



COMMUNICATIONS
OFFICER | NRV Emergency
Communications Regional Authority
| Posted January 15



MAINTENANCE WORKER
-PSA | Montgomery County | Posted
January 15



FIREFIGHTER/EMT |
Frederick County | Posted January 14



ZONING
ADMINISTRATOR/SUBDIVISION
AGENT | Northampton County |
Posted January 14



DEPUTY CITY
ATTORNEY | City of Chesapeake |
Posted January 14

COUNTY CONNECTIONS

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Richmond, VA 23219-3627



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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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